

SOUTH AFRICA'S LATEST Salary Review

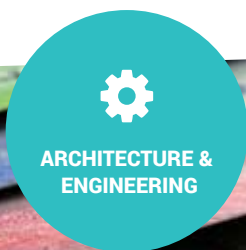
A review of the top 10 sectors.

NOVEMBER
UPDATE
2016

Our Salary Review covers our 10 most popular job sectors and has been compiled exclusively for the South African labour market, providing an accurate view of current salary levels in South Africa.

It contains up-to-date salary information as well as regional differences in remuneration using actual salary offerings on our website (30 000+ jobs monthly) for the latest measurable period (April 2016 to October 2016).

CLICK ON THE SECTOR RELEVANT TO YOUR JOB TO GET STARTED.



ARCHITECTURE &
ENGINEERING



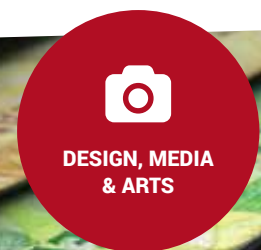
BUILDING &
CONSTRUCTION



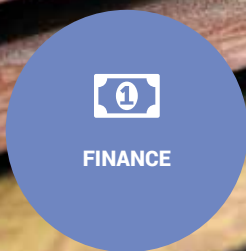
WAREHOUSING &
LOGISTICS



ICT



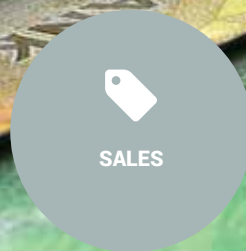
DESIGN, MEDIA
& ARTS



FINANCE



MARKETING



SALES



ADMIN, OFFICE
& SUPPORT



MANUFACTURING
& ASSEMBLY



SEARCH JOBS

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FRESH JOBS ONLINE.

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ARCHITECTURE & ENGINEERING

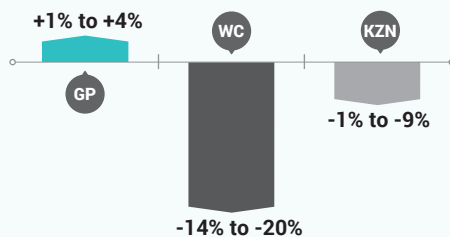
	INTERMEDIATE	SENIOR
Architecture	From R 20 500	R 33 782
	To R 32 167	R 44 282
Civil/Structural Engineering	From R 30 286	R 48 142
	To R 46 434	R 62 637
Electrical Engineering	From R 33 827	R 39 306
	To R 43 883	R 52 745
Electronic Engineering	From R 25 957	R 39 730
	To R 39 367	R 53 828
Industrial Engineering	From R 39 820	R 43 869
	To R 47 838	R 52 917
Mechanical Engineering	From R 33 729	R 46 816
	To R 44 913	R 57 287
Engineering Technician	From R 20 432	R 26 643
	To R 28 693	R 32 373
Engineering Drafting	From R 19 070	R 20 955
	To R 26 021	R 26 527



SEARCH JOBS

SEARCH FOR JOBS
IN THIS SECTOR.

REGIONAL SALARY DIFFERENCES



Salary offerings for Architects / Engineers seem to be considerably lower in the Western Cape compared to salary offerings in Gauteng and KwaZulu-Natal. This could possibly be due to a lower demand for skills in the Western Cape.

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BUILDING & CONSTRUCTION

	INTERMEDIATE	SENIOR
Quantity Surveying	From R 25 314	R 30 484
	To R 36 313	R 48 789
Consulting Engineering	From R 30 498	R 41 959
	To R 43 305	R 52 136
Building Project Management	From R 29 414	R 34 066
	To R 38 497	R 44 664
Metal, Iron, Steel & Rebar Works	From R 18 917	**
	To R 24 500	**
Electrician	From R 19 516	R 25 908
	To R 24 527	R 29 891
Construction Works	From R 17 211	R 20 730
	To R 20 949	R 28 241
Construction/Demolition Equipment Operator	From R 13 815	**
	To R 15 278	**
Structural Engineering	From R 31 875	R 46 133
	To R 53 604	R 62 897
Civil Engineering	From R 29 560	R 49 398
	To R 44 278	R 64 321



SEARCH JOBS

SEARCH FOR JOBS IN THIS SECTOR.

REGIONAL SALARY DIFFERENCES



There are no major differences in remuneration for workers within the Building & Construction sector across Gauteng, the Western Cape and KwaZulu-Natal.

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WAREHOUSING & LOGISTICS

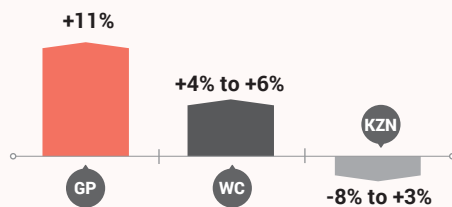
	INTERMEDIATE	SENIOR
Warehouse Operations	From R 11 041	R 15 476
	To R 13 571	R 19 948
Dispatch & Receiving	From R 11 700	**
	To R 13 680	**
Packing & Packaging	From R 3 450	**
	To R 4 417	**
Route Management & Control	From R 13 271	**
	To R 19 792	**
Distribution/Courier Service	From R 11 946	**
	To R 15 649	**
Air, Land & Sea Freight	From R 13 185	**
	To R 15 222	**
Logistics Management	From R 22 037	R 23 783
	To R 27 930	R 35 325



SEARCH JOBS

SEARCH FOR JOBS
IN THIS SECTOR.

REGIONAL SALARY DIFFERENCES



Job seekers within the Warehousing & Logistics sector can expect higher salary offerings in the Western Cape and Gauteng compared to their KwaZulu-Natal counterparts.

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INFORMATION & COMMUNICATION TECHNOLOGY

	INTERMEDIATE	SENIOR
Software Development	<i>From</i> R 33 018 <i>To</i> R 42 755	R 43 091 R 52 761
Technical & Business Architecture	<i>From</i> R 41 319 <i>To</i> R 52 545	R 53 791 R 62 337
Business Analysis	<i>From</i> R 35 197 <i>To</i> R 42 793	R 43 905 R 51 580
Systems Analysis	<i>From</i> R 32 625 <i>To</i> R 41 771	R 43 374 R 50 533
Database Design, Development & Administration	<i>From</i> R 33 366 <i>To</i> R 41 442	R 39 167 R 47 340
Systems & Network Administration	<i>From</i> R 21 885 <i>To</i> R 26 322	R 29 913 R 38 211
UX & GUI Design	<i>From</i> R 26 001 <i>To</i> R 35 631	R 38 545 R 44 162
IT Project Administration & Management	<i>From</i> R 32 183 <i>To</i> R 44 583	R 40 067 R 51 692
Data Analysis & Data Warehousing	<i>From</i> R 33 887 <i>To</i> R 43 298	R 39 548 R 46 967

	INTERMEDIATE	SENIOR
Networking Planning, Design & Installation	<i>From</i> R 20 167 <i>To</i> R 26 043	R 29 447 R 39 591
Radio & Satellite Technology	<i>From</i> R 28 128 <i>To</i> R 38 476	** **
Telecommunication Technical Product Specialist	<i>From</i> R 16 917 <i>To</i> R 24 455	** **

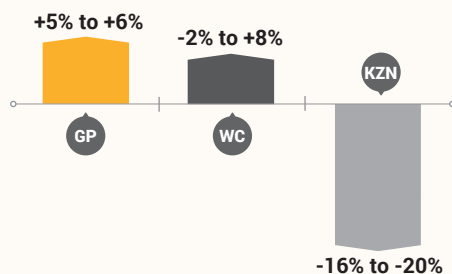
	MANAGEMENT	SENIOR MANAGEMENT
IT Management	<i>From</i> R 48 278 <i>To</i> R 56 168	R 47 394 R 56 649



SEARCH JOBS

SEARCH FOR JOBS
IN THIS SECTOR.

REGIONAL SALARY DIFFERENCES



When comparing earnings for the ICT sector, there seems to be only a small difference between Gauteng and Western Cape. However, salary offerings in KwaZulu-Natal are notably lower compared to these regions.

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DESIGN, MEDIA & ARTS

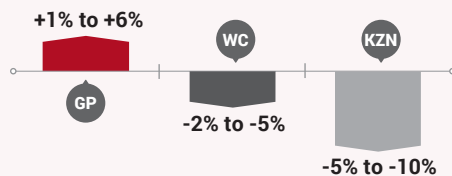
	INTERMEDIATE	SENIOR
Industrial Design	<i>From</i>	R 17 250 **
	<i>To</i>	R 25 625 **
Interior Design	<i>From</i>	R 16 875 **
	<i>To</i>	R 26 125 **
Graphic/Print/Packaging Design	<i>From</i>	R 16 155 R 21 800
	<i>To</i>	R 20 215 R 28 550
Web Design/Multimedia/3D Design	<i>From</i>	R 18 232 R 24 611
	<i>To</i>	R 21 590 R 34 056
Photography	<i>From</i>	R 9 917 **
	<i>To</i>	R 12 917 **
Journalism/Writing/Editing	<i>From</i>	R 20 636 R 25 749
	<i>To</i>	R 26 157 R 33 477
TV/Video/Movie Operator	<i>From</i>	R 16 750 **
	<i>To</i>	R 23 429 **
Producing/Directing	<i>From</i>	R 17 181 **
	<i>To</i>	R 19 167 **
Creative Arts	<i>From</i>	R 15 743 **
	<i>To</i>	R 22 743 **



SEARCH JOBS

SEARCH FOR JOBS
IN THIS SECTOR.

REGIONAL SALARY DIFFERENCES



Slight differences in remuneration within the Design, Media & Arts sector are evident across Gauteng, the Western Cape and KwaZulu-Natal. Gauteng is in the lead, followed by the Western Cape and KwaZulu-Natal.

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FINANCE

Accounting Jobs

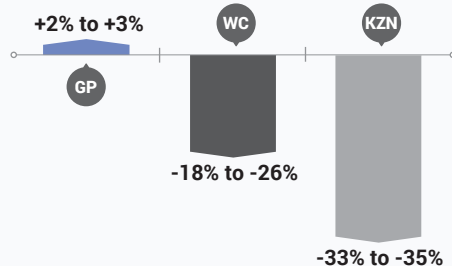
	INTERMEDIATE	SENIOR
Accounts Payable & Receivable	From R 13 812	R 17 913
	To R 17 358	R 23 683
Bookkeeping	From R 14 898	R 19 408
	To R 18 329	R 23 102
Financial / Project Accounting	From R 33 894	R 35 274
	To R 40 019	R 42 961
Cost & Management Accounting	From R 39 404	R 37 206
	To R 45 280	R 46 542
Chartered Accounting	From R 41 867	R 47 560
	To R 48 713	R 52 470
Internal Auditing	From R 31 232	R 39 131
	To R 38 842	R 46 377
Payroll & Wages	From R 16 304	R 21 203
	To R 22 356	R 23 205
Purchasing & Procurement	From R 22 487	R 28 264
	To R 28 154	R 36 529
Taxation	From R 32 823	R 33 137
	To R 40 354	R 40 611



SEARCH JOBS

SEARCH FOR JOBS IN THIS SECTOR.

REGIONAL SALARY DIFFERENCES



Banking Jobs

	INTERMEDIATE	SENIOR
Corporate Lending	From R 42 563	R 50 646
	To R 58 333	R 73 650
Credit Management	From R 25 433	R 32 944
	To R 31 483	R 39 800
Debt, Rent/Cash Collection	From R 13 095	**
	To R 17 361	**

Financial Advisory

	INTERMEDIATE	SENIOR
Financial Analysis	From R 43 659	R 45 661
	To R 51 163	R 51 541
Risk Management	From R 39 821	R 42 323
	To R 43 786	R 51 648
Investment Management	From R 25 370	R 34 269
	To R 36 126	R 43 089
External Auditing	From R 26 574	R 33 176
	To R 31 481	R 35 468

Stock Broking & Asset Management

	INTERMEDIATE	SENIOR
Asset Management	From R 31 660	R 36 372
	To R 37 567	R 45 396
Portfolio Management	From R 25 853	R 27 714
	To R 34 085	R 34 881
Treasury Management	From R 34 833	R 45 214
	To R 40 679	R 47 938

Insurance

	INTERMEDIATE	SENIOR
Actuarial Management	From R 28 245	R 39 917
	To R 36 372	R 49 976
Risk Assessment	From R 25 852	R 34 281
	To R 30 074	R 42 695
Claims Assessment	From R 15 217	R 23 364
	To R 19 546	R 30 314
Financial Services Consulting	From R 11 090	R 19 194
	To R 21 205	R 25 056

Financial Management

	MANAGEMENT	SENIOR MANAGEMENT
Financial Management	From R 49 363	R 57 815
	To R 63 689	R 67 378

Home to Africa's largest stock exchange, Gauteng remains the highest earning province for professionals in the financial sector. Due to the high demand for labour, earnings are notably higher compared to the Western Cape and KwaZulu-Natal.

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MARKETING

		INTERMEDIATE	SENIOR
Brand Management	From	R 24 080	R 33 644
	To	R 29 131	R 39 644
Product Management	From	R 26 746	R 31 014
	To	R 32 640	R 39 111
Market Research & Analysis	From	R 25 038	R 29 611
	To	R 33 119	R 38 664
Advertising	From	R 17 833	R 25 910
	To	R 24 319	R 33 704
Communications & Public Relations	From	R 22 155	R 30 332
	To	R 25 698	R 40 982
Shop Decoration & Visual Display	From	R 11 818	**
	To	R 13 727	**
Marketing Assistance	From	R 16 700	**
	To	R 22 519	**

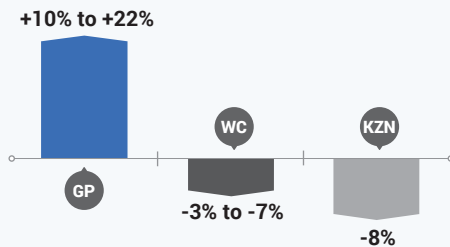


SEARCH JOBS

SEARCH FOR JOBS IN THIS SECTOR.

		MANAGEMENT	SENIOR MANAGEMENT
MARKETING MANAGEMENT	From	R 35 618	R 40 633
	To	R 45 063	R 47 492

REGIONAL SALARY DIFFERENCES



Gauteng remains at the higher end of the remuneration scale for Marketing professionals compared to the Western Cape and KwaZulu-Natal.

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SALES

	INTERMEDIATE	SENIOR
Real Estate & Property Agent	<i>From</i> R 16 396 <i>To</i> R 21 434	**
Travel Agent	<i>From</i> R 11 615 <i>To</i> R 16 504	R 17 700 R 23 760
Short Term, Life & Medical Insurance Broking	<i>From</i> R 14 334 <i>To</i> R 19 729	R 16 104 R 24 979
Commodities & Financial Service Agent	<i>From</i> R 21 454 <i>To</i> R 24 374	**
Representative & Sales Consulting	<i>From</i> R 15 783 <i>To</i> R 21 120	R 22 783 R 29 016
Account Management	<i>From</i> R 17 118 <i>To</i> R 22 267	R 24 556 R 32 708
Telesales & Telemarketing	<i>From</i> R 12 921 <i>To</i> R 17 682	R 23 127 R 29 127
Merchandiser, Product Promoter & Demonstrator	<i>From</i> R 10 225 <i>To</i> R 13 296	R 18 708 R 22 625
Retail	<i>From</i> R 9 855 <i>To</i> R 12 809	R 15 333 R 19 750
Trade Broking	<i>From</i> R 18 444 <i>To</i> R 23 250	**

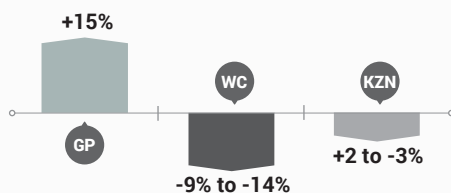
	MANAGEMENT	SENIOR MANAGEMENT
SALES	<i>From</i> R 29 274	R 31 738
MANAGEMENT	<i>To</i> R 40 772	R 40 543



SEARCH JOBS

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REGIONAL SALARY DIFFERENCES



Regionally, salaries differ considerably within the Sales sector. Gauteng comes well above other provinces, with KwaZulu-Natal in second position and the Western Cape in third position.

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ADMIN, OFFICE & SUPPORT

	INTERMEDIATE	SENIOR
Admin Clerk	From R 10 721 To R 13 244	R 11 347 R 14 479
Personal Assistant	From R 15 758 To R 19 562	R 20 842 R 24 343
Data Capturing	From R 8 552 To R 10 292	R 14 610 R 16 704
Secretary	From R 14 612 To R 18 093	R 20 645 R 24 373
Teller & Cashier	From R 6 295 To R 8 180	** **
Reservation & Ticketing Clerk	From R 8 071 To R 10 950	** **
Switchboard & Reception	From R 8 874 To R 10 863	R 10 500 R 13 875
Client & Customer Support	From R 12 739 To R 15 600	R 13 811 R 17 490
Call Centre Operator	From R 10 125 To R 12 791	R 12 393 R 18 542

	INTERMEDIATE	SENIOR
Call Centre Supervisor	From R 13 550 To R 18 519	R 20 219 R 24 467
Human Resources Officer	From R 19 877 To R 24 484	R 24 812 R 29 606
Health, Safety & Environment	From R 17 908 To R 22 947	R 25 644 R 30 143

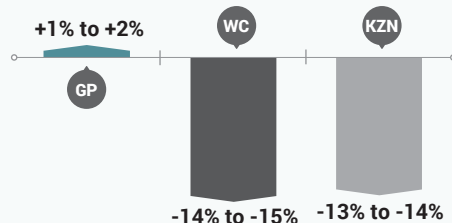
	MANAGEMENT	SENIOR MANAGEMENT
OFFICE MANAGEMENT	From R 20 010 To R 27 604	R 24 583 R 30 037



SEARCH JOBS

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REGIONAL SALARY DIFFERENCES



Salaries within the Admin, Office & Support sector are significantly higher in Gauteng, compared with salaries in the Western Cape and KwaZulu-Natal.

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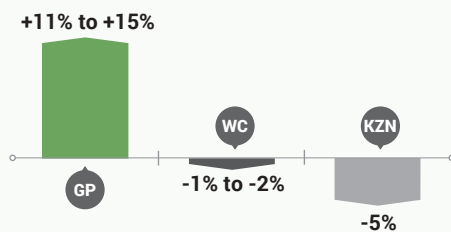
MANUFACTURING & ASSEMBLY

	INTERMEDIATE		SENIOR
Abattoir	<i>From</i>	**	R 10 750
	<i>To</i>	**	R 13 625
Materials Control	<i>From</i>	R 22 752	R 23 542
	<i>To</i>	R 27 354	R 29 225
Artisan	<i>From</i>	R 16 768	R 23 231
	<i>To</i>	R 22 686	R 26 542
Metallurgy & Boiler Making	<i>From</i>	R 18 850	**
	<i>To</i>	R 22 514	**
Plastic Works	<i>From</i>	**	R 13 057
	<i>To</i>	**	R 20 717
Printing	<i>From</i>	R 12 654	**
	<i>To</i>	R 17 786	**
Textile, Apparel & Furnishing	<i>From</i>	R 12 900	**
	<i>To</i>	R 17 648	**
Tool & Die Making	<i>From</i>	R 20 522	R 25 405
	<i>To</i>	R 24 174	R 29 710

	INTERMEDIATE		SENIOR
Machinist	<i>From</i>	R 17 088	R 20 935
	<i>To</i>	R 22 556	R 27 375
Plant & System Operator	<i>From</i>	R 11 857	**
	<i>To</i>	R 16 025	**
Plant & Production Control	<i>From</i>	R 23 341	R 24 687
	<i>To</i>	R 27 656	R 31 800
Process Control	<i>From</i>	R 20 308	R 27 650
	<i>To</i>	R 25 350	R 30 125
Quality Control	<i>From</i>	R 17 231	R 21 870
	<i>To</i>	R 22 576	R 27 981

	MANAGEMENT		SENIOR MANAGEMENT
PLANT MANAGEMENT	<i>From</i>	R 47 258	R 48 615
	<i>To</i>	R 55 495	R 57 156

REGIONAL SALARY DIFFERENCES



SEARCH JOBS

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There is a large pay gap between Gauteng, the Western Cape and KwaZulu-Natal within the Manufacturing & Assembly sector. Workers seem to be offered much larger salaries in Gauteng compared to the other provinces.

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Findings are based on actual salary offerings on the CareerJunction website (30 000+ jobs monthly) for the latest measurable period (April 2016 to October 2016). Custom labour market reports are now available to purchase from CareerJunction - ideal for larger organisations such as Government organisations, SETAS, Higher Education organisations and corporate companies. Research is done using a sample size of over 100 000 job ads and 1.6 million searchable online CVs.

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