

ADVICE MARKET UPDATE

2023

Recruitment & Remuneration

**\$135-150K Average
Adviser Salary Package**

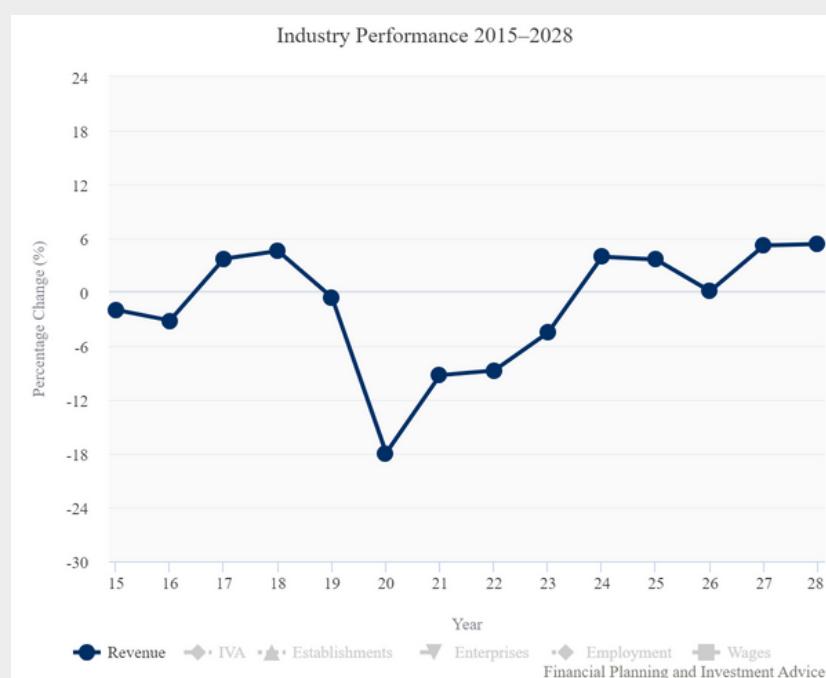
QUICK FACTS

- Financial Adviser Supply Overall is rated GOOD
- Top motivator for Advisers is long term stability
- Top pain point for Advisers is Admin

MARKET HIGHLIGHTS

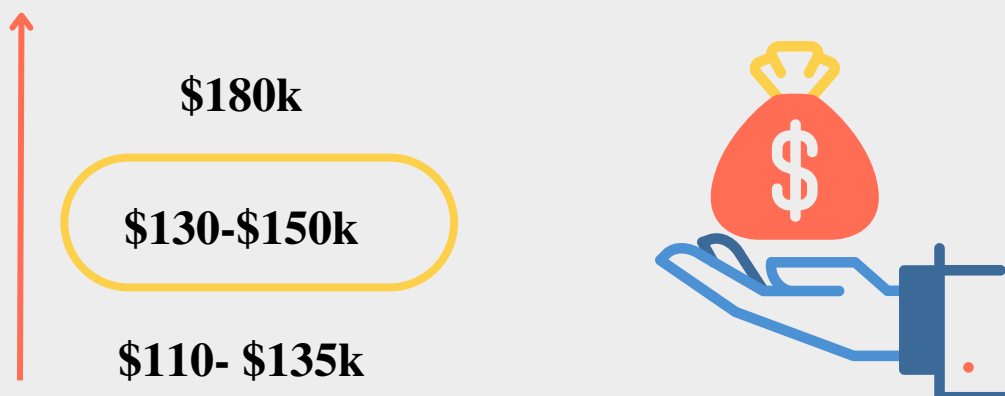
- **Cyclical Growth** of Financial Planning Industry expected to continue 2023 through 2024
- **Integrated Financial Services** “High Growth” sector – (Accounting & Wealth)
- **Outsourcing or In-housing** of admin/support - debate to continue
- **Future Generation** of Financial Advisers – supply questionable
- **International Players** – we expect to see new arrivals during the current growth cycle

*We explore these topics in our upcoming Quarterly Newsletter



(IBIS World, 2022)

FINANCIAL PLANNING RECRUITMENT OVERVIEW



Variables - Adviser Recruitment

Location

Supply across most capitals is good for mid tier experienced Advisers. High end & regional Advisers more difficult to source and market is tight.

Growth vs Retention

Quality retention Advisers are in good supply. New business focussed Advisers very limited supply. (A combination of factors including compliance, administrative burden, and reduced reward have seen a high percentage of Advisers opt for more retention focussed roles.)

Adviser Motivators

- Administration & SOA/ROA Support
- Quality of Clients + Tenure of clients
- Stable Company Culture
- Salary + Earning Capability

Note: Equity potential has fallen back from levels 5 years ago

Adviser Pain Points

- Administration Burden – Lack of direct support
- Corporate Actions – Internal partner succession / buy outs, plus licensee changes
- Client Book Acquisition “Tuck ins” – spending a year writing transition SOA’s and Annual Agreements

FINANCIAL PLANNING SALARY DATA

Sector	Package	Incentives + Other	Expected OTE
Corporate Financial Advice			
Senior Financial Adviser	\$150 - \$165k	Up to 30% Gateway Measures + Revenue perform	\$195-\$210K
Financial Adviser	\$110 - \$135k		\$135-\$155K
Boutique / IFA sector			
Senior Financial Adviser	\$135 - \$150k	Variable 10-30% Revenue Growth	\$150-\$180k
Financial Adviser	\$90 – 120K		
Accounting / Integrated Advice			
Senior Financial Adviser	\$135 - \$175k	Variable % Division Revenue Group Revenue	\$175-\$225K
Financial Adviser	\$110 - \$135k		\$130 - \$150K
Industry Fund			
Senior Financial Adviser	\$150 - \$175k	Gateway meaures	\$180k
Financial Adviser	\$120 - \$135k		\$140k
Stock Broking	\$60-\$100k 1-2 years support	30-40% revenue	

SUPPORT ROLES

	Years' Experience	Salary	Incentives
Paraplanners	1-3	\$70-85k	5-10%
	3+	\$85k +	5-15%
Client Service Manager	1-2	\$60-65k	5%
	2-4	\$70-85k	5-10%
	5+	\$85k +	10%

Variables - Support Recruitment

- Overall supply is WEAK for experienced salaried administration and support roles.
- Aligned industries and government sector competing for candidates (plus higher wages in Govt. sector draining talent pool)
- Paraplanner supply has decreased significantly post “Advice Review” programs and Covid mandatory work from home restrictions.



Contact Us:



Dugald Braithwaite

Principal, Advice Consulting

t: 0414 416 611

e: dugaldb@recruit2advice.com.au

About the Author:

Dugald has been involved in Executive Recruitment and Consulting to the Financial services sector since 1998.

Knowledge, understanding and contacts within the industry extends to banks, investment houses, accounting firms, dealer groups, funds management companies, insurance groups, boutique independent firms, technology companies, industry associations, and training groups.

Dugald is available to provide comment on market demand, resource availability, competitive influences and management strategy. A consistent focus has been maintained in this sector with a demonstrable record of success supporting and assisting the development and growth of client businesses.

An accomplished sportsman, Dugald has played professional Rugby League for the Balmain Tigers, and represented NSW at sub-district level in Rugby Union. He now enjoys a game of lawn bowls on a Saturday afternoon.