



Market changes

The past 12 months were defined by substantial growth, further acquisitions, mergers, joint ventures and both public and private investment into the logistics industry rising to all time highs. Port expansions, new distribution centres and a raised expectation of the efficiency of the market all led to substantial technological, legislative and resource initiatives to further improve on-time supply. However, the candidate market remains tight and the industry is suffering from a transient workforce at the low to middle management level.

Flexible, innovative all-rounders who challenge 'old school methods' and who possess a down-to-earth approach are able to maximise their opportunities and career progression at present. DC Managers, Transport Managers and Logistics Coordinators have all had a highly encouraging year.

Salary movements

As our Salary Survey shows, Transport Managers clearly received the biggest salary increases, with salaries increasing by a staggering 27 percent across the country when 2007 and 2008 figures are compared. Transport Allocators also received strong increases of 19.4 percent, followed by Distribution Managers at 13.8 percent and Logistics Project Managers at 10 percent.

Geographically, Sydney experienced the biggest salary increases. For example, the typical salaries for a Distribution Manager increased from \$110,000 to \$120,000 and for a Fleet Manager from \$65,000 to \$80,000.

Looking at salaries across industries, logistics companies servicing the construction, heavy industrial and mining markets received higher salaries at the middle and upper management level compared to FMCG, transport and distribution providers.

Changes to employer recruitment practices

Employers known for innovation and process development are leading the way in the recruitment process, adopting strategies to win the confidence of the candidate through initial meetings, site walks and the way in which they present their offer. Employers are beginning to realise that an offer to a candidate is not always a secured placement. They are also seeking new ways of searching the non and semi-active candidate markets using recruitment agencies' marketing techniques to access candidates flying under the recruitment radar. Medium sized businesses that have structured, efficient recruitment methods have been attracting candidates away from the large blue-chip environments with promises of career progression, culture and flexible working hours and packages.

Advice to candidates

A pressured, under resourced market can prove to be a minefield for the inexperienced job seeker. Candidates need to be able to scrutinise the role and seek answers to questions such as the history of the role, previous tenures, initial six-month expectations and the future of the business. Assistance from a specialist recruiter for overall market information and advice remains invaluable. Candidates must remember that roles in a buoyant market should be evaluated and considered in order to protect the integrity of their future resume.

Logistics	Operations Manager - Logistics	Distribution Manager	Transport Manager	Warehouse Supervisor	Warehouse Manager
	Average Remuneration Package	Average Remuneration Package	Average Remuneration Package	Average Remuneration Package	Average Remuneration Package
NSW - Sydney (Remuneration Package Range)	105,000 80,000 - 120,000	120,000 110,000 - 130,000	115,000 100,000 - 130,000	65,000 55,000 - 75,000	90,000 70,000 - 100,000
WA - Perth (Remuneration Package Range)	100,000 80,000 - 120,000	90,000 75,000 - 110,000	100,000 80,000 - 115,000	55,000 45,000 - 65,000	80,000 70,000 - 100,000
VIC - Melbourne (Remuneration Package Range)	100,000 80,000 - 120,000	120,000 110,000 - 130,000	115,000 100,000 - 130,000	60,000 55,000 - 75,000	85,000 70,000 - 100,000
QLD - Brisbane (Remuneration Package Range)	105,000 80,000 - 120,000	120,000 110,000 - 130,000	115,000 100,000 - 130,000	65,000 55,000 - 75,000	90,000 70,000 - 100,000
SA - Adelaide (Remuneration Package Range)	90,000 70,000 - 110,000	85,000 75,000 - 100,000	95,000 75,000 - 100,000	57,000 50,000 - 65,000	75,000 60,000 - 85,000

□ All Salaries are representative of the total package value □ Package includes Superannuation

Logistics	National Logistics Manager	Logistics Analyst	Logistics Administrator	Import / Export Clerk	Contract / Account Manager
	Average Remuneration Package	Average Remuneration Package	Average Remuneration Package	Average Remuneration Package	Average Remuneration Package
NSW - Sydney (Remuneration Package Range)	140,000 120,000 - 150,000	65,000 60,000 - 75,000	45,000 40,000 - 50,000	45,000 40,000 - 50,000	90,000 80,000 - 120,000
WA - Perth (Remuneration Package Range)	130,000 120,000 - 150,000	60,000 55,000 - 70,000	45,000 40,000 - 50,000	45,000 40,000 - 50,000	90,000 80,000 - 100,000
VIC - Melbourne (Remuneration Package Range)	147,000 120,000 - 170,000	60,000 55,000 - 65,000	45,000 40,000 - 50,000	45,000 40,000 - 50,000	90,000 80,000 - 120,000
QLD - Brisbane (Remuneration Package Range)	140,000 120,000 - 150,000	65,000 60,000 - 75,000	45,000 40,000 - 50,000	45,000 40,000 - 50,000	90,000 80,000 - 120,000
SA - Adelaide (Remuneration Package Range)	130,000 110,000 - 135,000	65,000 55,000 - 70,000	40,000 35,000 - 45,000	43,000 35,000 - 45,000	75,000 55,000 - 85,000

Logistics	Logistics Coordinator	Fleet Manager	Freight Forwarder	Stock Controller	Transport Allocator
	Average Remuneration Package	Average Remuneration Package	Average Remuneration Package	Average Remuneration Package	Average Remuneration Package
NSW - Sydney (Remuneration Package Range)	55,000 50,000 - 60,000	80,000 75,000 - 100,000	50,000 40,000 - 55,000	55,000 45,000 - 65,000	60,000 55,000 - 65,000
WA - Perth (Remuneration Package Range)	55,000 50,000 - 60,000	65,000 60,000 - 70,000	50,000 45,000 - 55,000	50,000 45,000 - 65,000	58,000 47,000 - 65,000
VIC - Melbourne (Remuneration Package Range)	55,000 50,000 - 60,000	60,000 55,000 - 75,000	50,000 40,000 - 55,000	55,000 45,000 - 60,000	55,000 50,000 - 65,000
QLD - Brisbane (Remuneration Package Range)	55,000 50,000 - 60,000	75,000 65,000 - 95,000	50,000 45,000 - 55,000	55,000 45,000 - 65,000	60,000 55,000 - 65,000
SA - Adelaide (Remuneration Package Range)	50,000 45,000 - 55,000	60,000 50,000 - 65,000	50,000 40,000 - 53,000	50,000 40,000 - 55,000	50,000 45,000 - 55,000

Logistics	Storeperson	Logistics Project Manager	Supply Chain Analyst	Supply Chain Manager	Supply Chain Planner	Supply Chain Director
	Average Remuneration Package	Average Remuneration Package	Average Remuneration Package	Average Remuneration Package	Average Remuneration Package	Average Remuneration Package
NSW - Sydney (Remuneration Package Range)	40,000 35,000 - 45,000	115,000 100,000 - 120,000	70,000 60,000 - 80,000	130,000 120,000 - 150,000	60,000 55,000 - 65,000	195,000 170,000 - 225,000
WA - Perth (Remuneration Package Range)	42,000 40,000 - 45,000	110,000 100,000 - 120,000	85,000 70,000 - 95,000	120,000 115,000 - 145,000	60,000 55,000 - 65,000	165,000 150,000 - 175,000
VIC - Melbourne (Remuneration Package Range)	40,000 38,000 - 45,000	115,000 100,000 - 130,000	75,000 65,000 - 90,000	130,000 120,000 - 150,000	65,000 60,000 - 75,000	170,000 150,000 - 190,000
QLD - Brisbane (Remuneration Package Range)	40,000 35,000 - 45,000	115,000 100,000 - 120,000	70,000 60,000 - 80,000	130,000 120,000 - 150,000	60,000 55,000 - 65,000	155,000 140,000 - 180,000
SA - Adelaide (Remuneration Package Range)	40,000 35,000 - 45,000	95,000 80,000 - 105,000	65,000 55,000 - 70,000	120,000 100,000 - 130,000	55,000 50,000 - 65,000	145,000 135,000 - 150,000