Salary and Conditions Survey 2016
How many participated

- NZ – 50
- NSW – 144
- QLD – 81
- SA – 28
- VIC/TAS – 100
- WA – 60

- Total 463

The following slides represent figures obtained from this member survey and may not accurately represent averages for the industry.
What type of institutions

- 14 - Government Schools
- 227 – High fee paying Schools
- 119 - Medium fee paying Schools
- 66 - Low fee paying Schools
- 30 - Universities
- 1 - TAFE
- 6 - Residential Colleges
Percentage of women

- 2011: 66%
- 2013: 76%
- 2016: 88%
Average Base Salary
excludes super and any benefits

Note: NZ figures are in $NZ
Growth over the past 3 years

- NSW 3.8% per annum
- NZ .3% per annum
- QLD 3.9% per annum
- SA/NT 3.6% per annum
- VIC/TAS 3.5% per annum
- WA 3.6% per annum
Average Total Salary Package includes Super and benefits

- New South Wales/ACT: $115,675.68
- New Zealand: $83,333.33
- Queensland: $103,333.33
- South Australia/NT: $106,190.48
- Victoria/Tasmania: $105,379.75
- Western Australia: $102,023.81
Max, Min, Centre Quartiles

- **NSW/ACT**: Max $210K, Min $45K, Mean $113K
- **NZ**: Max $145K, Min $40K, Mean $82K
- **QLD**: Max $210K, Min $40K, Mean $101K
- **SA/NT**: Max $210K, Min $55K, Mean $104K
- **VIC/TAS**: Max $210K, Min $40K, Mean $103K
- **WA**: Max $190K, Min $50K, Mean $100K
Average Total Salary Package by gender

- Female: $98,510.27
- Male: $136,692.31
Average Total Salary Package by gender and role

- Officer (Female): $73,541.67
- Manager (Female): $94,158.88
- Director: $134,216.87
- Officer (Male): $85,000.00
- Manager (Male): $111,086.96
- Director: $161,666.67
Percentages in each role

- 29% Officers
- 37% Managers
- 34% Directors
Average Total Salary Package by type of institution

- Low fee independent or Catholic School (fees less and $10,000 pa): $90,000
- Mid range independent or Catholic school (fees between $10,000 and $20,000 pa): $101,585
- High range independent or Catholic school (fees over $20,000 pa): $109,632
- Government School: $100,714
- TAFE or similar: $90,000
- University: $119,615
- University Residential College: $91,667
Average Total Salary Package by number of students

- Up to 500 students: $99,250
- Between 500 and 1000 students: $96,500
- Between 1000 and 2000 students: $106,949
- Over 2000 students: $116,939
Average Total Salary Package by length of service

- One year or less: $93,095.24
- Two - five years: $93,884.30
- Five - ten years: $108,870.97
- More than ten years: $121,287.13
Average Total Salary Package by qualification

- High School: $88,783.78
- TAFE or similar: $88,582.09
- Bachelor: $105,220.59
- Post Graduate: $107,661.29
- Masters or Doctorate: $135,277.78
Average total package when managing staff

- New South Wales/ACT: Yes - $131,301.37, No - $82,638.89
- New Zealand: Yes - $93,863.64, No - $69,705.88
- Queensland: Yes - $122,916.67, No - $79,833.33
- South Australia/NT: Yes - $127,500.00, No - $77,777.78
- Victoria/Tasmania: Yes - $129,375.00, No - $80,769.23
- Western Australia: Yes - $119,400.00, No - $76,470.59
Average total package for fundraising by location

- Fundraising New South Wales/ACT: $122,083.33
- Fundraising New Zealand: $83,947.37
- Fundraising Queensland: $133,333.33
- Fundraising South Australia/NT: $136,111.11
- Fundraising Victoria/Tasmania: $124,074.07
- Fundraising Western Australia: $141,875.00
Average Total Salary Package for fundraisers

- Officer: $73,636.36
- Manager: $100,781.25
- Director: $148,387.10
Fundraising per state and role
average total salary package

New South Wales/ACT
Director: $144,167
Manager: $120,000
Officer: $68,571

New Zealand
Director: $101,667
Manager: $79,091
Officer: $60,000

Queensland
Director: $155,417
Manager: $101,667
Officer: $76,667

South Australia/NT
Director: $157,500
Manager: $130,000
Officer: $75,000

Victoria/Tasmania
Director: $158,571
Manager: $104,000
Officer: $76,250

Western Australia
Director: $160,833
Manager: $80,000
Officer: $90,000
Average total package for marketing & communications

- Marketing & Communications, New South Wales/ACT: $127,352.94
- Marketing & Communications, New Zealand: $84,090.91
- Marketing & Communications, Queensland: $106,718.75
- Marketing & Communications, South Australia/NT: $122,083.33
- Marketing & Communications, Victoria/Tasmania: $105,370.37
- Marketing & Communications, Western Australia: $115,000.00
Average Total Salary Package for Marketing & Communications

- Marketing & Communications Officer: $75,303.03
- Marketing & Communications Manager: $97,314.81
- Marketing & Communications Director: $139,800.00
Marketing per state and role
average total salary package

- New South Wales/ACT: $149,630
  - Director: $109,412
    - Officer: $55,000
  - Manager: $85,000
  - Officer: $87,000
- New Zealand: $135,000
  - Director: $88,182
    - Officer: $55,000
  - Manager: $71,667
- Queensland: $159,000
  - Director: $111,250
  - Manager: $75,000
  - Officer: $55,000
- South Australia/NT: $135,455
  - Director: $90,000
  - Manager: $79,375
  - Officer: $55,000
- Victoria/Tasmania: $153,500
  - Director: $97,500
  - Manager: $70,000
- Western Australia: $153,500
  - Director: $97,500
  - Manager: $70,000
  - Officer: $55,000
Average total package for admissions

- New South Wales/ACT: $123,979.59
- New Zealand: $79,375.00
- Queensland: $103,965.52
- South Australia/NT: $130,000.00
- Victoria/Tasmania: $88,269.23
- Western Australia: $107,142.86
Average Total Salary Package for Admissions

- Admissions Officer: $73,225.81
- Admissions Manager: $92,788.46
- Admissions Director: $144,166.67
Admissions per state and role
average total salary package
Average total package for alumni & community relations

- Alumni & Community Relations
  - New South Wales/ACT: $118,977.27
  - New Zealand: $81,315.79
  - Queensland: $119,807.69
  - South Australia/NT: $118,750.00
  - Victoria/Tasmania: $108,815.79
  - Western Australia: $111,428.57
Average total salary package for alumni & community relations

- Alumni & Community Relations Officer: $74,888.89
- Alumni & Community Relations Manager: $97,439.02
- Alumni & Community Relations Director: $144,500.00
## Alumni per state and role

**Average total salary package**

<table>
<thead>
<tr>
<th>Role</th>
<th>New South Wales/ACT</th>
<th>New Zealand</th>
<th>Queensland</th>
<th>South Australia/NT</th>
<th>Victoria/Tasmania</th>
<th>Western Australia</th>
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<tbody>
<tr>
<td>Director</td>
<td>$143,333</td>
<td>$113,846</td>
<td>$149,667</td>
<td>$159,000</td>
<td>$147,500</td>
<td>$155,000</td>
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<tr>
<td>Manager</td>
<td>$103,333</td>
<td>$74,500</td>
<td>$76,000</td>
<td>$95,000</td>
<td>$89,125</td>
<td>$96,667</td>
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<tr>
<td>Officer</td>
<td>$60,000</td>
<td>$60,000</td>
<td>$69,375</td>
<td>$78,000</td>
<td>$72,692</td>
<td>$84,375</td>
</tr>
</tbody>
</table>
Average Total Salary Package for those doing Data Entry

- Data Entry/Management Officer: $76,250.00
- Data Entry/Management Manager: $76,666.67
- Data Entry/Management Director: $146,538.46
Average Total Salary Package for Administrative Support

Note: This takes into account anyone who ticked that they are involved in Administrative Support – part-time and full-time
Average Total Salary Package for Business Management

- Business Management Officer: $100,000.00
- Business Management Manager: $97,692.31
- Business Management Director: $156,956.52
Average paid hours worked per week

- NSW – 37.5
- NZ - 39
- QLD – 38.5
- SA/NT – 37.5
- VIC/TAS – 37.6
- WA – 37.3
Part-time hourly rates

Overall average hourly rate $40.41
Additional benefits

- 5% receive bonuses
- 47% reduced school fees for their children
- 35% receive some additional leave
- 19% receive free gym or pool membership
- 4% free use of a car
- 2% receive some sort of accommodation
- 49% receive free use of mobile phone or phone rental
- 11% receive some free meals
- 1.6% free health insurance
- 98% of your employers pay your Educate Plus fees
Follow up

- Specific questions or copies of the survey can be obtained by emailing the CEO: neil@educateplus.edu.au
- A copy of this survey will also be placed in the Knowledgebank section of the new website