



2020 SALARY SURVEY RESULTS

ABOUT THE SURVEY

These results are from the second annual salary survey by the Brewers Guild. In circumstances where we had sufficient information to clearly show a distinct range based on brewery size that has been shown. Where the results were highly varied, and there were insufficient data points, we included the broad range across all brewery sizes. Scale of production, number of direct reports and location are all factors that impact salary.

OBSERVATIONS

- Minimal increases in salaries from 2019 at entry level positions – likely to align with minimum wage requirements.
- Overall there was a much less clear delineation of salaries based on brewery sizes – in particular for Medium sized breweries (100,000L to 2MIL Ltrs). This is particularly apparent for the Brewery Operations Manager where we extended the full salary range across all brewery sizes.
- Some roles may include shift penalties where there are very early morning or very late night shifts.
- Increasingly a broad range of additional benefits being offered across roles that would be considered part of total compensation package.



2020 SURVEY RESULTS

	LESS THAN 500,000L ANNUAL PRODUCTION		MORE THAN 500,000L ANNUAL PRODUCTION	
Packaging Assistant	\$37,000	\$42,000	\$42,000	\$65,000
Packaging Manager	\$44,000	\$55,000	\$55,000	\$95,000
Brewery Operations Manager	\$40,000	\$115,000	\$40,000	\$115,000
Production Manager	\$60,000	\$140,000	\$60,000	\$140,000
Quality Controller	\$50,000	\$90,000	\$50,000	\$90,000
Brewery Assistant	\$36,500	\$55,000	\$36,500	\$55,000
Assistant Brewer	\$36,500	\$55,000	\$36,500	\$55,000
Senior/ Technical Brewer	\$50,000	\$80,000	\$50,000	\$80,000
Head Brewer	\$50,000	\$100,000	\$70,000	\$120,000
Sales Representative	\$40,000	\$70,000	\$40,000	\$70,000
Sales Manager	\$60,000	\$80,000	\$75,000	\$110,000

