



Sports, Recreation and Fitness Industry

Salary Survey Report (June 2016)

Key Occupations



SALARY SURVEY

- This survey contains up-to-date salary information as well as regional differences in remuneration using actual salary offerings from Career Junction, Pnet and Payscale websites.
- The salary is a median in the range per occupation.
- It represents monthly 'cost to company' remuneration and only serve as an indication of the median salary offerings for each occupation.
- There are regional and company differences (depending on pay scales) in the median per occupation. These should be considered.

WAGE PRESSURE ANALYSIS

- Wage pressure analysis is generally used to detect the emergence of skills shortages by monitoring the growth of wages in specific occupations and sectors.
- If detected, above-the-average wage growth may be signalling situations where employers are facing skills shortages and where increases in wages are functional to attract/hire workers whose skills are in high demand in the labour market but cannot be found at the current wage.
- However, wage pressure analysis should be used conclusively to draw finding on indicative skills shortages. There are instances wherein wage growth is a result of collective bargaining negotiations, rather than recruitment difficulties or excessive labour demand.
- Therefore, it is advisable to use a comprehensive array of labour market-based indicators, with wage pressure being one, for determining skills shortages. Reliance on a composite of labour market signals and indicators allow the analyst to form judgments on the basis of the weight of market evidence.
- Using a base inflation rate of 6.2% (May 2016), we identify above inflation wage increases.

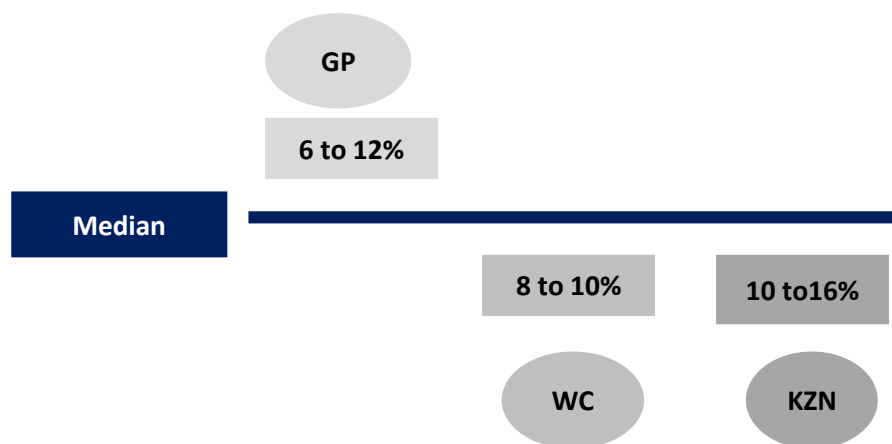


Managers

OCCUPATIONS AND SALARIES IN SPORTS, RECREATION AND FITNESS			
OCCUPATIONS	MEDIAN MONTHLY SALARY (R)		% CHANGE
	2015	2016	
Director (Enterprise / organisation)	39.966	43.144	+12
Office Manager	12.350	13.000	+5
General Manager	25.330	27.384	+7.5
Small Business Manager	23.375	25.000	+5
Marketing and Sales Manager	23.248	24.732	+6
Public Relation Manager	18.318	19.488	+6
Human Resource Manager	21.380	22.990	+7
Facilities Manager	23.646	25.426	+6
Financial Manager	35.889	38.180	+6
Project Manager	28.503	30.323	+6
Club Membership Manager	14.432	15.256	+5
Sports Science Manager	25.193	27.384	+8
Sports Centre / Facility Manager	21.682	23.066	+6

NOTE: Above inflation (6.2%) increases in bold print are indicative of skills shortages.

Main Regions



Salary offerings for Managers seem to be considerably lower in the Western Cape and KwaZulu-Natal compared to Gauteng.

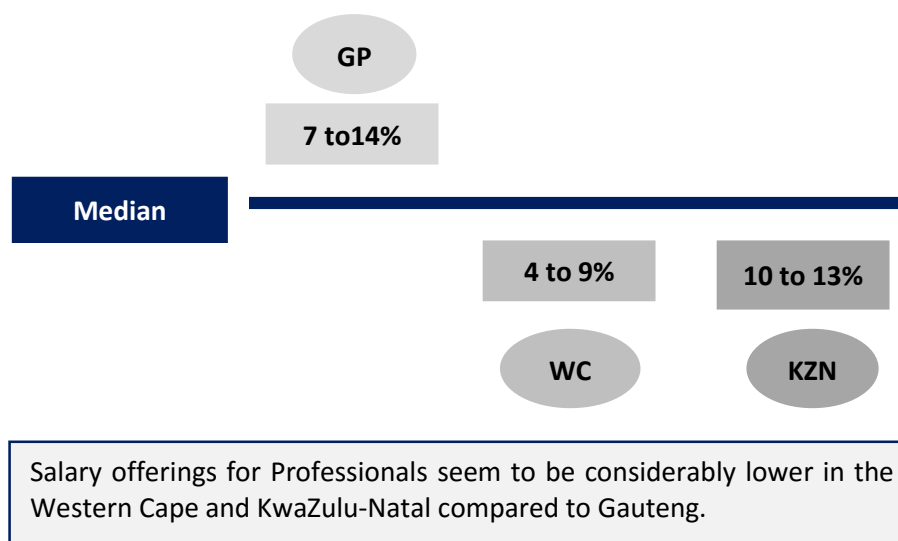


Professionals

OCCUPATIONS AND SALARIES IN SPORTS, RECREATION AND FITNESS			
OCCUPATIONS	MEDIAN MONTHLY SALARY (R)		% CHANGE
	2015	2016	
Program / Project Administrator	16.424	17.289	+5
Economist	19.180	20.405	+6
Biokineticist	15.384	17.094	+10
Sports Scientist	27.300	30.000	+9
Sports Coach	19.320	21.000	+8
Athlete	6.679	7.182	+6
Footballer	13.800	15.000	+8
Golfer	34.000	40.000	+15
Jockey	17.487	19.430	+10
ICC Cricket Umpire	41.911	45.556	+8
Event Producer	15.948	16.966	+8
Sports Reporter / writer	9.200	10.000	+8
Accountant (General)	18.096	19.048	+5
Systems & Network Administration	24.073	27.671	+13
Training Development Professional	26.320	28.000	+6

NOTE: Above inflation (6.2%) increases in bold print are indicative of skills shortages.

Main Regions



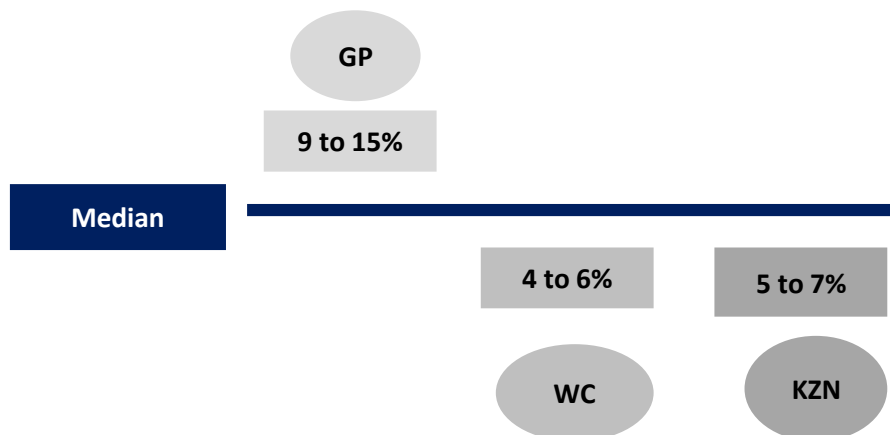


Technicians & Associate Professionals

OCCUPATIONS AND SALARIES IN SPORTS, RECREATION AND FITNESS			
OCCUPATIONS	MEDIAN MONTHLY SALARY (R)		% CHANGE
	2015	2016	
Sports Development Officer	15.933	17.133	+7
Sports Official	5.905	6.216	+5
Fitness instructor	4.780	5.032	+5
Green Keeper	6.978	7.585	+8
Sports Massage Therapist	6.110	6.500	+6
Corporate Wellness Practitioner	25.813	27.461	+6
Travel Consultant	9.991	10.519	+5
Arts and Culture Administrators	17.844	18.983	+6
Bookkeeper	10.843	11.660	+7

NOTE: Above inflation (6.2%) increases in bold print are indicative of skills shortages.

Main Regions



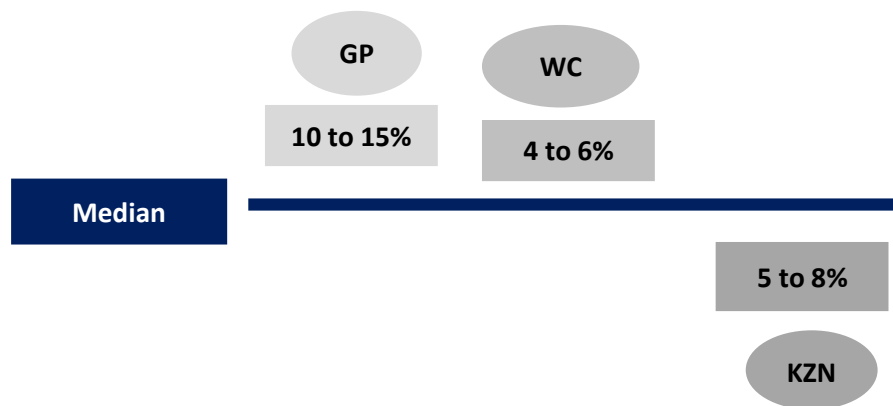
Salary offerings for Technicians and Associated Professionals seem to be considerably lower in the Western Cape and KwaZulu-Natal compared to Gauteng.



Service and Sales Workers

OCCUPATIONS AND SALARIES IN SPORTS, RECREATION AND FITNESS			
OCCUPATIONS	MEDIAN MONTHLY SALARY (R)		% CHANGE
	2015	2016	
Cashier	5.879	6.189	+5

Main Regions



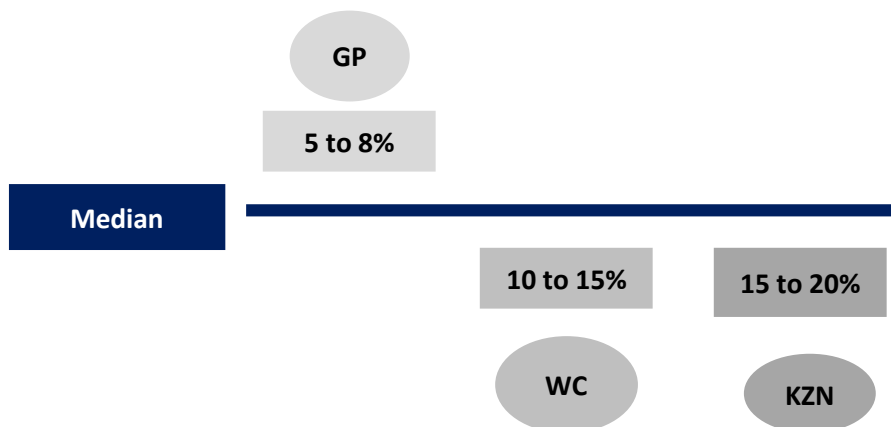
Salary offerings for Service and Sales Workers seem to be considerably lower in KwaZulu-Natal compared to Western Cape and Gauteng.



Clerical Workers

OCCUPATIONS AND SALARIES IN SPORTS, RECREATION AND FITNESS			
OCCUPATIONS	MEDIAN MONTHLY SALARY (R)		% CHANGE
	2015	2016	
General Clerk	6.665	7.000	+5
Counter Clerk	6.220	R 6,548	+5
General Clerk	7.361	R7.749	+5

Main Regions



Salary offerings for Clerical Workers seem to be considerably lower in the Western Cape and KwaZulu-Natal compared to Gauteng.

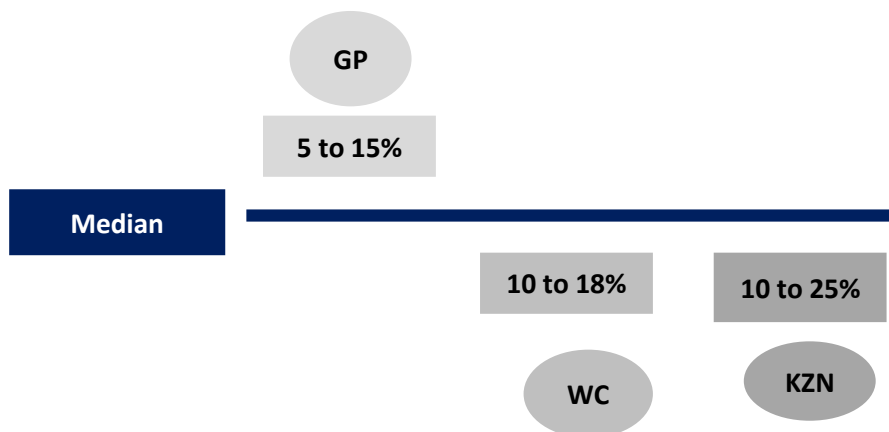


Craft Trades

OCCUPATIONS AND SALARIES IN SPORTS, RECREATION AND FITNESS			
OCCUPATIONS	MEDIAN MONTHLY SALARY (R)		% CHANGE
	2015	2016	
Electrician	20.583	22.870	+10
Plumber	17.838	19.390	+8

NOTE: Above inflation (6.2%) increases in bold print are indicative of skills shortages.

Main Regions



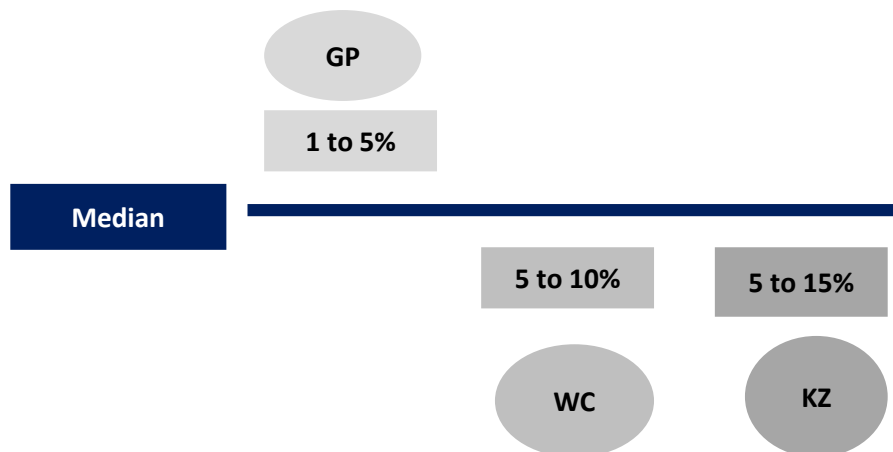
Salary offerings for Craft Workers seem to be considerably lower in the Western Cape and KwaZulu-Natal compared to Gauteng.



Elementary Occupations

OCCUPATIONS AND SALARIES IN SPORTS, RECREATION AND FITNESS			
OCCUPATIONS	MEDIAN MONTHLY SALARY (R)		% CHANGE
	2015	2016	
Handyperson	5.940	R6.320	+6
Cleaner	1.411	R1.500	+6

Main Regions



Salary offerings for Elementary Workers seem to be considerably lower in the Western Cape and KwaZulu-Natal compared to Gauteng.