



Byron Thomas Recruitment

Accounting & Finance Salary Guide 2026

www.byronthomas.com.au



Australia - Employment Market Snapshot

Welcome to the Byron Thomas Recruitment Salary Guide 2026.

This salary guide is to provide employers and candidates with insights into current employment conditions, business confidence levels and recruitment trends.

Our commentary is based on both quantitative and qualitative research, analysing our market information and data, covering the Accounting and Finance sectors within Commerce and Industry, together with key local and international market commentators that include; the Australian Bureau of statistics, ANZ jobs report and Byron Thomas Director, Peter Morgan.

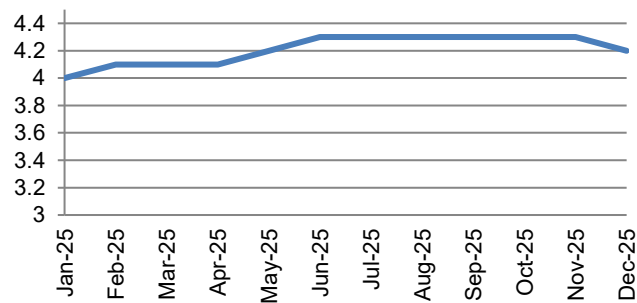
Employment:

Key statistics in trend terms:

- + Unemployment rate: 4.2%
- + Participation rate: Remained at 66.8%.
- + Employment: Increased to 14,686,100.
- + Employment to population ratio remained at 64.0%.
- + Underemployment rate: Remained at 5.9%
- + Monthly hours worked: Increased to 1,997 million hours.
- + Wage Growth: Slightly lower at 3.4%
- + Employment Growth fell to 1.6% from 2.7% last year
- + Average weekly earnings: Increased to \$1,542.30 (all employees, seasonally adjusted)

Sean Crick, ABS head of labour statistics, said for December: 'This month we saw more 15 - 24-year-olds moving into employment, contributing to the rise in overall employment and the fall in the unemployment rate.'

Unemployment Rate (Seas.Adj)



Australian Unemployment Rate

Private sector - Employment Market Summary:

PETER MORGAN – DIRECTOR – BYRON THOMAS

'While the trend unemployment rate of 4.2% suggests stability, the private sector is clearly loosening and underperforming relative to the headline numbers. Employment grew by +42,200 in October, unexpectedly fell by -21,300 in November, then rose +65,200 in December. These volatile swings mask real private sector weakness. The employment to population ratio holds steady at 64.0%.'

'Job figures are propped up by government-funded roles, especially the NDIS workforce (estimated at 270,000 to 350,000 in 2025-26). This means the private (market) sector is carrying very little of the employment load right now. NDIS budget blowouts are fuelling persistent inflation and could force the RBA to raise interest rates in 2026, which would strain borrowing costs, consumer spending and business investment. Recent CPI rose to 3.8% annual'

'The saving grace for the private sector lies in its adaptability. In hundreds of conversations with business leaders, I've seen firms prioritising becoming AI ready to replace process following roles with fewer and more efficient, value-adding staff. This automates repetitive tasks like data entry, compliance checks and basic reporting, while enabling private finance teams to focus on strategic analysis, commercial insight and growth.'

Accounting & Finance Salary Guide 2026

Accounting and Finance Salary Guide 2026				
Job Title	Small - Medium		Large	
	Min	Max	Min	Max
Accounts Payable Officer				
1-3 years experience	\$65,000	\$70,000	\$70,000	\$75,000
3-5 years experience	\$70,000	\$75,000	\$75,000	\$80,000
5+ years experience	\$75,000	\$80,000	\$80,000	\$85,000
Accounts Payable Supervisor				
1-3 years experience	\$80,000	\$85,000	\$80,000	\$90,000
3-5 years experience	\$85,000	\$90,000	\$90,000	\$95,000
5+ years experience	\$95,000	\$100,000	\$95,000	\$120,000
National Accounts Payable Manager				
1-3 years experience	\$95,000	\$100,000	\$100,000	\$110,000
3-5 years experience	\$100,000	\$110,000	\$110,000	\$120,000
5+ years experience	\$110,000	\$130,000	\$120,000	\$180,000
Accounts Receivable Officer				
1-3 years experience	\$65,000	\$70,000	\$70,000	\$75,000
3-5 years experience	\$70,000	\$75,000	\$75,000	\$80,000
5+ years experience	\$75,000	\$80,000	\$80,000	\$90,000
Accounts Receivable Supervisor				
1-3 years experience	\$80,000	\$85,000	\$85,000	\$95,000
3-5 years experience	\$85,000	\$95,000	\$95,000	\$100,000
5+ years experience	\$95,000	\$100,000	\$100,000	\$120,000

Note: These figures have been calculated from our database of over 120,000 Accounting and Finance candidates. These figures can only be approximate guides as there are varied circumstances relating to all positions. Small to medium sized companies are classified as 0-200mil in turnover and large companies as \$200mil+. Salaries that are indicated here are on base salary without any additional bonuses, vehicles, stock options or incentives included.

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Job Title	Small - Medium		Large	
	Min	Max	Min	Max
National Accounts Receivable Manager				
1-3 years experience	\$85,000	\$90,000	\$110,000	\$120,000
3-5 years experience	\$90,000	\$100,000	\$120,000	\$150,000
5+ years experience	\$100,000	\$140,000	\$150,000	\$250,000
Payroll Officer				
1-3 years experience	\$65,000	\$70,000	\$80,000	\$90,000
3-5 years experience	\$70,000	\$75,000	\$90,000	\$100,000
5+ years experience	\$75,000	\$90,000	\$100,000	\$120,000
Payroll Supervisor				
1-3 years experience	\$80,000	\$85,000	\$110,000	\$130,000
3-5 years experience	\$85,000	\$90,000	\$130,000	\$135,000
5+ years experience	\$90,000	\$100,000	\$135,000	\$140,000
National Payroll Manager				
1-3 years experience	\$80,000	\$90,000	\$140,000	\$150,000
3-5 years experience	\$90,000	\$95,000	\$150,000	\$170,000
5+ years experience	\$95,000	\$100,000	\$170,000	\$220,000
Shared Services Manager				
1-3 years experience	\$100,000	\$120,000	\$120,000	\$150,000
3-5 years experience	\$120,000	\$140,000	\$150,000	\$190,000
5+ years experience	\$140,000	\$150,000	\$190,000	\$300,000

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Accounting & Finance Salary Guide 2026

Accounting and Finance Salary Guide 2026				
Job Title	Small - Medium		Large	
	Min	Max	Min	Max
Collections Officer				
1-3 years experience	\$65,000	\$70,000	\$65,000	\$70,000
3-5 years experience	\$70,000	\$75,000	\$70,000	\$75,000
5+ years experience	\$75,000	\$80,000	\$75,000	\$85,000
Collections Supervisor				
1-3 years experience	\$80,000	\$85,000	\$80,000	\$85,000
3-5 years experience	\$85,000	\$90,000	\$85,000	\$90,000
5+ years experience	\$85,000	\$95,000	\$90,000	\$100,000
Collections Manager				
1-3 years experience	\$90,000	\$100,000	\$100,000	\$110,000
3-5 years experience	\$100,000	\$110,000	\$110,000	\$130,000
5+ years experience	\$110,000	\$150,000	\$130,000	\$200,000
Graduate Accountant				
1 year experience	\$55,000	\$60,000	\$60,000	\$65,000
1-2 years experience	\$60,000	\$65,000	\$65,000	\$70,000
3+ years experience	\$65,000	\$70,000	\$70,000	\$75,000
Assistant Accountant				
1-3 years experience	\$65,000	\$70,000	\$70,000	\$75,000
3-5 years experience	\$70,000	\$75,000	\$75,000	\$80,000
5+ years experience	\$75,000	\$80,000	\$80,000	\$85,000

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Accounting & Finance Salary Guide 2026

Accounting and Finance Salary Guide 2026				
Job Title	Small - Medium		Large	
	Min	Max	Min	Max
Financial Accountant				
1-3 years experience	\$75,000	\$85,000	\$80,000	\$100,000
3-5 years experience	\$85,000	\$90,000	\$100,000	\$110,000
5+ years experience	\$90,000	\$120,000	\$110,000	\$140,000
Management Accountant				
1-3 years experience	\$75,000	\$80,000	\$80,000	\$100,000
3-5 years experience	\$85,000	\$90,000	\$100,000	\$110,000
5+ years experience	\$90,000	\$120,000	\$110,000	\$150,000
Financial Analyst				
1-3 years experience	\$75,000	\$80,000	\$80,000	\$100,000
3-5 years experience	\$85,000	\$90,000	\$100,000	\$110,000
5+ years experience	\$90,000	\$110,000	\$110,000	\$140,000
Business/Commercial Analyst				
1-3 years experience	\$80,000	\$85,000	\$80,000	\$100,000
3-5 years experience	\$85,000	\$90,000	\$100,000	\$110,000
5+ years experience	\$90,000	\$120,000	\$110,000	\$150,000
Cost Accountant				
1-3 years experience	\$75,000	\$85,000	\$80,000	\$100,000
3-5 years experience	\$85,000	\$100,000	\$100,000	\$120,000
5+ years experience	\$100,000	\$120,000	\$120,000	\$140,000

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Job Title	Small - Medium		Large	
	Min	Max	Min	Max
Group Management/Financial Accountant				
1-3 years experience	\$80,000	\$90,000	\$120,000	\$150,000
3-5 years experience	\$90,000	\$100,000	\$150,000	\$160,000
5+ years experience	\$100,000	\$140,000	\$160,000	\$170,000
Treasury Manager				
1-3 years experience	\$80,000	\$90,000	\$80,000	\$100,000
3-5 years experience	\$90,000	\$100,000	\$100,000	\$150,000
5+ years experience	\$100,000	\$150,000	\$150,000	\$200,000
Systems Accountant				
1-3 years experience	\$70,000	\$80,000	\$90,000	\$100,000
3-5 years experience	\$80,000	\$90,000	\$100,000	\$120,000
5+ years experience	\$90,000	\$100,000	\$120,000	\$150,000
Tax Manager				
1-3 years experience	\$90,000	\$100,000	\$130,000	\$140,000
3-5 years experience	\$100,000	\$110,000	\$140,000	\$150,000
5+ years experience	\$110,000	\$120,000	\$150,000	\$250,000
Commercial Manager				
1-3 years experience	\$90,000	\$100,000	\$140,000	\$160,000
3-5 years experience	\$100,000	\$150,000	\$160,000	\$250,000
5+ years experience	\$150,000	\$200,000	\$250,000	\$450,000

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Job Title	Small - Medium		Large	
	Min	Max	Min	Max
FP&A Manager				
1-3 years experience	\$100,000	\$120,000	\$130,000	\$150,000
3-5 years experience	\$120,000	\$140,000	\$150,000	\$175,000
5+ years experience	\$140,000	\$160,000	\$175,000	\$250,000
BP&A Manager				
1-3 years experience	\$100,000	\$120,000	\$130,000	\$150,000
3-5 years experience	\$120,000	\$140,000	\$150,000	\$175,000
5+ years experience	\$140,000	\$160,000	\$175,000	\$250,000
Finance Manager				
1-3 years experience	\$90,000	\$100,000	\$130,000	\$150,000
3-5 years experience	\$100,000	\$110,000	\$150,000	\$160,000
5+ years experience	\$100,000	\$150,000	\$160,000	\$200,000
Financial Controller				
1-3 years experience	\$120,000	\$150,000	\$170,000	\$185,000
3-5 years experience	\$150,000	\$170,000	\$185,000	\$200,000
5+ years experience	\$170,000	\$250,000	\$200,000	\$350,000
CFO/Finance Director				
1-3 years experience	\$140,000	\$160,000	\$185,000	\$250,000
3-5 years experience	\$160,000	\$200,000	\$250,000	\$350,000
5+ years experience	\$200,000	\$300,000	\$350,000	\$1,000,000

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Accounting & Finance Salary Guide 2026

Business Services Salary Guide 2026				
Job Title	Small - Medium		Large	
	Min	Max	Min	Max
Graduate (Advisory/Audit/Accountant)				
1 year experience	\$60,000	\$65,000	\$65,000	\$70,000
1-2 years experience	\$65,000	\$70,000	\$70,000	\$75,000
5+ years experience	\$70,000	\$75,000	\$75,000	\$80,000
Intermediate (Advisory/Audit/Accountant)				
1-3 years experience	\$75,000	\$80,000	\$80,000	\$85,000
3-5 years experience	\$80,000	\$85,000	\$85,000	\$90,000
5+ years experience	\$85,000	\$90,000	\$90,000	\$100,000
Senior (Advisory/Audit/Accountant)				
1-3 years experience	\$75,000	\$80,000	\$90,000	\$110,000
3-5 years experience	\$85,000	\$90,000	\$110,000	\$120,000
5+ years experience	\$90,000	\$100,000	\$120,000	\$130,000
Manager (Advisory/Audit/Accountant)				
1-3 years experience	\$90,000	\$100,000	\$130,000	\$140,000
3-5 years experience	\$100,000	\$110,000	\$140,000	\$150,000
5+ years experience	\$110,000	\$120,000	\$150,000	\$160,000
Director/Principal				
1-3 years experience	\$120,000	\$130,000	\$160,000	\$170,000
3-5 years experience	\$130,000	\$140,000	\$170,000	\$180,000
5+ years experience	\$140,000	\$250,000	\$180,000	\$400,000

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