

Australian Retail Industry Remuneration Review

Get the latest Australian retail sector pay movements and trends with Mercer's Retail Industry Remuneration Review. The survey is the definitive source of remuneration benchmark data and employment conditions across the Australian retail sector.

By purchasing the **Australian Retail Industry Remuneration Review**, you are not only accessing our comprehensive review you are also subscribing to participate which entitles you to a range of benefits, including a benefits and human resources practices report which includes remuneration policies, vehicles, variable reward practices and more.

The updated and revamped survey features a number of significant enhancements including:

- A large database of leading Australian retail brands enabling data cuts for retail segments – such as designer/fashion and general/variety/supermarkets.
- The ability to analyse store roles by the revenue size of the store.
- Greater scope of retail specialist roles including store roles and non-store roles such as store management, merchandising, e-commerce and loss prevention.
- Additional market job families including finance, IT, marketing, top management and legal.
- Business context commentary in line with the current state of the retail sector.
- Summaries of remuneration movements and forecasts, and key statistical economic indicators.

Key observations from the latest review



The overall same-incumbent movement for the retail industry has increased significantly year-over-year; base salary median movement is at 4.7% and employment cost median movement is at 5.1% this year. The overall same-incumbent movement for the retail industry is higher compared to the general market median employment cost movement of 3.3% for the quarter that ended March 2023.

- Dividing up same incumbent data by cross industry jobs and retail industry jobs, the median employment cost same-incumbent movement for cross industry jobs is at 3.5% and 5.2% for retail-specific jobs.



Northern Territory has showed the highest median same-incumbent employment cost movement at 5.3%, followed by New South Wales and Western Australia with a median movement of 5.2%.



The highest median same-incumbent employment cost movement is seen at the Sales, Marketing & Product Management (5.2%), Retail (5.1%) and Real Estate Management, Property Development & Investment (5.1%) job families.

Pricing (incl. GST) Participant – \$A3,498 Price quoted requires annual participation

Order this report **online** or alternatively, please contact our customerservice by **email**, or phone 1800 645 186 if you require further information.

With the Australian Retail Industry Remuneration Review you will receive:

- An **overview** with a separate section which includes the list of current contributors to this review. Organisations are analysed by various parameters.
- **Survey methodology and definitions** which includes a glossary of terms and a section titled 'Interpreting the Data' included to assist you in understanding how to use the information in the survey report.
- **Survey trends**, which includes analysis of salary movements and market commentary.
- **Remuneration policy and practices**, which includes a summary of organisations' remuneration policies, including salary budget actual/forecasts, starting salary for graduates as well as short-term and sales incentive actual/forecast payment information. In the report you will also find data for employee groups such as hot jobs.
- **Regressed market data** across all data in the review, underpinned by Mercer's global job evaluation methodology – International Position Evaluation (IPE).
- **Remuneration data summary** on positions in a range of job families within the industry.

147,596
incumbents

132
participants

742
reportable roles

Retail segments

Automotive/Dealer/Parts/Services	General/Variety/Supermarkets
Cosmetics/Skin Care	Homeware/Hardware
Department	Luxury
Designer/Fashion	Petrol/Convenience
Electronics/Telecommunications	Quick Service Restaurants

Looking for New Zealand data

A retail supplement is available at request

