



2024

AHA-AA VIC

NATIONAL SALARY SURVEY

Accommodation Hotels, Resorts & Apartments



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This information has been prepared as part of a survey of members of the various state branches of the Accommodation Australia, a division of the Australian Hotels Association (AHA). In providing this information, the AHA makes no suggestion or warranty that any of the rates of pay or salaries contained in this report are compliant with applicable workplace laws.

Recipients of this report should bear in mind that various industrial instruments set minimum requirements and should seek legal advice on their specific circumstances. The AHA accepts no liability and is expressly disclaimed from any damage arising as a result of any person or company acting on the information contained in this report.

Executive Summary

Hotel Rating	Location	Number of Rooms	Number of Responses
5 Star	CBD, Non CBD	0 - 149 rooms, 150 - 299 rooms, 300 rooms plus	10
4 - 4.5 Star	Non CBD	0 - 149 rooms, 150 - 299 rooms, 300 rooms plus	16
4 - 4.5 Star	CBD	0 - 149 rooms, 150 - 299 rooms, 300 rooms plus	22
3 - 3.5 Star	CBD, Non CBD	0 - 149 rooms, 150 - 299 rooms, 300 rooms plus	4
Total Responses Overall (Inclusive of those hotels who answered on behalf of all hotels/apartments in their chain:			52

Explanatory Notes

Invitations have been circulated via email to all accommodation hotel members to take part in the Accommodation Australia National Hotel Industry Salary Survey.

The aim of the 2024 National Hotel Industry Salary Survey is to assist accommodation hotels in benchmarking the salaries being paid to your hotel and hospitality management and senior staff against those of your competitors and market set.

Respondents are required to enter data for staff employed at the property. All non-relevant positions can be ignored within the survey.

Individual results may also be impacted by applicable industrial instruments. These industrial instruments include, most notably, the Hospitality Industry (General) Award 2020 and enterprise agreements. Such enterprise agreements may provide for terms and conditions of employment, including salaries, which are different than those provided for in the Hospitality Award.

Not all employees in a certain position will be covered by the same industrial instrument and this report is not intended to provide any guidance regarding minimum requirements for compliance with any applicable workplace laws.

This final report will provide an accurate picture of movements in salary levels across the industry over the past financial year. The report will give you access to a low and high salary range, an average of salaries nationally, at a state level and by star rating.

The final report and data is only available to hotels that participate in the survey.

DATA INTEGRITY

The quality of the data depends, of course, on the quality of the information entered by respondents. While best efforts have been made to verify data for accuracy and as a safeguard against potential entry errors, it is not possible to guarantee that the data is accurate.

It is also not possible to guarantee that respondents have entered data that demonstrates compliance with relevant workplace laws. Data entered may be incorrect, or not demonstrate compliance with relevant workplace laws due to, amongst other things:

- Employees being incorrectly classified based on their duties and responsibilities;
- Respondents failing to understand the questions or categories in the Survey;
- Employee salaries not having been increased in accordance with Annual Wage Reviews and other award changes;
- Data being incorrectly entered into relevant fields of the Survey.

Results of the Survey may also be impacted by the inclusion of positions that are in fact not salaried positions. Respondents may also have entered information that is indicative of failures to comply with applicable workplace laws.

Results

5 Star - CBD, Non CBD - Salaries & Benefits

0 - 149 rooms, 150 - 299 rooms, 300 rooms plus

Senior Management, Dept Heads & Exec Leadership																			
Position	2022 Average Salary	2023 Average Salary	Average Salary	Min Salary	Max Salary	Super	Bonus	Vehicle	Parking	Mobile	Technology	Accom	F&B	Private Health	Laundry	Gym	Paid Parental Leave	Employee Assistance Program (EAP)	Subsidised Higher Education
General Manager	\$208,730	\$204,771	\$225,964	\$160,000	\$300,000	40%	60%		60%	50%	70%	50%	70%	50%	60%	20%	30%	70%	
Executive Assistant Manager	\$115,160	\$123,667	\$125,335	\$108,675	\$160,000	40%	40%		20%	40%	30%	30%	50%	30%	40%	10%	30%	50%	
Financial Controller	\$138,700	\$137,859	\$145,926	\$100,000	\$189,657	20%	80%		40%	60%	60%	60%	80%	60%	70%	30%	50%	80%	
Director of Sales & Marketing	\$137,128	\$138,734	\$151,328	\$120,174	\$212,000	20%	80%	10%	30%	60%	70%	60%	80%	70%	70%	30%	50%	80%	
Director of Food & Beverage	\$113,698	\$121,460	\$122,822	\$84,185	\$159,924	10%	40%		20%	40%	20%	30%	40%	30%	20%	10%	20%	40%	
Director of Human Resources / People and Culture	\$128,313	\$135,052	\$134,838	\$99,750	\$169,500	30%	70%		40%	70%	50%	40%	80%	60%	70%	40%	40%	80%	
Director of Revenue/Yield Controller	\$111,143	NEW	\$139,746	\$113,315	\$159,000		40%		30%	40%	30%	20%	40%	40%	40%	20%	20%	40%	
Executive Secretary	\$74,042	\$77,307	\$81,318	\$73,500	\$105,000	20%			40%	10%	20%	30%	50%	20%	30%		20%	50%	

Food & Beverage

Position	2022 Average Salary	2023 Average Salary	Average Salary	Min Salary	Max Salary	Super	Bonus	Vehicle	Parking	Mobile	Technology	Accom	F&B	Private Health	Laundry	Gym	Paid Parental Leave	Employee Assistance Program (EAP)	Subsidised Higher Education
Food & Beverage Manager	\$94,261	\$111,535	\$104,296	\$84,185	\$140,000	10%	30%		10%	20%	40%	30%	40%	20%	30%	10%	30%	40%	
Assistant Food & Beverage Manager	\$83,063	\$91,100	\$87,400	\$70,000	\$120,000		20%		10%		20%	50%	50%	10%	50%		40%	50%	
Restaurant Manager	\$78,124	\$84,089	\$81,231	\$73,348	\$88,500	20%			20%		20%	30%	50%	10%	40%		30%	50%	
Bar Manager	\$78,991	\$82,159	\$79,449	\$73,348	\$85,000	10%			10%			10%	30%		20%		20%	30%	
Banquet/Conference Operations Manager	\$80,755	\$90,790	\$81,082	\$73,359	\$88,000	10%	30%		20%	30%	20%	40%	50%	10%	40%	10%	40%	50%	
Banquet/Conference Operations Coordinator	\$62,881	\$70,177	\$64,651	\$60,000	\$73,952		10%		10%	10%	10%	20%	30%	10%	30%		20%	30%	
Executive Chef	\$117,520	\$134,167	\$127,117	\$105,000	\$160,000	20%	50%		40%	30%	60%	60%	90%	50%	80%	20%	70%	90%	
Sous Chef	\$79,063	\$86,315	\$83,694	\$75,000	\$98,325	20%	20%		10%		10%	80%	100%	10%	80%		60%	100%	
Chef de Partie / Restaurant Chef	\$68,074	\$70,673	\$73,569	\$58,568	\$80,730	20%	10%		20%	10%		70%	90%	10%	60%		60%	90%	
Demi Chef	\$62,864	\$64,245	\$67,665	\$55,000	\$76,000	10%			20%			60%	80%	10%	70%		50%	80%	
Commis Chef	\$60,853	\$60,257	\$64,319	\$51,000	\$74,000	10%			20%	10%		50%	80%	10%	70%		50%	80%	
Pastry Chef	\$96,744	\$73,823	\$87,043	\$70,864	\$113,016	10%	10%		30%		10%	30%	50%	20%	40%		30%	50%	
Food Hygiene / Safety Manager	NEW	NEW	\$79,091	\$75,182	\$83,000						10%	20%	20%		20%		20%	20%	
Sommelier	NEW	NEW	\$83,800	\$77,600	\$90,000	20%			10%		10%	10%	20%			10%	10%	20%	

Sales

Position	2022 Average Salary	2023 Average Salary	Average Salary	Min Salary	Max Salary	Super	Bonus	Vehicle	Parking	Mobile	Technology	Accom	F&B	Private Health	Laundry	Gym	Paid Parental Leave	Employee Assistance Program (EAP)	Subsidised Higher Education
Sales/Marketing Manager	\$91,312	\$87,784	\$97,014	\$80,000	\$120,174	10%	70%		40%	30%	60%	70%	80%	50%	90%	10%	60%	90%	
Sales/Marketing Executive	\$72,760	\$75,841	\$79,038	\$65,000	\$98,564	10%	30%		10%	20%	40%	60%	80%	20%	80%	10%	50%	80%	
Banquet & MICE Manager	\$87,667	\$82,475	\$83,878	\$74,053	\$106,096	10%	40%		30%	20%	40%	50%	60%	40%	70%	10%	40%	70%	
Banquet & MICE Executive	\$64,128	\$67,731	\$69,557	\$60,000	\$78,000	10%	20%			10%	20%	40%	70%		70%		60%	70%	
Public Relations Manager	\$75,845	\$100,300	\$84,102	\$83,204	\$85,000				20%	10%	20%	20%	20%	20%	20%		10%	20%	

Engineering & Security

Position	2022 Average Salary	2023 Average Salary	Average Salary	Min Salary	Max Salary	Super	Bonus	Vehicle	Parking	Mobile	Technology	Accom	F&B	Private Health	Laundry	Gym	Paid Parental Leave	Employee Assistance Program (EAP)	Subsidised Higher Education
Chief Engineer	\$100,195	\$105,600	\$110,793	\$95,000	\$138,604	10%	60%		60%	50%	60%	70%	80%	60%	90%	20%	60%	90%	
Assistant Engineer	\$81,094	\$77,147	\$84,581	\$80,000	\$97,604	10%			40%	10%	10%	40%	50%	20%	50%		30%	50%	
Security Manager	\$83,334	\$82,500	\$83,500	\$80,000	\$85,000	10%			30%	20%	10%	30%	40%	20%	40%		20%	40%	

Finance & IT

Position	2022 Average Salary	2023 Average Salary	Average Salary	Min Salary	Max Salary	Super	Bonus	Vehicle	Parking	Mobile	Technology	Accom	F&B	Private Health	Laundry	Gym	Paid Parental Leave	Employee Assistance Program (EAP)	Subsidised Higher Education
Assistant Financial Controller	\$88,500	\$92,132	\$101,667	\$92,000	\$113,635	10%	20%		30%	10%	40%	40%	50%	30%	40%		20%	50%	
Revenue/Yield Manager	\$152,334	\$78,000	\$122,238	\$83,203	\$159,100		30%		40%	10%	20%	30%	40%	30%	40%		20%	40%	
Accounts Assistant	\$63,463	\$70,138	\$68,711	\$53,687	\$85,000	10%			10%		10%	60%	70%	10%	50%		50%	70%	
Purchasing Officer	\$57,845	\$61,228	\$55,844	\$53,687	\$58,000						10%	20%	20%	10%			20%	20%	
Payroll Officer	\$73,387	\$66,478	\$63,428	\$53,687	\$72,025				10%			30%	30%	10%	30%		10%	30%	
Purchasing Manager	NEW	NEW	\$80,436	\$65,500	\$107,500	10%			20%	20%	10%	50%	70%	40%	70%		40%	70%	
Information Technology / IT Manager	\$101,042	\$107,665	\$131,800	\$113,560	\$144,600				40%	40%	50%	40%	50%	40%	40%	10%	30%	50%	

Human Resources

Position	2022 Average Salary	2023 Average Salary	Average Salary	Min Salary	Max Salary	Super	Bonus	Vehicle	Parking	Mobile	Technology	Accom	F&B	Private Health	Laundry	Gym	Paid Parental Leave	Employee Assistance Program (EAP)	Subsidised Higher Education
Human Resources Manager	NEW	\$93,984	\$94,927	\$78,936	\$110,000	30%	40%		40%	40%	60%	40%	60%	30%	60%	20%	30%	70%	
Human Resources Assistant	\$65,609	\$70,345	\$67,566	\$53,687	\$78,000	10%			20%		30%	50%	60%	20%	40%		40%	60%	
Training and Development Manager	\$77,500	\$75,825	\$83,918	\$80,000	\$87,780	10%	10%		20%	30%	30%	20%	30%	30%	40%	10%	20%	40%	

Front Office

Position	2022 Average Salary	2023 Average Salary	Average Salary	Min Salary	Max Salary	Super	Bonus	Vehicle	Parking	Mobile	Technology	Accom	F&B	Private Health	Laundry	Gym	Paid Parental Leave	Employee Assistance Program (EAP)	Subsidised Higher Education
Rooms Division Manager	\$98,489	\$105,193	\$107,236	\$89,945	\$121,234	10%	40%		20%	30%	40%	40%	50%	30%	50%	10%	30%	50%	
Front Office Manager	\$80,101	\$84,256	\$90,375	\$80,884	\$105,000	20%	30%		40%	40%	50%	50%	70%	20%	60%	20%	40%	80%	
Assistant Front Office Manager	\$72,769	\$78,140	\$78,080	\$73,400	\$80,000	10%	10%		20%	10%	20%	30%	40%	10%	30%		30%	50%	
Reservations Manager	\$89,189	\$82,118	\$76,917	\$73,500	\$83,000		20%		20%	20%	40%	30%	50%	20%	50%	10%	40%	60%	
Reservations/Front Office Supervisor	\$65,777	\$67,720	\$75,657	\$71,314	\$80,000	10%			10%		10%	10%	20%		10%		10%	20%	
Guest Experience Manager	\$71,600	\$95,151	\$78,449	\$73,348	\$85,000	10%			10%	10%		10%	20%	10%	30%		20%	30%	
Chief Concierge	\$75,177	\$78,153	\$81,596	\$79,500	\$86,510		10%		20%			40%	50%	20%	60%	10%	40%	60%	
Assistant Concierge	\$66,818	\$68,197	\$69,544	\$67,777	\$71,312				10%			20%	20%	10%	20%		10%	20%	
Night Manager	\$69,612	\$73,125	\$76,090	\$73,348	\$82,900		10%		30%			60%	70%	20%	70%	10%	50%	80%	
Night Auditor	\$55,427	\$63,154	\$67,346	\$63,726	\$71,312							20%	30%		30%		20%	30%	

Housekeeping

Position	2022 Average Salary	2023 Average Salary	Average Salary	Min Salary	Max Salary	Super	Bonus	Vehicle	Parking	Mobile	Technology	Accom	F&B	Private Health	Laundry	Gym	Paid Parental Leave	Employee Assistance Program (EAP)	Subsidised Higher Education
Executive Housekeeper	\$85,829	\$91,449	\$94,886	\$78,000	\$113,000	29%	43%		43%	43%	57%	71%	100%	43%	86%	14%	57%	100%	
Housekeeping Coordinator / Assistant Executive	\$66,241	\$76,131	\$76,343	\$73,370	\$80,000	14%			14%			43%	57%	14%	43%		29%	57%	

Spa/Salon

Position	2022 Average Salary	2023 Average Salary	Average Salary	Min Salary	Max Salary	Super	Bonus	Vehicle	Parking	Mobile	Technology	Accom	F&B	Private Health	Laundry	Gym	Paid Parental Leave	Employee Assistance Program (EAP)	Subsidised Higher Education
Spa Manager	\$83,767	\$88,231	\$86,900	\$85,000	\$90,000	33%			67%	33%	33%	67%	100%	33%	67%	33%	67%	100%	

4 - 4.5 Star - Non CBD - Salaries & Benefits

0 - 149 rooms, 150 - 299 rooms, 300 rooms plus

Senior Management, Dept Heads & Exec Leadership																			
Position	2022 Average Salary	2023 Average Salary	Average Salary	Min Salary	Max Salary	Super	Bonus	Vehicle	Parking	Mobile	Technology	Accom	F&B	Private Health	Laundry	Gym	Paid Parental Leave	Employee Assistance Program (EAP)	Subsidised Higher Education
General Manager	\$133,046	\$143,125	\$145,583	\$80,000	\$235,000	7%	64%	14%	43%	71%	71%	57%	57%	43%	50%	7%	36%	71%	
Executive Assistant Manager	\$97,500	\$101,583	\$105,000	\$95,000	\$115,000	7%	14%		14%	21%	7%	14%	21%	7%	21%	7%	14%	29%	
Financial Controller	\$114,782	\$110,284	\$121,342	\$85,000	\$160,000		29%		29%	29%	29%	29%	36%	7%	21%		21%	36%	
Director of Sales & Marketing	\$95,000	\$112,000	\$109,339	\$80,000	\$155,000		36%		36%	29%	36%	29%	43%	7%	21%		29%	36%	
Director of Food & Beverage	\$84,000	\$85,000	\$102,000	\$99,000	\$105,000		14%		14%	7%	7%	7%	14%		14%		14%	14%	
Director of Human Resources / People and Culture	\$120,000	\$109,000	\$121,667	\$105,000	\$130,000		7%	7%	7%	14%	7%	14%	21%	7%	7%	7%	7%	21%	

Food & Beverage																			
Position	2022 Average Salary	2023 Average Salary	Average Salary	Min Salary	Max Salary	Super	Bonus	Vehicle	Parking	Mobile	Technology	Accom	F&B	Private Health	Laundry	Gym	Paid Parental Leave	Employee Assistance Program (EAP)	Subsidised Higher Education
Food & Beverage Manager	\$84,500	\$85,834	\$85,938	\$75,000	\$110,000		10%		20%	10%	20%	30%	20%		10%	10%	10%	30%	
Assistant Food & Beverage Manager	\$67,500	\$74,250	\$71,750	\$70,000	\$73,500				10%	10%		10%	20%		10%		10%	20%	
Restaurant Manager	\$71,500	\$75,667	\$74,167	\$63,000	\$85,000				30%		20%	20%	60%		30%	10%	40%	60%	
Banquet/Conference Operations Manager	\$72,500	\$80,000	\$77,500	\$75,000	\$80,000						10%	10%	20%		10%	10%	10%	20%	
Banquet/Conference Operations Coordinator	\$65,000	N/A	\$65,000	\$65,000	\$65,000							10%	10%					10%	
Maitre'D	N/A	\$65,000	\$60,000	\$60,000	\$60,000	10%								10%	10%	10%		10%	
Executive Chef	\$108,715	\$98,125	\$96,463	\$85,000	\$120,000	10%	20%		50%	20%	10%	50%	60%	10%	50%	10%	40%	80%	
Sous Chef	\$72,858	\$78,000	\$76,400	\$63,000	\$90,000				40%	10%		50%	70%		40%	10%	50%	60%	
Chef de Partie / Restaurant Chef	\$63,500	\$69,800	\$70,102	\$60,000	\$75,606	10%			40%			50%	60%	10%	50%		40%	70%	
Demi Chef	\$60,600	\$69,183	\$68,686	\$63,000	\$71,754				20%			20%	30%		30%		30%	30%	
Commis Chef	\$56,540	\$64,750	\$64,438	\$58,000	\$67,110				20%			40%	50%		20%	10%	30%	50%	
Pastry Chef	N/A	\$75,000	\$80,000	\$80,000	\$80,000							10%	10%			10%		10%	

Sales																			
Position	2022 Average Salary	2023 Average Salary	Average Salary	Min Salary	Max Salary	Super	Bonus	Vehicle	Parking	Mobile	Technology	Accom	F&B	Private Health	Laundry	Gym	Paid Parental Leave	Employee Assistance Program (EAP)	Subsidised Higher Education
Sales/Marketing Manager	\$96,000	\$78,334	\$95,000	\$90,000	\$100,000		33%		17%	17%	33%	17%	33%			17%	17%	33%	
Sales/Marketing Executive	\$68,500	\$69,000	\$75,400	\$72,800	\$78,000				33%		17%	17%	33%		17%		33%	33%	
Banquet & MICE Manager	\$82,500	\$88,000	\$87,600	\$87,600	\$87,600								17%		17%		17%	17%	
Banquet & MICE Executive	\$66,667	\$67,500	\$70,678	\$69,300	\$71,422				33%		17%	33%	50%		50%		50%	50%	
Public Relations Manager	\$90,000	\$85,000	\$94,500	\$94,500	\$94,500								17%		17%		17%	17%	

Engineering & Security

Position	2022 Average Salary	2023 Average Salary	Average Salary	Min Salary	Max Salary	Super	Bonus	Vehicle	Parking	Mobile	Technology	Accom	F&B	Private Health	Laundry	Gym	Paid Parental Leave	Employee Assistance Program (EAP)	Subsidised Higher Education
Chief Engineer	\$90,470	\$92,726	\$87,782	\$75,000	\$100,000	12%	25%		50%	50%	12%	50%	75%	38%	38%		62%	88%	
Assistant Engineer	\$69,000	\$74,500	\$70,500	\$66,000	\$75,000				12%	25%		12%	25%		25%		25%	25%	

Finance & IT

Position	2022 Average Salary	2023 Average Salary	Average Salary	Min Salary	Max Salary	Super	Bonus	Vehicle	Parking	Mobile	Technology	Accom	F&B	Private Health	Laundry	Gym	Paid Parental Leave	Employee Assistance Program (EAP)	Subsidised Higher Education
Assistant Financial Controller	\$87,500	\$80,402	\$86,875	\$78,750	\$95,000		20%				20%	20%	40%		20%	20%	20%	40%	
Revenue/Yield Manager	\$80,000	\$90,000	\$90,000	\$90,000	\$90,000		20%				20%	20%	20%			20%		20%	
Accounts Assistant	\$62,667	\$77,000	\$67,000	\$66,000	\$68,000						20%	40%	40%			20%		40%	
Payroll Officer	\$64,000	\$60,000	\$66,000	\$66,000	\$66,000							20%	20%					20%	

Human Resources

Position	2022 Average Salary	2023 Average Salary	Average Salary	Min Salary	Max Salary	Super	Bonus	Vehicle	Parking	Mobile	Technology	Accom	F&B	Private Health	Laundry	Gym	Paid Parental Leave	Employee Assistance Program (EAP)	Subsidised Higher Education
Human Resources Manager	NEW	\$97,667	\$92,581	\$75,000	\$110,162		25%		50%	25%	50%	50%	50%		50%		50%	50%	
Human Resources Assistant	\$68,000	\$68,334	\$76,656	\$71,312	\$82,000		25%				25%	25%	50%		25%	25%	25%	50%	

Front Office

Position	2022 Average Salary	2023 Average Salary	Average Salary	Min Salary	Max Salary	Super	Bonus	Vehicle	Parking	Mobile	Technology	Accom	F&B	Private Health	Laundry	Gym	Paid Parental Leave	Employee Assistance Program (EAP)	Subsidised Higher Education
Rooms Division Manager	\$78,334	\$83,566	\$74,333	\$40,000	\$93,000			8%	8%	8%	8%	17%	25%	8%	8%	8%	8%	17%	8%
Front Office Manager	\$78,667	\$76,651	\$80,563	\$72,000	\$88,000		17%		33%	17%	25%	33%	67%	8%	17%	8%	42%	58%	
Assistant Front Office Manager	\$65,000	\$75,476	\$74,000	\$73,000	\$75,000						8%	17%	17%			8%		17%	
Reservations Manager	\$70,000	\$73,000	\$72,167	\$68,000	\$75,000				8%			8%	25%	8%	17%		25%	25%	
Reservations/Front Office Supervisor	\$62,386	\$62,511	\$64,250	\$55,000	\$70,000	8%			8%		8%	25%	25%	8%	17%	8%	8%	33%	
Guest Experience Manager	N/A	\$72,000	\$71,616	\$67,000	\$74,500				17%			25%	25%		17%		17%	25%	
Night Manager	\$65,667	\$74,667	\$71,462	\$59,000	\$78,000				25%			17%	33%	8%	25%		33%	33%	
Night Auditor	\$62,086	\$65,142	\$65,783	\$51,000	\$80,000				25%		8%	42%	50%		25%	8%	33%	50%	

Housekeeping

Position	2022 Average Salary	2023 Average Salary	Average Salary	Min Salary	Max Salary	Super	Bonus	Vehicle	Parking	Mobile	Technology	Accom	F&B	Private Health	Laundry	Gym	Paid Parental Leave	Employee Assistance Program (EAP)	Subsidised Higher Education
Executive Housekeeper	\$62,117	\$71,804	\$74,436	\$65,000	\$90,000		11%		56%	22%	11%	67%	78%	11%	22%		33%	56%	
Housekeeping Coordinator / Assistant Executive	\$62,500	\$61,338	\$68,250	\$63,000	\$73,500	11%			11%			11%	11%	11%	22%		11%	22%	

4 - 4.5 Star - CBD - Salaries & Benefits

0 - 149 rooms, 150 - 299 rooms, 300 rooms plus

Senior Management, Dept Heads & Exec Leadership																			
Position	2022 Average Salary	2023 Average Salary	Average Salary	Min Salary	Max Salary	Super	Bonus	Vehicle	Parking	Mobile	Technology	Accom	F&B	Private Health	Laundry	Gym	Paid Parental Leave	Employee Assistance Program (EAP)	Subsidised Higher Education
General Manager	\$157,979	\$165,170	\$152,498	\$73,000	\$275,000	19%	71%	14%	57%	57%	86%	81%	62%	29%	57%		48%	62%	
Executive Assistant Manager	\$106,825	\$105,717	\$113,707	\$89,250	\$180,000	5%	24%		10%	24%	33%	24%	19%	5%	14%		24%	29%	
Financial Controller	\$107,636	\$126,032	\$125,514	\$99,000	\$175,000	5%	24%		14%	24%	43%	33%	33%	10%	29%		33%	38%	
Director of Sales & Marketing	\$107,042	\$125,685	\$128,513	\$93,000	\$160,000	5%	29%		19%	29%	33%	33%	29%	10%	29%		19%	24%	
Director of Food & Beverage	\$93,600	\$109,000	\$116,585	\$90,000	\$135,000		10%		10%	10%		5%	5%	5%	10%		10%	5%	
Director of Human Resources / People and Culture	\$108,167	\$129,301	\$120,476	\$90,000	\$150,000	5%	19%		19%	19%	24%	19%	19%	10%	14%		24%	24%	
Director of Revenue/Yield Controller	\$100,000	NEW	\$119,120	\$90,000	\$150,000	5%	19%		14%	14%	24%	19%	14%	5%	14%		14%	19%	
Executive Secretary	\$61,186	\$64,452	\$68,618	\$67,000	\$70,236							5%	5%		5%		5%	5%	

Food & Beverage																			
Position	2022 Average Salary	2023 Average Salary	Average Salary	Min Salary	Max Salary	Super	Bonus	Vehicle	Parking	Mobile	Technology	Accom	F&B	Private Health	Laundry	Gym	Paid Parental Leave	Employee Assistance Program (EAP)	Subsidised Higher Education
Food & Beverage Manager	\$83,342	\$89,410	\$87,550	\$75,000	\$96,315	7%	36%		21%	29%	36%	57%	64%		43%		43%	43%	
Assistant Food & Beverage Manager	\$70,000	\$77,597	\$72,285	\$57,047	\$79,968				7%	7%	14%	36%	43%		29%		29%	29%	
Restaurant Manager	\$71,703	\$81,044	\$78,642	\$75,000	\$85,925	7%			7%		7%	14%	14%		21%		21%	21%	
Bar Manager	\$67,000	\$74,639	\$78,783	\$73,348	\$85,000		7%		7%	7%	7%	7%	14%		14%		14%	14%	
Banquet/Conference Operations Manager	\$86,250	\$86,681	\$90,015	\$90,015	\$90,015										7%		7%	7%	
Banquet/Conference Operations Coordinator	\$66,667	\$71,906	\$77,100	\$71,000	\$83,200					7%		7%	7%		14%		7%	7%	
Executive Chef	\$111,530	\$115,592	\$108,867	\$85,000	\$162,740	14%	57%		36%	29%	29%	64%	79%		57%		57%	57%	
Sous Chef	\$77,325	\$80,528	\$83,118	\$73,000	\$98,925	7%			29%			50%	64%		50%		36%	36%	
Chef de Partie / Restaurant Chef	\$71,852	\$72,666	\$69,949	\$58,569	\$90,000	7%			7%			64%	64%		50%		57%	50%	
Demi Chef	\$62,319	\$67,712	\$67,657	\$57,047	\$72,025				7%			36%	36%	7%	29%		36%	36%	
Commis Chef	\$57,755	\$62,229	\$60,495	\$53,687	\$67,771	7%			7%			50%	57%	7%	43%		57%	50%	
Pastry Chef	\$80,000	\$86,560	\$86,445	\$86,445	\$86,445										7%		7%	7%	

Sales

Position	2022 Average Salary	2023 Average Salary	Average Salary	Min Salary	Max Salary	Super	Bonus	Vehicle	Parking	Mobile	Technology	Accom	F&B	Private Health	Laundry	Gym	Paid Parental Leave	Employee Assistance Program (EAP)	Subsidised Higher Education
Sales/Marketing Manager	\$80,429	\$90,565	\$103,492	\$70,218	\$130,000	6%	31%		19%	56%	62%	31%	38%	6%	38%		31%	44%	
Sales/Marketing Executive	\$77,000	\$75,045	\$76,022	\$70,000	\$90,000		6%			25%	25%	31%	31%	6%	38%		25%	31%	
Banquet & MICE Manager	\$77,506	\$88,667	\$85,940	\$70,000	\$100,000		19%		12%	19%	25%	25%	31%		38%		19%	19%	
Banquet & MICE Executive	\$70,000	\$64,242	\$68,858	\$65,000	\$72,025		6%		6%	6%	6%	19%	25%		31%		19%	19%	
Public Relations Manager	\$76,000	\$85,000	\$87,550	\$87,550	\$87,550					6%					6%		6%	6%	

Engineering & Security

Position	2022 Average Salary	2023 Average Salary	Average Salary	Min Salary	Max Salary	Super	Bonus	Vehicle	Parking	Mobile	Technology	Accom	F&B	Private Health	Laundry	Gym	Paid Parental Leave	Employee Assistance Program (EAP)	Subsidised Higher Education
Chief Engineer	\$91,522	\$102,656	\$90,210	\$50,000	\$125,000	21%	36%		36%	43%	21%	57%	64%	7%	57%		57%	64%	
Assistant Engineer	\$71,532	\$77,499	\$88,186	\$87,972	\$88,400				7%	7%		7%	7%		14%		14%	14%	

Finance & IT

Position	2022 Average Salary	2023 Average Salary	Average Salary	Min Salary	Max Salary	Super	Bonus	Vehicle	Parking	Mobile	Technology	Accom	F&B	Private Health	Laundry	Gym	Paid Parental Leave	Employee Assistance Program (EAP)	Subsidised Higher Education
Assistant Financial Controller	\$81,334	\$94,136	\$93,809	\$81,636	\$100,000				10%	10%	10%	30%	30%		30%		40%	40%	
Revenue/Yield Manager	\$95,000	\$105,000	\$109,667	\$94,000	\$125,000		10%			20%	10%	30%	20%	10%	20%			10%	
Accounts Assistant	\$64,900	\$66,481	\$69,218	\$63,400	\$73,840				10%		20%	50%	50%		50%		50%	50%	
Purchasing Officer	\$60,000	\$64,387	\$68,423	\$66,000	\$72,025				10%			40%	40%		50%		40%	40%	
Payroll Officer	\$69,176	\$72,945	\$84,361	\$78,000	\$90,000						20%	30%	20%	10%	20%		30%	40%	
Purchasing Manager	NEW	NEW	\$82,680	\$82,680	\$82,680				10%	10%		10%	10%		10%		10%	10%	
Information Technology / IT Manager	\$65,000	\$94,444	\$100,395	\$100,395	\$100,395					10%	10%	10%	10%		10%		10%	10%	

Human Resources

Position	2022 Average Salary	2023 Average Salary	Average Salary	Min Salary	Max Salary	Super	Bonus	Vehicle	Parking	Mobile	Technology	Accom	F&B	Private Health	Laundry	Gym	Paid Parental Leave	Employee Assistance Program (EAP)	Subsidised Higher Education
Human Resources Manager	NEW	\$129,334	\$116,000	\$98,000	\$130,000		12%		12%	12%	12%	12%	12%		12%		25%	25%	
Human Resources Assistant	\$65,040	\$76,813	\$70,916	\$57,047	\$82,534				12%	25%	25%	50%	38%	12%	38%		50%	62%	
Training and Development Manager	\$67,000	N/A	\$99,500	\$84,000	\$115,000						12%	12%		12%	12%		12%	25%	

Front Office

Position	2022 Average Salary	2023 Average Salary	Average Salary	Min Salary	Max Salary	Super	Bonus	Vehicle	Parking	Mobile	Technology	Accom	F&B	Private Health	Laundry	Gym	Paid Parental Leave	Employee Assistance Program (EAP)	Subsidised Higher Education
Rooms Division Manager	\$79,700	\$97,190	\$93,879	\$80,000	\$100,000		14%		10%	14%	19%	24%	19%		19%		14%	24%	
Front Office Manager	\$75,365	\$78,377	\$81,185	\$65,000	\$90,683	19%	24%		24%	14%	29%	38%	43%	5%	38%		38%	48%	
Assistant Front Office Manager	\$70,275	\$76,708	\$74,798	\$73,000	\$79,000	5%			5%		5%	33%	24%	5%	19%		19%	24%	
Reservations Manager	\$69,427	\$80,637	\$82,509	\$75,000	\$98,563		5%		5%		14%	24%	19%	5%	14%		14%	24%	
Reservations/Front Office Supervisor	\$61,975	\$68,015	\$70,484	\$58,000	\$75,000	5%			5%			33%	29%	5%	43%		33%	33%	
Guest Experience Manager	\$67,803	\$88,528	\$74,653	\$73,000	\$77,530	5%						14%	14%		14%		19%	19%	
Chief Concierge	\$72,000	\$79,068	\$77,530	\$77,530	\$77,530										5%		5%	5%	
Assistant Concierge	N/A	\$58,497	\$63,000	\$63,000	\$63,000										5%		5%	5%	
Night Manager	\$67,417	\$72,689	\$74,606	\$73,000	\$80,000	14%			14%		10%	62%	52%	10%	57%		43%	52%	
Night Auditor	\$62,219	\$55,333	\$63,804	\$50,981	\$80,000				5%			33%	33%		29%		19%	24%	

Housekeeping

Position	2022 Average Salary	2023 Average Salary	Average Salary	Min Salary	Max Salary	Super	Bonus	Vehicle	Parking	Mobile	Technology	Accom	F&B	Private Health	Laundry	Gym	Paid Parental Leave	Employee Assistance Program (EAP)	Subsidised Higher Education
Executive Housekeeper	\$76,429	\$82,222	\$80,057	\$58,000	\$99,820	25%	31%	6%	25%	25%	25%	56%	50%	12%	38%		50%	69%	
Housekeeping Coordinator / Assistant Executive	\$63,667	\$67,563	\$72,346	\$63,726	\$84,000	6%						12%	12%	6%	12%		19%	31%	

3 - 3.5 Star - CBD, Non CBD - Salaries & Benefits

0 - 149 rooms, 150 - 299 rooms, 300 rooms plus

Senior Management, Dept Heads & Exec Leadership																			
Position	2022 Average Salary	2023 Average Salary	Average Salary	Min Salary	Max Salary	Super	Bonus	Vehicle	Parking	Mobile	Technology	Accom	F&B	Private Health	Laundry	Gym	Paid Parental Leave	Employee Assistance Program (EAP)	Subsidised Higher Education
General Manager	\$93,750	\$60,000	\$87,500	\$85,000	\$90,000		33%	67%	33%		67%	67%			33%				
Financial Controller	\$95,000	N/A	\$40,000	\$40,000	\$40,000				33%										
Director of Sales & Marketing	\$75,000	N/A	\$115,000	\$115,000	\$115,000	33%	33%			33%	33%	33%			33%		33%		

Front Office																			
Position	2022 Average Salary	2023 Average Salary	Average Salary	Min Salary	Max Salary	Super	Bonus	Vehicle	Parking	Mobile	Technology	Accom	F&B	Private Health	Laundry	Gym	Paid Parental Leave	Employee Assistance Program (EAP)	Subsidised Higher Education
Front Office Manager	\$69,250	\$71,000	\$75,000	\$75,000	\$75,000	100%			100%			100%			100%				
Assistant Front Office Manager	N/A	N/A	\$68,000	\$68,000	\$68,000	100%			100%			100%			100%				
Reservations/Front Office Supervisor	\$62,000	N/A	\$65,000	\$65,000	\$65,000	100%			100%										
Night Auditor	\$56,500	\$55,000	\$53,000	\$53,000	\$53,000				100%										