



# 2010 Restaurant Association Hospitality Industry Remuneration Survey Summary of Results

The 2010 Hospitality Industry Remuneration Survey was conducted in May and results incorporated 9,928 staff from 719 businesses. There were many indicators from this survey that we have been experiencing tough economic conditions – although the number of participating businesses has increased significantly this year (719), the number of total staff employed has actually *decreased* from 2009 – a sign that many businesses have undergone some retrenchment and economised by not replacing employees as they have departed. Of the 9,928 total staff surveyed, 5922 were part-time employees and 4006 full-time.

At a glance of 41 positions surveyed, 28 had an increased hourly rate (for 2009 vs 2010). Increases ranged from 0.3% (room attendant) up to 14% (groundsperson).

Breakfast Chef (11% increase), Cafe Manager (10% increase) and Function Manager (8% increase) all showed some of the more significant hourly rate increases. However some of the more senior roles appear to have been impacted by the tougher economic conditions, showing decreases in their hourly rates as well as (in general) their salaries. These include Bar Manager, Executive Chef, Restaurant Manager and F&B Manager. The Barista position also showed a decline.

Kitchen roles appeared to be some of the hardest hit with many showing negligible increases or even decreases – this included Chef de Partie (increased by 2%), Commis Chef (1%), Head Chef (1%) and Sous Chef (2%) with Executive Chef declining by 3%. The Executive Chef and Head Chef salary also decreased 4% and 5% respectively in 2010, to \$63,526 for the Executive Chef position and \$49,962 for the Head Chef position.

Many of the salaried positions had decreased in 2010 although Owner Operator (up 4% to \$51,433), Restaurant Manager (up 7% to \$49,271) and Function Manager (up 9% to \$47,952) all had reasonable increases.

[A copy of the full survey results can be ordered here.](#)

# 2010 Hospitality Industry Remuneration Survey

## National Average Rates

Position surveyed ( <i>alphabetical</i> )	2008 \$ hourly rate	2009 \$ hourly rate	2010 \$ hourly rate	% difference 2009vs2010	2010 \$ salary
Bar Manager	\$15.84	\$17.95	\$17.73	-1%	\$41,147
Bar person	\$13.35	\$14.00	\$14.51	4%	\$27,042
Barista	\$14.32	\$15.30	\$14.76	-4%	
Bottleshop Manager	\$16.09	\$15.55	\$15.90	2%	
Breakfast Chef	\$15.58	\$15.44	\$17.12	11%	\$30,900
Cafe Assistant	\$12.60	\$13.80	\$14.07	2%	
Cafe Manager	\$16.55	\$16.76	\$18.41	10%	\$41,250
Cashier	\$17.47	\$16.28	\$15.44	-5%	
Chef de Partie	\$16.06	\$16.77	\$17.07	2%	\$36,406
Cleaner	\$13.09	\$14.14	\$14.39	2%	
Commis Chef	\$14.68	\$15.79	\$15.94	1%	\$33,900
Counter Chef	\$14.10	\$16.14	\$14.89	-8%	\$31,267
DJ	\$36.27	\$49.34	\$41.72	-15%	
Duty Manager	\$15.78	\$16.51	\$16.60	1%	\$41,178
Executive Chef	\$22.88	\$26.12	\$25.40	-3%	\$63,526
F&B Manager	\$19.62	\$21.66	\$20.61	-5%	\$51,734
Food to go assistant	\$12.61	\$14.42	\$14.68	2%	
Food to go manager	~	\$16.85	~		
Front Office	\$15.63	\$15.17	\$17.01	12%	\$33,259
Function Manager	\$19.79	\$18.78	\$20.20	8%	\$47,952
Groundsperson	\$14.84	\$15.48	\$17.66	14%	
Head Chef	\$20.42	\$22.06	\$22.29	1%	\$49,962
Host/Hostess	\$15.04	\$15.41	\$15.26	-1%	\$42,016
Housekeeper	\$14.01	\$14.56	\$14.71	1%	\$39,444
Junior Cook (no quals)	\$13.03	\$14.40	\$14.59	1%	\$24,528
Kitchenhand	\$12.40	\$12.85	\$13.48	5%	\$20,456
Maitre d'	\$15.89	\$16.47	\$17.50	6%	
Office Manager	\$18.80	\$19.28	\$20.63	7%	\$53,283
Owner / Operator	\$21.77	\$26.50	\$22.54	-15%	\$51,433
Pastry Chef	\$17.02	\$17.18	\$18.34	7%	\$36,202
Porter	\$13.51	\$14.62	\$13.78	-6%	
Restaurant Manager	\$17.55	\$19.16	\$18.02	-6%	\$49,271
Room Attendant	\$13.01	\$13.38	\$13.33	~	
Security / Door Person	\$16.33	\$18.30	\$18.76	3%	
Senior Chef (no quals)	\$16.51	\$17.01	\$17.35	2%	\$35,472
Sole Kitchen Operator (no quals)	\$14.85	\$16.85	\$15.80	-6%	
Sous Chef	\$17.32	\$19.02	\$19.37	2%	\$44,360
Student /Apprentice (f&b)	~	~	\$13.45		
Student/Apprentice (kitchen)	\$11.41	\$12.86	\$13.49	5%	
Wait Staff	\$13.00	\$13.75	\$14.22	3%	
Wine Waiter	\$14.55	\$15.38	\$14.58	-5%	