

2006 FMA Australia Salary Survey



Acknowledgments

The Facility Management Association of Australia and Hays Facilities Management is grateful to everyone who took time to respond to this survey and without whom we could not have completed this work.

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Disclaimer: The Facility Management Association of Australia in conjunction with Hays Facilities Management has produced The Facility Management Association of Australia / Hays Facilities Management Industry Salary Survey as a value-added service to the Facility Management (FM) industry. Whilst every care has been taken in the collection of the data, the survey is interpretive and indicative, not conclusive; therefore information should be used as a guideline only. Neither the Facility Management Association of Australia or Hays Facilities Management accept any responsibility for actions or outcomes that are deemed to be based on information contained in this publication.

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Foreword



FMA Australia

The Facility Management Association of Australia, in conjunction with Hays Facility Management, is very pleased to produce our joint publication, 2006 FMA Australia Salary Survey, which is the 7th annual publication of this useful tool for those working in the FM industry. With the improvements to this year's questionnaire, the 2006 FMA Australia Salary Survey provides an excellent tool enabling tracking of salary and employment benefits in the FM industry, as well as the work-life balance issues, so important to today's workforce.

This year's survey presents a comprehensive view of the broad spectrum of factors related to those working in the FM industry; some key highlights are:

- average salaries for facilities practitioners working in different sectors and different locations are included for the first time
- the average salary of FMA Australia members is \$10,000 greater than that of non-members
- 38% of respondents have a degree qualification, while 33% of respondents have a trade qualification in addition to either a degree or post graduate qualification

Sincere thanks to all respondents for your contribution to this excellent survey, and also to Hays Facilities Management for their ongoing support of FMA Australia.

This publication continues to be available free to members of FMA Australia, and is consistent with our ongoing commitment to provide our members with the latest facilities management information, increase understanding of FM, both within senior management and the wider community, and further contribute to the development of the industry.

One again the 2006 FMA Australia Salary Survey will be a useful reference tool for all facility management professionals.

Andrew McEwan
Chairman

Facility Management Association of Australia



Hays Facilities Management

Hays Facilities Management are delighted once again to be involved in the Hays / FMA Australia Salary survey. As you will see, the 2006 Salary Survey has a new look from previous years. Hays and FMA Australia felt that the time was right to bring the survey up to date and take the opportunity to add in some new and relevant areas of importance to today's facilities practitioners.

Following a joint marketing and promotional campaign between Hays and FMA Australia this year, to tie in with the 'new-look' survey, we have achieved a 500% increase on respondents from last year. This really is a phenomenal result and one that clearly brings with it a broader pool of information.

Before reviewing this year's results, please note that due to the change in content this year, we are not able to show year-on-year comparisons in all areas. However with future surveys in the new format, these year-on-year comparisons will become more relevant.

A final note is that whilst some trends have differed when compared to last year's results – the increased pool of data this year means that we are achieving a more accurate picture of current market conditions.

We hope that you enjoy reading this year's findings and continue to use this document as a much needed reference guide to the FM industry.

Tim James
Regional Director
Hays Facilities Management

Discussion

The salary survey this year, was distributed to not only FMA Australia members but also over 3500 contacts on Hays Facilities Management's national database, comprising clients, along with 'registered', 'placed' and 'non-active' candidates across all FM sectors.

As mentioned, the result of the larger number of contacts we have achieved a 500% increase in responses, giving us a significantly enhanced data pool to report with. This has provided us with some interesting outcomes – we have found that we have received responses from a broader range of professionals than ever before and are seeing a bigger and more diverse cross-section of the industry than in previous years.

The survey format was split into 5 key areas: **Your Role; Your Education, Qualifications and Experience; Your Salary and Benefits; Your Work-Life Balance; and Your views.** This discussion piece and the following survey results mirror this format to provide an easy to navigate reference document.

In addition to start off the results we have included a number of snapshot comparisons to previous years results where possible.

Your Role

The initial part of the survey covers specifics including positions, industry sectors along with private and public sector comparisons. We have expanded the job descriptions this year to look at all levels of facilities practitioners from supervisors through to National Facilities Managers, and including facilities project focused roles. The results showed that 43% of total respondents were either classified within the 'Facilities Managers' or 'Senior Facilities Managers' categories. This would reflect Hays FM's experience over 2006, with the bulk of demand being in this area. In addition 12% of our total survey respondents were within project based roles. The 10% of respondents who categorised themselves as 'Other' included Facilities Directors, International / Asia Pacific Facilities Managers, FM Consultants, Facilities Engineers, Project Engineers and FM Business Developers – a broad range of facilities professionals in positions key to the industry. This information will be taken on board to allow for additional categories to the 2007 survey.

We have also updated industry sectors to reflect FMA Australia's classifications within their membership system, with the results indicating, as in previous years, the diverse range of areas in which facilities professionals are working. The highest figure is for FM Service Providers with 16%, followed by Real Estate / Property accounting for a further 10%. The combined total of 26% compares with 24% for 'FM Maintenance / property estate management' under the 2005 categories. In addition to industry sectors, we also asked the question this year as to whether respondents work within the Public or Private Sector - a comparison the survey had not previously covered. This has shown that 37% of all respondents work within Public Sector, which is a significant proportion of the industry and will allow this year for comparison between sectors on salary. Another interesting trend is that the bulk of respondents work in-house at 67%, despite the fact that the leading sectors were identified

“...average private sector salary is slightly ahead of the public sector at \$92,000 compared with \$87,000...”

as being service providers. The results have shown that the average private sector salary is slightly ahead of the public sector at \$92,000 compared with \$87,000 – not such a large difference than may have been expected, with the common industry perception being that the public sector falls behind the private on salary packages.

In this section we can also see interestingly that there is a fairly even distribution between CBD, suburban and regional working locations. One may have assumed that CBD locations would dominate more strongly the high density of commercial properties in these centres, however the results indicate that whilst being the location that most candidates work in at 41%, it is only 8% above suburban locations.

We have also identified that 87% of respondents are currently in permanent positions, with another 10% on fixed term contracts and only 3% in self-employed or temporary positions.

Your Education, Qualifications and Experience

This section allows for some comparisons to 2005 data. Reviewing education and qualifications the results indicate a sharp rise in degree-qualified respondents with 89% of all responses having a minimum of a degree qualification, up from 72% last year. Within these figures respondents who had only a degree increased sharply from 21% to 38%. The results also indicate a significant drop in post-graduate degrees from 48% to 35%. This year we have also included a breakdown of degree types – the results indicate that 68% of degree holders undertook studies in industry related subjects: Architecture, Building / Construction Management, Engineering, Facility Management, Property Services / Management and Quantity Surveying.

Looking at industry accreditations, this year saw a drop in candidates holding FMA Australia accreditations with just 6% of respondents compared with 22% in 2005. However, 2006 results show FMA Australia memberships in respondents up from 19% in 2005 to 45%. In addition, the survey has indicated, as in previous years, that FMA Australia members command a higher average salary than non-members. The average salary for an FMA Australia member was \$95,000 compared with \$85,000 for a non-member. The same is true for those holding FMA Australia accreditations.

“...The average salary for an FMA Australia member was \$95,000 compared with \$85,000 for a non-member...”

Your Salary and Benefits

We have endeavoured with this year's survey to present the salary based results in a table format, allowing us to make clear comparisons between different positions, sectors, locations and length of industry experience. All figures in the tables represent average base salaries [exclusive of superannuation and any benefits].

This year has shown some interesting results, some of which have bucked the trend from 2005. The most apparent is that the overall average salary this year is \$90,000, compared with \$94,000 in 2005. Does this mean that industry salaries have actually decreased over this period? We would argue not, having experienced, from a recruitment perspective over the year, a steady, but not sharp, increase in salaries generally. This is mirrored by our table on page 17 indicating that 85% of all respondents have reported an increase to their salaries in the previous 12 month period, and 73% reporting having a structured salary review every 12 months.

"...85% of all respondents have reported an increase to their salaries in the previous 12 month period..."

Factors which may have influenced this figure include the fact that this year Hays and FMA Australia launched a new approach to the survey distribution which opened it up to more respondents across a broader spectrum. We have seen a 500% increase in respondents from last year which is also clearly going to have an affect on results, in a positive way. Of note this year, is that a higher proportion of responses have come from the under \$75,000 range – 40% compared with 31% in 2005. And in the \$75,000 - \$150,000 range the proportion of responses has decreased from 65% to 55% whilst the over \$150,000 range remained constant at 4%. Clearly this redistribution will influence the overall figure, but should also give us a more accurate cross-section of the industry. It should also be noted that this year's salary bandings were updated from 2005, which may also have had an affect.

So, what can we take from this – the increased proportion of respondents under \$75,000 could simply indicate that the survey was not available to them in previous years, or perhaps we are seeing an influx into the industry at the lower end – which may also mirror the trend we have seen with the sharp increase in respondents with degrees. If this is the case, it can only be positive for the industry, giving it a much-needed injection at the lower end of the market, indicating long-term succession planning and addressing of critical skills shortages by employers. Clearly this is an area to watch in coming years to determine the long-term effects on the industry.

In addition to the table within this section, you will also see features on benefits packages, and salary reviewing.

Your work-life balance

This is a completely new focus for the survey investigating key trends within the industry from a work-life balance perspective, something which is becoming more important with the need to retain skilled personnel by all organisations, and also to attract the new 'Generation Y' workers into the industry.

The role of FM professionals does not fit the traditional "9 – 5" mould, which makes a career within the industry so diverse and challenging. This section however also looks at key areas such as travel time, weekly hours worked, on-call and weekend work, along with work-place facilities. It does indicate that

working hours are demanding within the industry, with a very high 87% of respondents working more than 40 hours each week. In addition, 49% of respondents work 1 – 2 evenings a week at home, and 54% of respondents undertake additional work at home on 1-2 weekends per month. These statistics highlight not only the dedication of professionals within the industry but also reflect the demands on facilities professionals.

"...statistics highlight not only the dedication of professionals within the industry..."

Regarding scheduled weekend work – with many of the facilities managed being open on weekends how does this affect the facilities professional? A significant 50% of respondents have a scheduled weekend once or twice a month. Looking at this we then investigate how employers are remunerating their staff in this area. Of those who are required to work weekends, 53% do so as part of an annual salary package. However the remaining 47% are either paid for their time or receive time off in lieu. This would indicate that there is no standard for the industry in this area, and whilst weekend work is likely to be a continuing requirement for many in the industry, the method of recognising this varies widely.

What of the 'on-call' factor, again traditionally a part of the FM industry? This is reflected by 48% of respondents being on-call at all times, with an additional 27% having 'some' on-call requirement. Clearly the role of the facilities professional does not fit the traditional '9-5' mould, but this is what makes a career within the industry so diverse and so challenging.

We then look into travel time to work and workplace facilities. Key outcomes in this area are that 90% of respondents travel for under 1 hour each way to work, 50% travelling under 30 minutes, indicating that extensive commuting is not common within the industry and only 1% travelling in excess of 90 minutes each way.

Our workplace facilities focus looks at the facilities provided on a daily basis, and indicates that most respondents have the basics of staff common areas and kitchen whilst key work-life balance indicators of gym / sporting facilities and childcare facilities scored an encouraging 26% and 14% respectively. It will be interesting to track year on year the importance of these areas and how they grow, with employers ever keen to retain employees with the continuing skilled shortages in the industry.

The survey also looked at key drivers for professionals within the industry, which showed that the key driver was in fact salary, just ahead of career opportunities and development with flexible working hours, further training opportunities and location considered less important.

“...the key driver was in fact salary, just ahead of career opportunities and development...”

This section also looked at how long professionals are staying with an employer – showing that 62% of all respondents have been with their current employer for less than 5 years – a clear indicator of the current trends in career progression.

On behalf of FMA Australia and Hays Facilities Management we would like to extend our sincere thanks to those who gave their valuable time to fill out the survey. If you have any specific questions please do not hesitate to contact us.

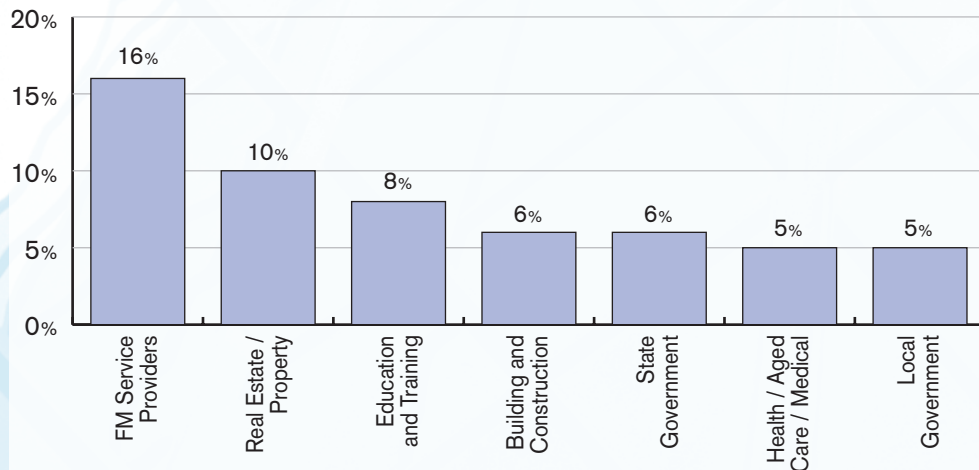
Tim James
Regional Director
Hays Facilities Management

Your Role

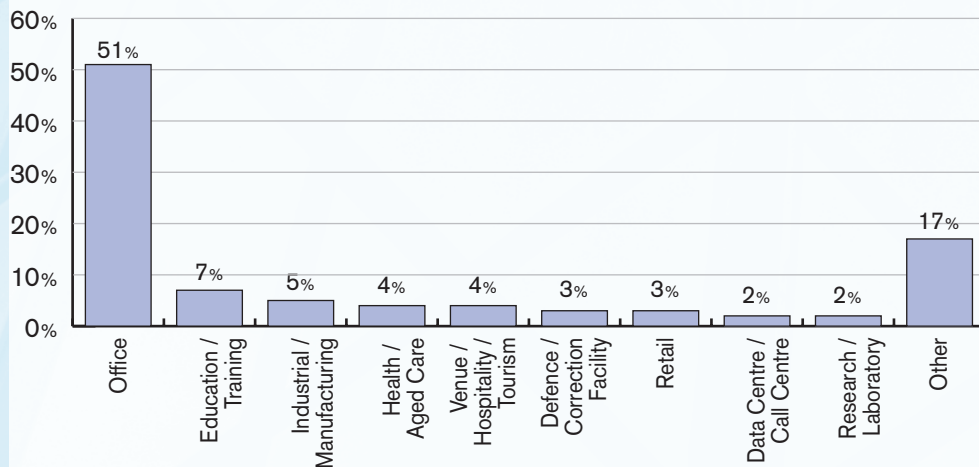
Industry sector worked in

16% to 5%	FM Service Providers	16%	Trades Services	2%
	Real Estate / Property	10%	Transport and Logistics	2%
	Education and Training	8%	Accommodation	1%
	Building and Construction	6%	Administration	1%
	State Government	6%	Advertising / Media / Entertainment	1%
	Health / Aged Care / Medical	5%	Electricity, Gas & Water Supply	1%
	Local Government	5%	Legal Services	1%
4% to 1%	Consulting and Corporate Strategy	4%	Mining	1%
	Federal Government	4%	Retail and Consumer Products	1%
	Banking and Finance	3%	Sales / Marketing	1%
	Finance and Insurance	3%	Science and Technology	1%
	Hospitality and Tourism	3%	Sport and Recreation	1%
	Manufacturing	3%	Less than 1%	
	Accounting	2%	Agriculture and Forestry	0
	Defence	2%	Call Centre / Customer Service	0
	Information Management / Technology	2%	Data and Records Management	0
	Telecommunications	2%	HR / Recruitment	0
			Storage	0

Industry sector worked in 5%+



Facility type managed

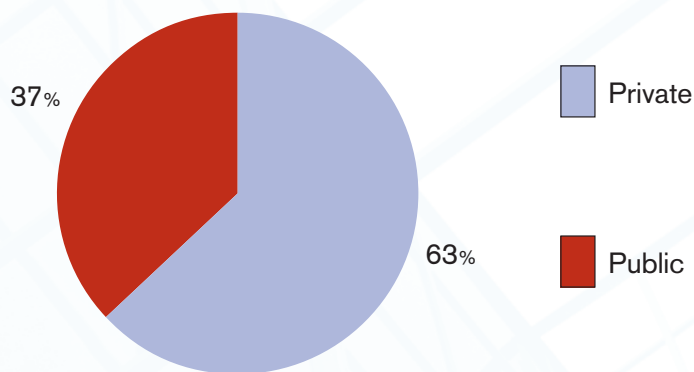


Your Role

Public sector / private sector split

Public Sector Average Salary \$87,000

Private Sector Average Salary \$92,000

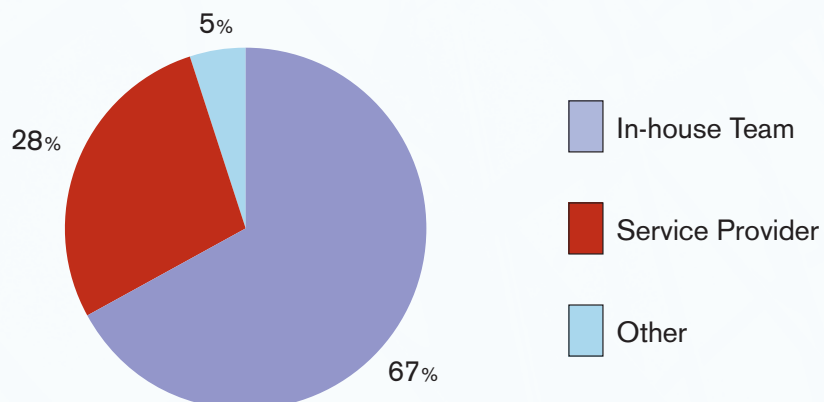


In-house team / service provider split

In-house team Average Salary \$90,000

Service provider Average Salary \$87,000

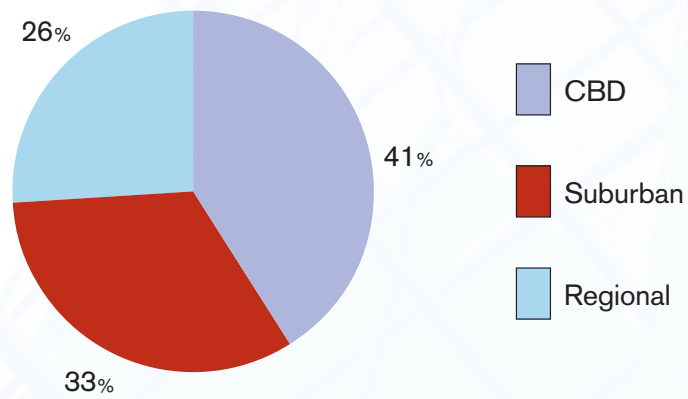
Other Average Salary \$100,000



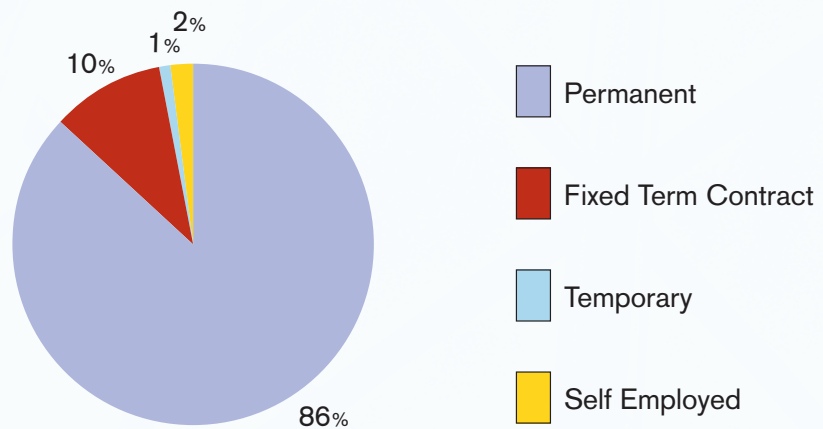
Your Role

Location worked in

CBD Average Salary \$90,000
Suburban Average Salary \$85,000
Regional Average Salary \$96,000

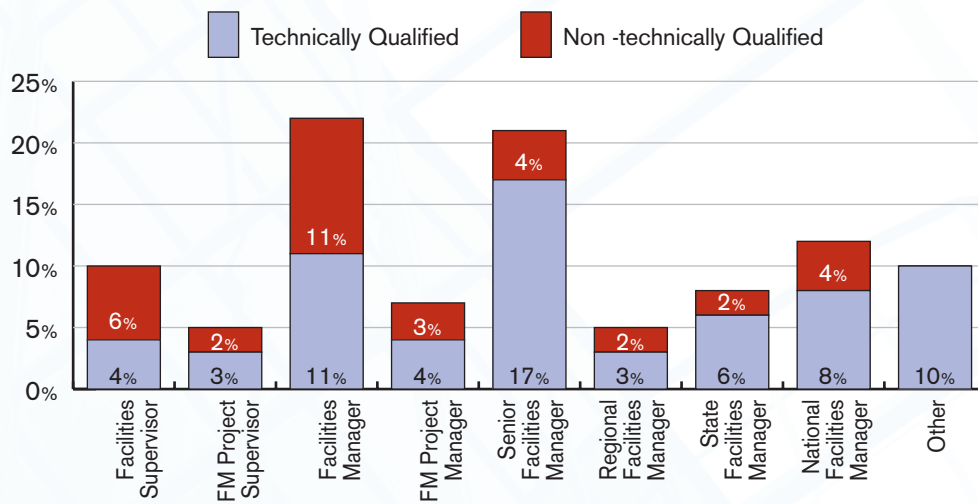


Type of Employment



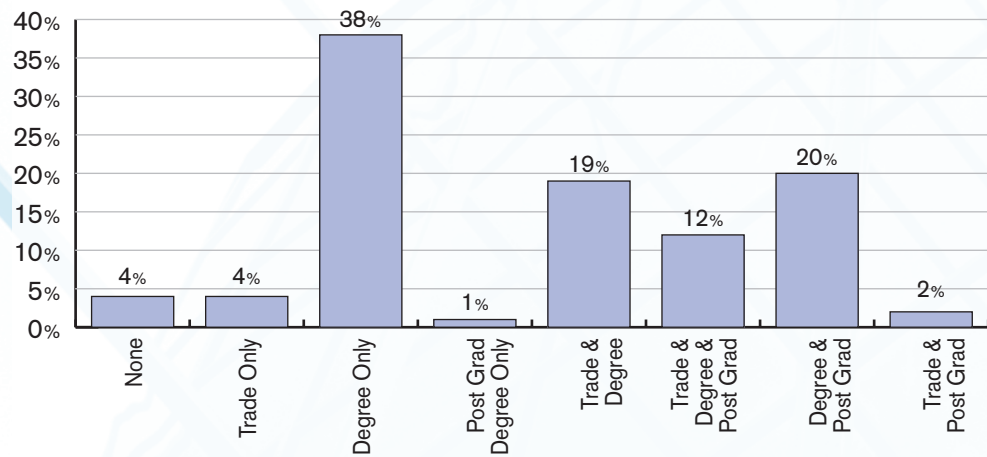
Your Role

Response by position held

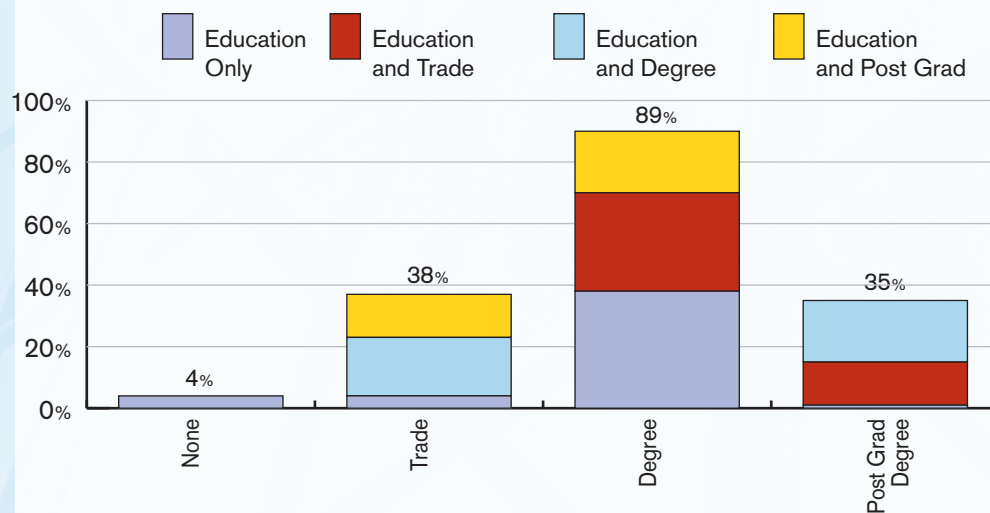


Your Education, Qualifications and Experience

Qualification held [separated results]

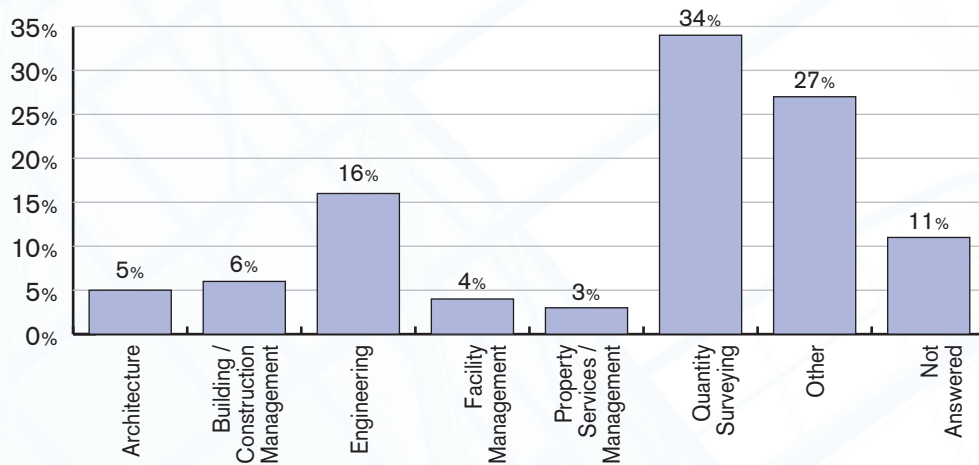


Qualification held [combined results]



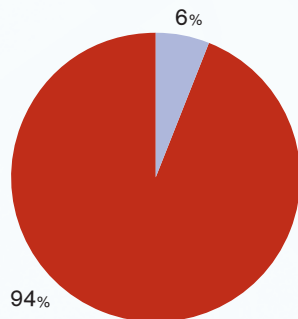
Your Education, Qualifications and Experience

Breakdown of degrees held



FMA Australia Accreditation

FMA Australia Accreditation
 Average Salary \$96,000
 No FMA Australia Accreditation Average Salary \$90,000

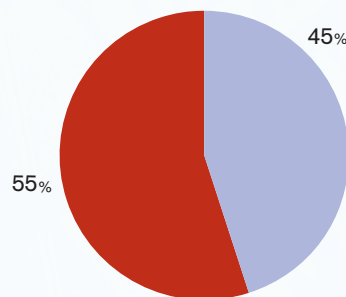


Yes

No

FMA Australia Membership

FMA Australia Member
 Average Salary \$96,000
 Non-FMA Australia Member
 Average Salary \$90,000



Yes

No

Your Salary and Benefits

Response by salary level &
Year on Year comparison of response by salary level

Salary Level

2006	Total Respondents
\$45,000 - \$60,000	16%
\$60,000 - \$75,000	24%
\$75,000 - \$90,000	22%
\$90,000 - \$120,000	24%
\$120,000 - \$150,000	9%
\$150,000 - \$180,000	1%
\$180,000 +	4%

Year on Year Comparison

Salary Bracket	2006	2005
<\$75,000	40%	31%
\$75,000 - \$150,000	55%	65%
>\$150,000	4%	4%

All salaries listed represent base salary only, exclusive of superannuation and benefits

Your Salary and Benefits

Salaries vs Public / Private Sector

Total Average Salary	Average \$90,000	Public vs Private Sector	
		Private \$92,000	Public \$87,000
Facilities supervisor (Tech)	\$63,000	\$62,000	\$65,000
Facilities supervisor (Non-Tech)	\$60,000	\$59,000	\$62,000
All Facilities supervisors	\$61,000	\$60,000	\$64,000
FM project supervisor (Tech)	\$68,000	\$83,000	\$62,000
FM project supervisor (Non-tech)	\$79,000	\$81,000	\$68,000
All FM project supervisors	\$72,000	\$82,000	\$62,000
Facilities manager (Tech)	\$82,000	\$79,000	\$89,000
Facilities manager (Non-Tech)	\$73,000	\$74,000	\$70,000
All Facilities managers	\$77,000	\$77,000	\$80,000
FM project manager (Tech)	\$82,000	\$89,000	\$79,000
FM project manager (Non-Tech)	\$86,000	\$92,000	\$78,000
All FM Project Managers	\$83,000	\$91,000	\$79,000
Senior facilities manager (Tech)	\$98,000	\$102,000	\$92,000
Senior facilities manager (Non-Tech)	\$82,000	\$79,000	\$85,000
All Senior Facilities Managers	\$95,000	\$98,000	\$90,000
State facilities manager (Tech)	\$98,000	\$101,000	\$94,000
State facilities manager (Non-Tech)	\$102,000	\$138,000	\$81,000
All state facilities managers	\$99,000	\$108,000	\$89,000
Regional facilities manager (Tech)	\$106,000	\$95,000	\$118,000
Regional facilities manager (Non-Tech)	\$110,000	\$111,000	\$105,000
All Regional facilities managers	\$108,000	\$103,000	\$116,000
National facilities manager (Tech)	\$123,000	\$120,000	\$128,000
National facilities manager (Non-Tech)	\$107,000	\$110,000	\$98,000
All National facilities managers	\$117,000	\$116,000	\$121,000
Other	\$97,000	\$109,000	\$74,000

All salaries listed represent base salary only, exclusive of superannuation and benefits

Your Salary and Benefits

Salaries vs In-house / Service Provider

	In-house vs Service provider		
	Average \$90,000	In-house team \$90,000	Service provider \$87,000
Total Average Salary			
Facilities supervisor (Tech)	\$63,000	\$61,000	\$68,000
Facilities supervisor (Non-Tech)	\$60,000	\$60,000	\$61,000
All Facilities supervisors	\$61,000	\$61,000	\$63,000
FM project supervisor (Tech)	\$68,000	\$65,000	\$75,000
FM project supervisor (Non-tech)	\$79,000	\$64,000	\$53,000
All FM project supervisors	\$72,000	\$65,000	\$69,000
Facilities manager (Tech)	\$82,000	\$86,000	\$75,000
Facilities manager (Non-Tech)	\$73,000	\$76,000	\$68,000
All Facilities managers	\$77,000	\$81,000	\$71,000
FM project manager (Tech)	\$82,000	\$85,000	\$75,000
FM project manager (Non-Tech)	\$86,000	\$99,000	\$76,000
All FM Project Managers	\$83,000	\$90,000	\$76,000
Senior facilities manager (Tech)	\$98,000	\$100,000	\$93,000
Senior facilities manager (Non-Tech)	\$82,000	\$85,000	\$60,000
All Senior Facilities Managers	\$95,000	\$96,000	\$91,000
State facilities manager (Tech)	\$98,000	\$92,000	\$104,000
State facilities manager (Non-Tech)	\$102,000	\$102,000	
All state facilities managers	\$99,000	\$96,000	\$104,000
Regional facilities manager (Tech)	\$106,000	\$121,000	\$99,000
Regional facilities manager (Non-Tech)	\$110,000	\$126,000	\$101,000
All Regional facilities managers	\$108,000	\$123,000	\$100,000
National facilities manager (Tech)	\$123,000	\$120,000	\$122,000
National facilities manager (Non-Tech)	\$107,000	\$105,000	\$135,000
All National facilities managers	\$117,000	\$114,000	\$123,000
Other	\$97,000	\$82,000	\$107,000

All salaries listed represent base salary only, exclusive of superannuation and benefits

Your Salary and Benefits

Salaries vs Location Worked

Total Average Salary	Salary vs Location Worked			
	Average \$90,000	CBD \$90,000	Suburban \$85,000	Regional \$96,000
Facilities supervisor (Tech)	\$63,000	\$57,000	\$71,000	\$65,000
Facilities supervisor (Non-Tech)	\$60,000	\$59,000	\$59,000	\$64,000
All Facilities supervisors	\$61,000	\$58,000	\$62,000	\$65,000
FM project supervisor (Tech)	\$68,000	\$77,000	\$66,000	\$63,000
FM project supervisor (Non-tech)	\$79,000	\$58,000	\$53,000	\$153,000
All FM project supervisors	\$72,000	\$69,000	\$60,000	\$85,000
Facilities manager (Tech)	\$82,000	\$73,000	\$85,000	\$93,000
Facilities manager (Non-Tech)	\$73,000	\$76,000	\$72,000	\$68,000
All Facilities managers	\$77,000	\$75,000	\$79,000	\$82,000
FM project manager (Tech)	\$82,000	\$74,000	\$75,000	\$90,000
FM project manager (Non-Tech)	\$86,000	\$90,000	\$85,000	\$75,000
All FM Project Managers	\$83,000	\$83,000	\$80,000	\$87,000
Senior facilities manager (Tech)	\$98,000	\$99,000	\$102,000	\$92,000
Senior facilities manager (Non-Tech)	\$82,000	\$83,000	\$70,000	\$96,000
All Senior Facilities Managers	\$95,000	\$95,000	\$96,000	\$92,000
State facilities manager (Tech)	\$98,000	\$102,000	\$93,000	\$98,000
State facilities manager (Non-Tech)	\$102,000	\$107,000	\$112,000	\$90,000
All state facilities managers	\$99,000	\$103,000	\$97,000	\$96,000
Regional facilities manager (Tech)	\$106,000	\$108,000	\$94,000	\$108,000
Regional facilities manager (Non-Tech)	\$110,000	\$95,000	\$105,000	\$123,000
All Regional facilities managers	\$108,000	\$103,000	\$98,000	\$114,000
National facilities manager (Tech)	\$123,000	\$119,000	\$113,000	\$135,000
National facilities manager (Non-Tech)	\$107,000	\$105,000	\$120,000	\$105,000
All National facilities managers	\$117,000	\$113,000	\$115,000	\$129,000
Other	\$97,000	\$96,000	\$91,000	\$111,000

All salaries listed represent base salary only, exclusive of superannuation and benefits

Your Salary and Benefits

Salaries vs FMA Australia Membership

	Salaries vs FMA Australia Membership		
	Average \$90,000	FMA Australia Member \$95,000	Non FMA Australia Member \$85,000
Total Average Salary			
Facilities supervisor (Tech)	\$63,000	\$68,000	\$62,000
Facilities supervisor (Non-Tech)	\$60,000	\$62,000	\$59,000
All Facilities supervisors	\$61,000	\$64,000	\$60,000
FM project supervisor (Tech)	\$68,000	\$62,000	\$71,000
FM project supervisor (Non-tech)	\$79,000	\$86,000	\$77,000
All FM project supervisors	\$72,000	\$69,000	\$73,000
Facilities manager (Tech)	\$82,000	\$92,000	\$75,000
Facilities manager (Non-Tech)	\$73,000	\$75,000	\$70,000
All Facilities managers	\$77,000	\$83,000	\$73,000
FM project manager (Tech)	\$82,000	\$86,000	\$79,000
FM project manager (Non-Tech)	\$86,000	\$84,000	\$89,000
All FM Project Managers	\$83,000	\$85,000	\$82,000
Senior facilities manager (Tech)	\$98,000	\$97,000	\$98,000
Senior facilities manager (Non-Tech)	\$82,000	\$87,000	\$78,000
All Senior Facilities Managers	\$95,000	\$95,000	\$95,000
State facilities manager (Tech)	\$98,000	\$97,000	\$98,000
State facilities manager (Non-Tech)	\$102,000	\$86,000	\$131,000
All state facilities managers	\$99,000	\$93,000	\$105,000
Regional facilities manager (Tech)	\$106,000	\$116,000	\$83,000
Regional facilities manager (Non-Tech)	\$110,000	\$99,000	\$121,000
All Regional facilities managers	\$108,000	\$111,000	\$102,000
National facilities manager (Tech)	\$123,000	\$131,000	\$112,000
National facilities manager (Non-Tech)	\$107,000	\$108,000	\$104,000
All National facilities managers	\$117,000	\$122,000	\$110,000
Other	\$97,000	\$105,000	\$93,000

All salaries listed represent base salary only, exclusive of superannuation and benefits

Your Salary and Benefits

Salaries vs Sector

	Salary vs Sector
	Average Salary by Sector
Total Average across all Sectors	\$90,000
Building and Construction	\$100,000
Education and Training	\$81,000
FM Service Providers	\$87,000
Health / Aged Care / Medical	\$83,000
Local Government	\$82,000
Real Estate / Property	\$87,000
State Government	\$88,000

All salaries listed represent base salary only, exclusive of superannuation and benefits

Your Salary and Benefits

Salaries vs State

	Salary vs State
	Total Average Salary
Total	\$90,000
VIC / TAS	\$86,000
NSW	\$98,000
ACT	\$92,000
QLD	\$86,000
WA	\$87,000
SA / NT	\$75,000

All salaries listed represent base salary only, exclusive of superannuation and benefits

Your Salary and Benefits

Salaries vs Years Industry Experience

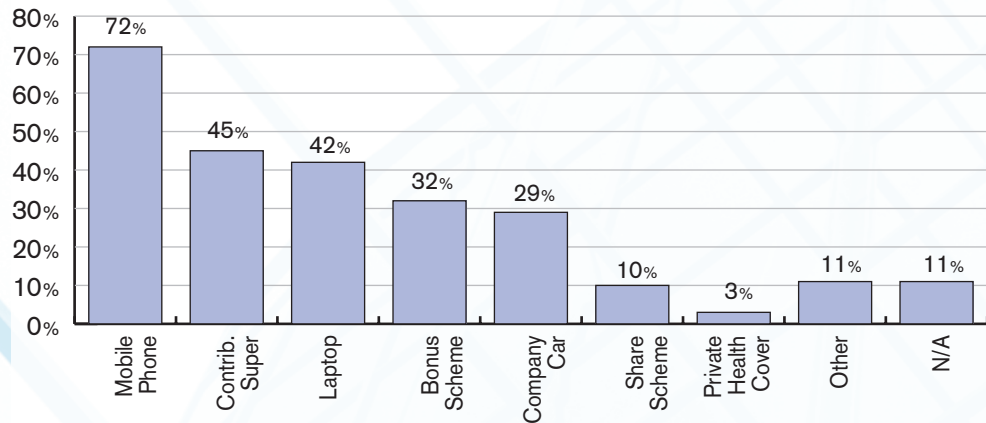
	Salary vs Years Industry Experience Total Average Salary
Total	\$90,000
<1	\$66,000
1-2 years	\$64,000
2-5 yrs	\$72,000
5-10 yrs	\$80,000
10-15 years	\$92,000
15-20	\$95,000
20-30	\$107,000
30+	\$96,000

All salaries listed represent base salary only, exclusive of superannuation and benefits

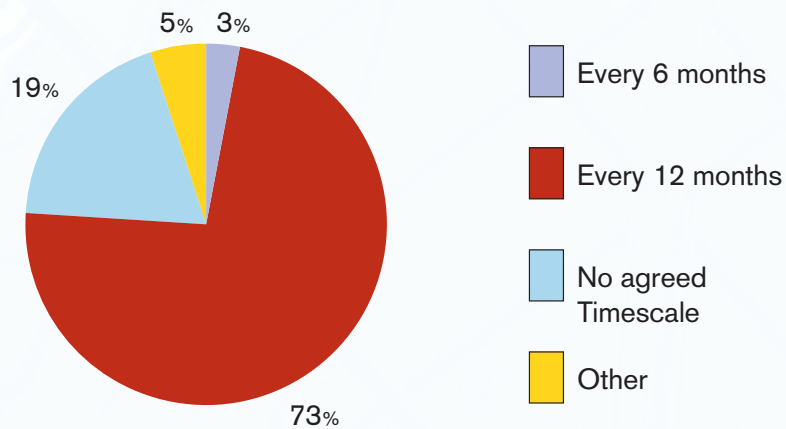
Your Salary and Benefits

Salaries vs Years Industry Experience

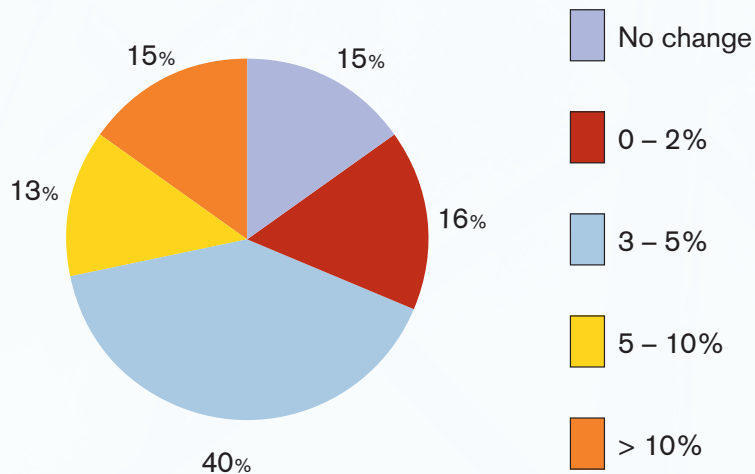
Benefits Received



Frequency of Salary Review

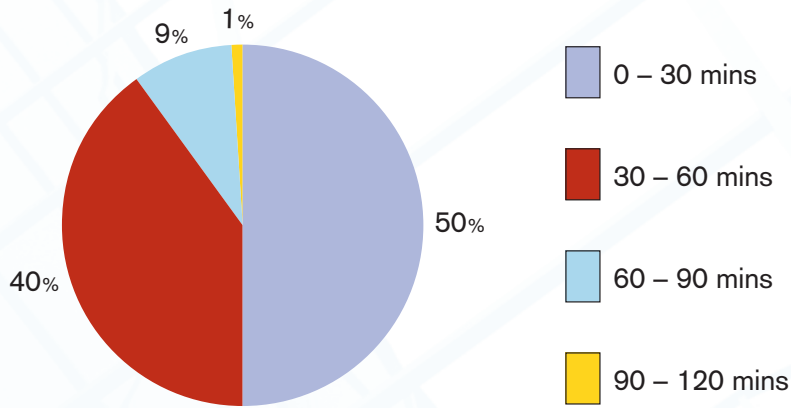


Salary Increase in previous 12 months

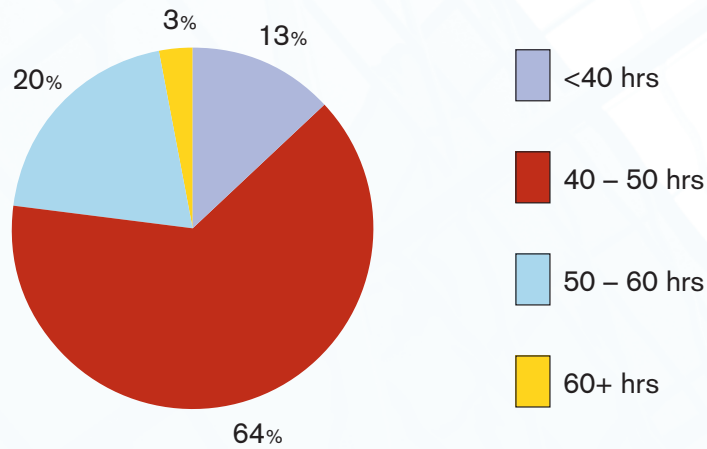


Your Work-Life Balance

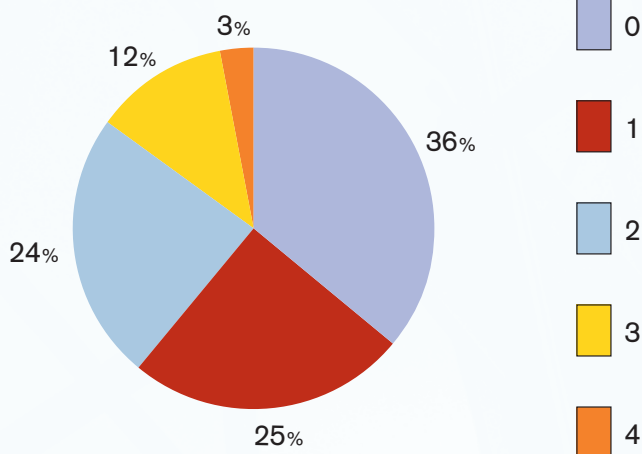
Travel Time to Workplace



Weekly Working Hours

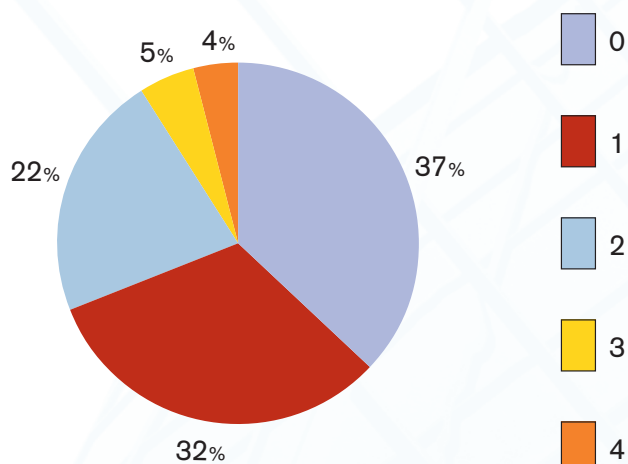


Evenings Worked at Home

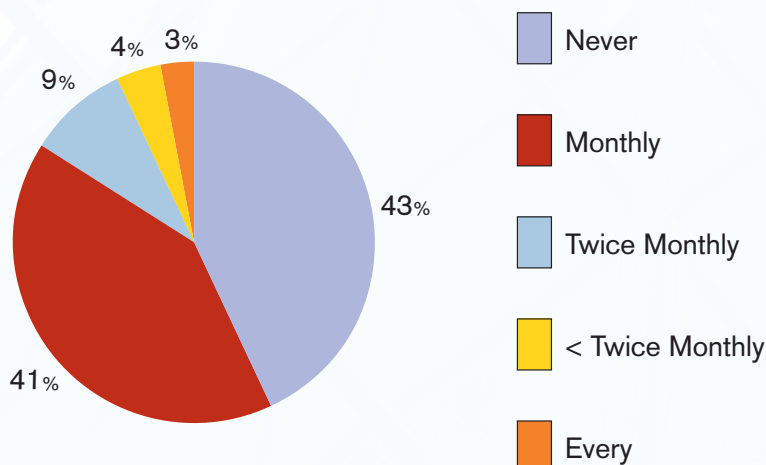


Your Work-Life Balance

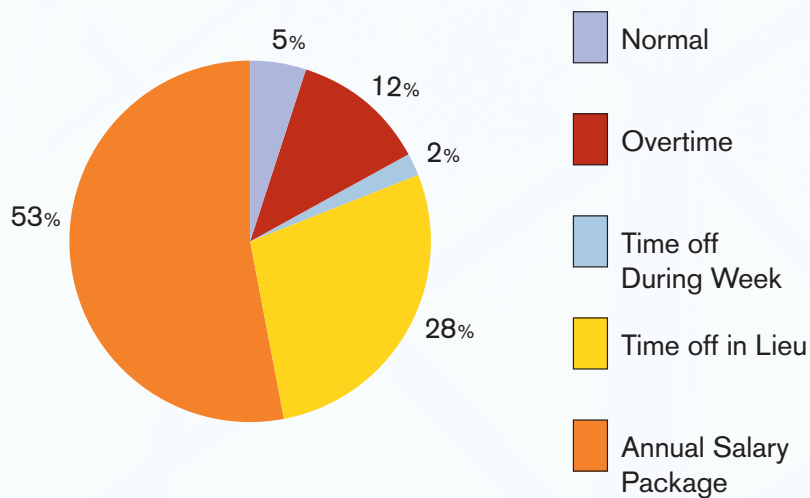
Weekends Worked at Home



Scheduled Weekend Work

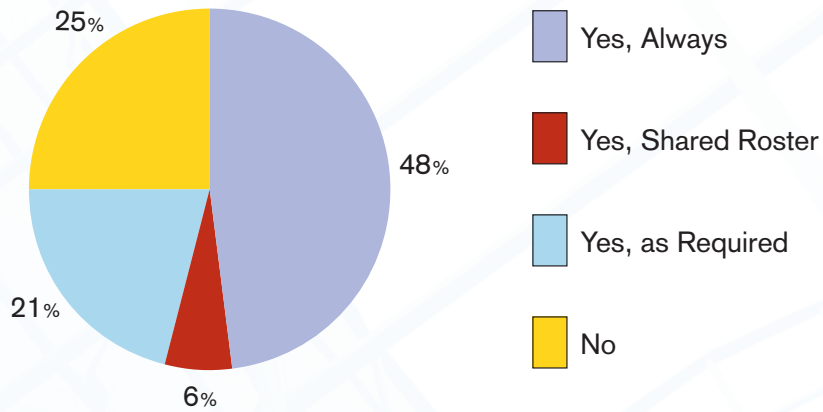


Payment for Scheduled Weekend Work

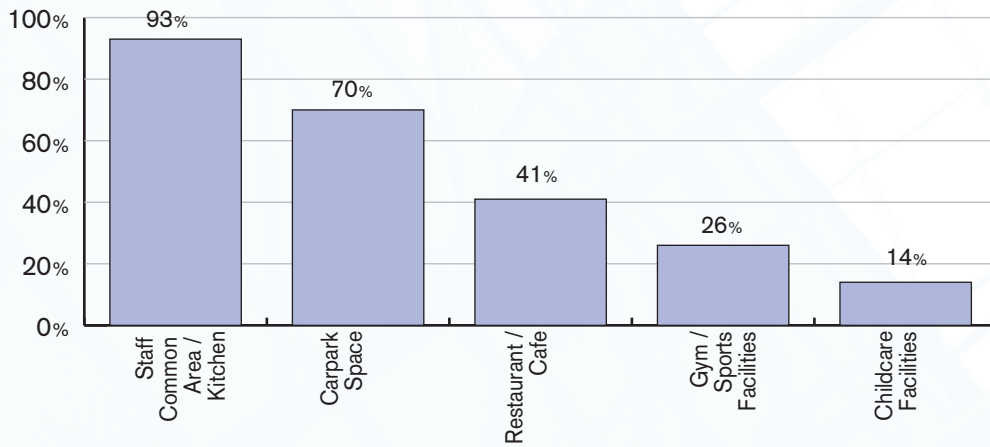


Your Work-Life Balance

On Call Out of Hours

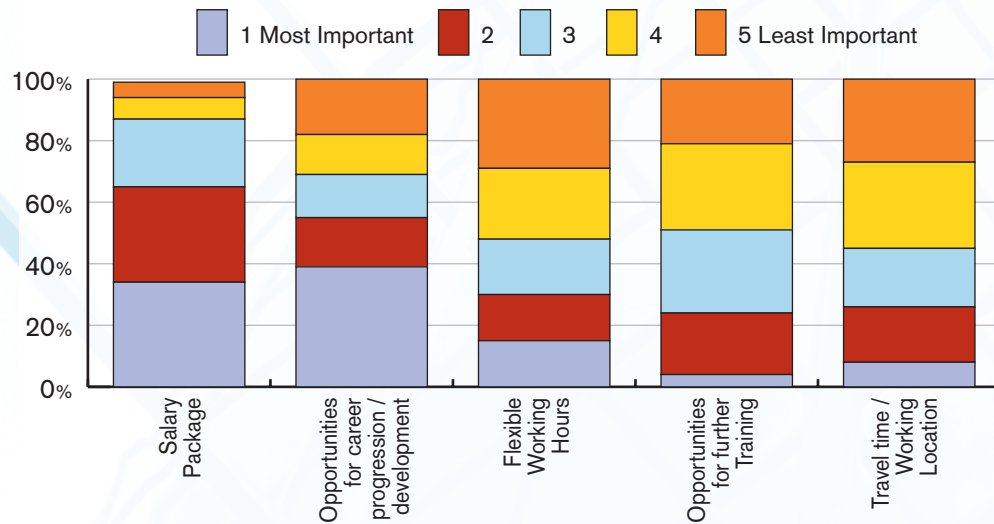


Workplace Facilities Provided

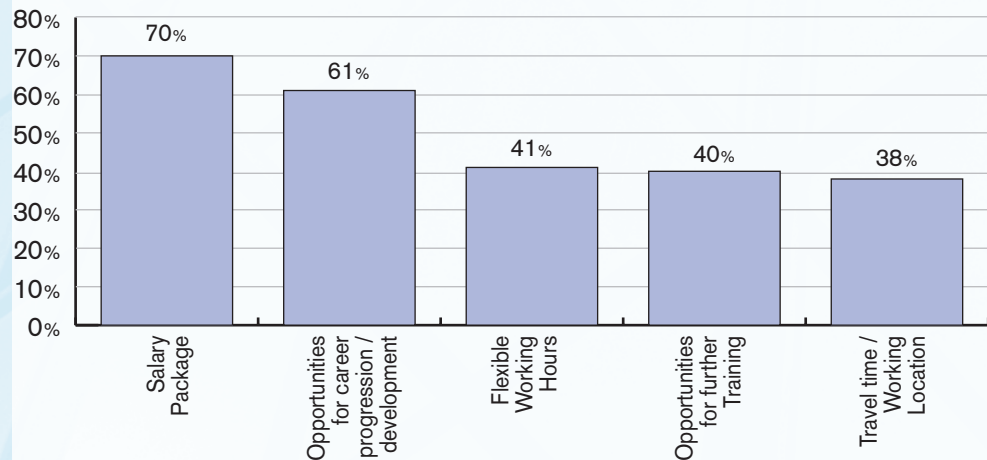


Your Work-Life Balance

Key Drivers [combined results]

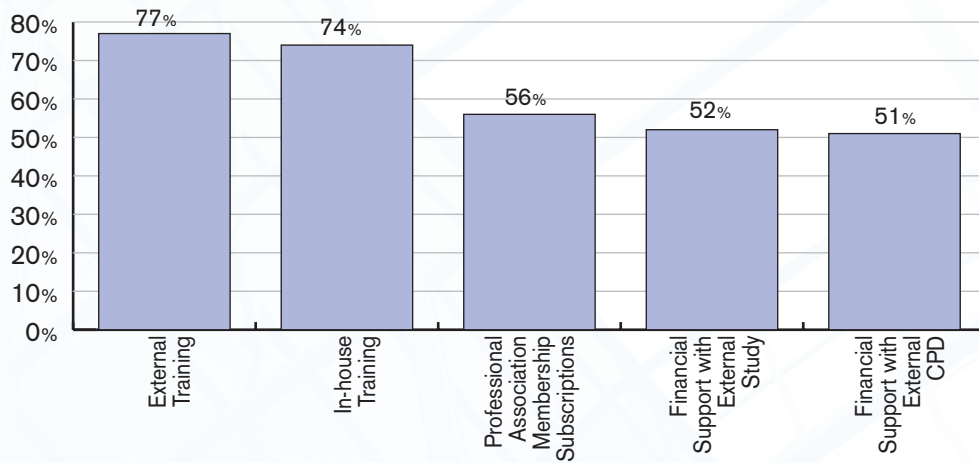


Key Drivers [mean results]



Your Work-Life Balance

Professional Support Offered

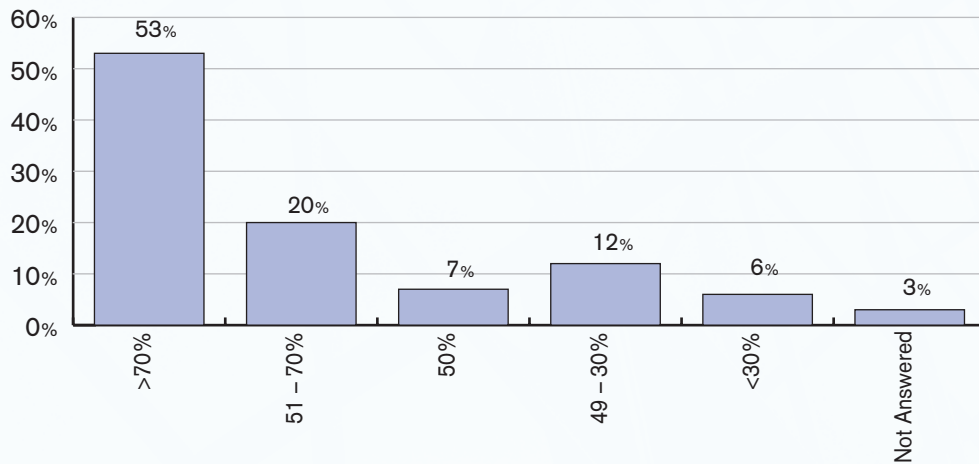


Percentage of Team who are male

FMA Australia Accreditation

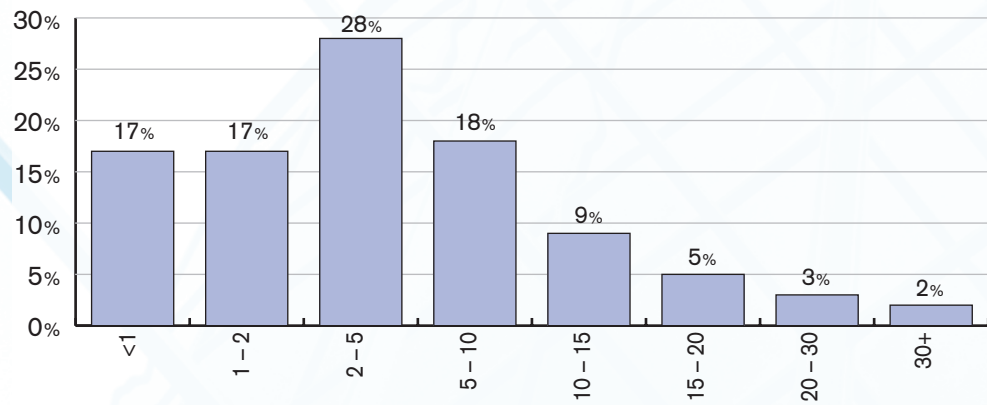
Average Salary \$96,000

No FMA Australia Accreditation Average Salary \$90,000



Your Work-Life Balance

Number of Years with Current Employer



Key Issues Facing the Industry

What the industry had to say in 2006?

The respondents to the survey were given the opportunity to have their say on the key issues they felt would be most relevant to the industry over the coming 12 months. Perhaps not surprisingly the most noted areas were compliance, legislation across OH&S, Essential Safety Measures and Building Codes of Australia.

In addition, in the broader sense other key issues affecting the industry were:

- Recruitment & Retention
- Ongoing requirement for training
- Recognition and profile for Facilities Management as an industry
- Facility management as a career choice
- Development of Ecologically Sustainable Development
- Energy management
- Environmental changes
- Skill shortages
- Risk management
- Salaries



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