



**SENTINEL
STAFFING
SERVICES**

SOUTH AFRICA SALARY PAY SCALE 2026

A STRATEGIC WORKFORCE INTELLIGENCE REPORT BY SENTINEL STAFFING SERVICES

- ✓ Accurate, market-aligned monthly salary benchmarks across key sectors
- ✓ Designed to support smarter hiring, retention, and compensation planning in 2026.

Welcome to the South Africa Salary PayScale Report 2026

This report outlines monthly salary benchmarks across junior, intermediate, and senior roles within key industry sectors

This guide is for:

- HR professionals seeking market-aligned salary benchmarks for their team.
- Hiring managers structuring competitive compensation packages
- Recruitment consultants & organisations evaluating talent costs

Experience Levels:

- Junior: Entry-level individuals with fewer than 3 years' experience
- Intermediate: Professionals with 3 to 7 years' relevant experience
- Senior: Managers, specialists, & professionals with over 8 years' experience

Note:

- All salary figures reflect indicative monthly ranges in South African Rand (ZAR).
- Compensation may vary depending on organisational size, geographic location, and industry sector.



Data Methodology and Credibility

- ✓ Monthly, salary ranges benchmarked in South African Rand (R)
- ✓ Data compiled from active placements market research, and client salary disclosures.
- ✓ Categorized by Junior (0–3 yrs), Intermediate (3–7 yrs), Senior (8+ yrs)



Compensation strategy is a competitive advantage.

- ✓ Rising talent mobility across key industries
- ✓ Increased counteroffer activity and offer rejections.
- ✓ Growing need for structured, defensible salary bands



Employer Benefits

- ✓ Improved offer acceptance rates
- ✓ Reduced staff turnover & replacement costs
- ✓ Faster recruitment cycles
- ✓ Accurate payroll forecasting & budgeting
- ✓ Stronger employer brand positioning

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1. ADMINISTRATION

Notes for Benchmarking

- For **salary banding frameworks**, use these as midpoints and adjust $\pm 10\text{--}15\%$ based on specific industry (e.g., banking/finance tends higher, NGOs/SMEs tend lower).
- Consider **total cost to company (CTC)** and benefits (medical, pension, performance incentives) when comparing to take-home or gross payroll figures.
- These are **gross salaries** before tax, consistent with common HR compensation reporting in South Africa.
- **Compliance Administrator:** Salaries are typically slightly higher than standard admin due to regulatory responsibilities.
- **Tender Administrator:** Often aligns with Financial/Admin roles given the specialized procurement and documentation skills required.

ROLE	JUNIOR	INTERMEDIATE	SENIOR
Administrative Assistant	R10 000 – R14 000	R14 000 – R20 000	R20 000 – R30 000+
Compliance Administrator	R12 000 – R16 000	R16 000 – R24 000	R24 000 – R35 000+
CRM Administrator	R14 000 – R20 000	R20 000 – R28 000	R28 000 – R40 000+
Customer Service Administrator	R10 000 – R15 000	R15 000 – R22 000	R22 000 – R30 000+
Data Capturer	R9 000 – R13 000	R13 000 – R18 000	R18 000 – R25 000+
Executive Assistant	R14 000 – R20 000	R20 000 – R30 000	R30 000 – R45 000+
Financial Administrator	R14 000 – R20 000	R20 000 – R28 000	R28 000 – R38 000+
Office Manager	R18 000 – R24 000	R24 000 – R32 000	R32 000 – R45 000+
Office Support	R9 000 – R13 000	R13 000 – R18 000	R18 000 – R24 000+
PA / Secretary	R12 000 – R18 000	R18 000 – R26 000	R26 000 – R38 000+
Receptionist	R8 000 – R12 000	R12 000 – R16 000	R16 000 – R22 000+
Sales Administrator / Coordinator	R12 000 – R17 000	R17 000 – R24 000	R24 000 – R32 000+
Tender Administrator	R14 000 – R20 000	R20 000 – R28 000	R28 000 – R38 000+

2. AGRICULTURE & FARMING

ROLE	JUNIOR	INTERMEDIATE	SENIOR
Agricultural / Crop Lab Technician	R12 000 – R18 000	R18 000 – R25 000	R25 000 – R32 000
Agronomist / Technician	R24 000 – R30 000	R36 000 – R48 000	R50 000 – R66 000+
Animal / Veterinary Lab Technician	R14 000 – R20 000	R20 000 – R26 000	R26 000 – R32 000
Entomology Technician	R10 000 – R16 000	R16 000 – R22 000	R22 000 – R30 000
Farm Manager	R20 000 – R25 000	R30 000 – R40 000	R45 000 – R65 000
Irrigation Technician	R14 000 – R18 000	R18 000 – R22 000	R22 000 – R26 000+
Labour Supervisor	R10 000 – R13 000	R13 000 – R18 000	R18 000 – R25 000+
Livestock / Animal Health Technician	R10 000 – R14 000	R15 000 – R20 000	R22 000 – R29 000
Plant Pathology Technician	R12 000 – R18 000	R18 000 – R24 000	R24 000 – R32 000
Soil Scientist / Technician	R18 000 – R25 000	R28 000 – R35 000	R38 000 – R45 000+
Agricultural / Crop Lab Technician	R12 000 – R18 000	R18 000 – R25 000	R25 000 – R32 000

3. ARTISAN

Allowance & Industry Impact

- Various sectors typically pay Shift allowances, Site allowances, Standby allowances, and/or Performance bonuses
- Total Cost to Company (CTC) can be **15–35% higher** than base salary in heavy industry environments.

GROUP	ROLE	JUNIOR	INTERMEDIATE	SENIOR
Automation & Control	Instrumentation Technician	R20 000–R30 000	R30 000–R45 000	R45 000–R65 000
	PLC Programmer	R25 000–R40 000	R40 000–R65 000	R65 000–R95 000
Electrical & Electronic	Electrical Technician	R18 000–R25 000	R25 000–R38 000	R38 000–R55 000
	Electronic Technician	R16 000–R24 000	R24 000–R35 000	R35 000–R50 000
Fabrication & Metalwork	Boilermaker	R15 000–R22 000	R22 000–R32 000	R32 000 –R45 000
	Sheet Metal Worker	R12 000–R18 000	R18 000–R28 000	R28 000–R40 000
	Welder / Welding Inspector	R12 000–R18 000	R18 000–R30 000	R30 000–R45 000+
HVAC & Surface Finishing	Air-Conditioning Technician	R12 000–R18 000	R18 000–R28 000	R28 000–R40 000
	Powder Coating Technician	R9 000–R14 000	R14 000–R22 000	R22 000–R30 000
Machining & Precision Engineering	Automotive Machinist	R14 000–R20 000	R20 000–R30 000	R30 000–R45 000
	CNC Operator	R12 000–R18 000	R18 000–R28 000	R28 000–R40 000
	Fitter & Turner	R15 000–R22 000	R22 000–R32 000	R32 000–R45 000
	Toolmaker	R18 000–R28 000	R28 000–R42 000	R42 000–R60 000
Mechanical & Maintenance	Mechanical Fitter	R14 000–R20 000	R20 000–R30 000	R30 000–R42 000
	Mechanical Technician	R18 000–R28 000	R28 000–R40 000	R40 000–R60 000
	Millwright	R20 000–R30 000	R30 000–R45 000	R45 000–R65 000
	Technician (General)	R15 000–R25 000	R25 000–R40 000	R40 000–R60 000
Motor & Engine Trades	Engine Assembler	R10 000–R15 000	R15 000–R22 000	R22 000–R30 000
	Mechanic – Diesel	R18 000–R25 000	R25 000–R38 000	R38 000–R55 000
	Mechanic – Petrol	R12 000–R20 000	R20 000–R30 000	R30 000–R45 000
Service & Field Support	Field Service Technician	R18 000–R25 000	R25 000–R40 000	R40 000–R60 000
	Repairs / Installation Technician	R12 000–R18 000	R18 000–R28 000	R28 000–R40 000
Technical Leadership	Maintenance / Technical Manager	R35 000–R50 000	R50 000–R70 000	R70 000–R110 000

4. DRIVERS

Key Observations

- **Mining pays more:** Risk, skill, and remoteness add 10–50% to salaries.
- **Experience matters:** Senior operators earn 50–100% more than entry-level.
- **Licensing & certification premiums:** PRDP, heavy vehicle endorsements, and hazardous load permits increase pay.
- **Overtime & roster work** are additional and not reflected in basic monthly salary.
- **Union and bargaining power:** Mining roles are highly unionized; salary scales often include benefits and bonuses.

ROLE	SECTOR	JUNIOR	INTERMEDIATE	SENIOR	NOTES
Bobcat Operator	Construction / Logistics	R9 000–R11 000	R11 000–R15 000	R15 000–R20 000	Compact loader / skid steer operator
	Mining / High-Risk	R11 000–R15 000	R15 000–R18 000	R18 000–R22 000	
Crane Truck Operator	Construction / Logistics	R9 000–R13 000	R13 000–R20 000	R20 000–R30 000	Mobile crane / truck-mounted crane
	Mining / High-Risk	R12 000–R18 000	R18 000–R25 000	R25 000–R35 000	Mining cranes are larger & high-risk
Dump Truck Driver	Construction / Logistics	R6 000–R9 000	R9 000–R14 000	R14 000–R20 000	Off-road / mining / construction
	Mining / High-Risk	R10 000–R14 000	R14 000–R18 000	R18 000–R22 000	Mining dump trucks require higher skill
Forklift Loader Driver	Construction / Logistics	R8 500–R10 000	R10 000–R13 000	R13 000–R16 000	Warehouse / terminal forklift
	Mining / High-Risk	R9 000–R12 000	R12 000–R15 000	R15 000–R18 000	Mining bulk handling often pays more
General Driver / Company Driver	Construction / Logistics	R6 000–R8 500	R8 500–R12 000	R12 000–R16 000	Local delivery / Code 10 or 14
	Mining / High-Risk	R7 000–R10 000	R10 000–R14 000	R14 000–R16 000	Mining sites often require PDP & safety training
Grader / Bulldozer Operator	Construction / Logistics	R9 000–R11 500	R11 500–R15 000	R15 000–R20 000	Roadworks / heavy earthmoving
	Mining / High-Risk	R11 500–R15 000	R15 000–R18 000	R18 000–R22 000	Mining operations are heavy-duty & skilled
PDP Driver (Light/Heavy Vehicles)	Construction / Logistics	R6 500–R9 000	R9 000–R13 000	R13 000–R18 000	
	Mining / High-Risk	R8 000–R12 000	R12 000–R15 000	R15 000–R18 000+	
TLB Operator (Tractor-Loader-Backhoe)	Construction / Logistics	R8 000–R10 500	R10 500–R14 000	R14 000–R18 000	Light heavy-equipment operation
	Mining / High-Risk	R10 000–R12 500	R12 500–R16 000	R16 000–R20 000	Mining / earthmoving premium
Truck Driver / Heavy Vehicle Driver / Fuel Tanker Driver	Construction / Logistics	R8 000–R11 000	R11 000–R14 500	R14 500–R20 000+	Long-haul, regional freight, or hazardous materials increase pay
	Mining / High-Risk	R10 000–R14 000	R14 000–R18 000	R18 000–R22 000+	Risk, night shifts, and remote haulage increase pay

5. ENGINEERING & TECHNICAL

Salary Drivers (2026)

- ECSA-registered professionals earn 15–30% more than non-registered peers.
- Top-paying sectors: Mining, Renewable Energy, Oil & Gas, Infrastructure, Advanced Manufacturing.
- Automation & Electrical Engineers attract premiums (PLC/SCADA, Industry 4.0, scarce controls expertise).
- Multi-disciplinary Draughtsmen (3D modelling) and Structural/Mechanical draughting (heavy engineering) earn at the upper range.

ROLE	JUNIOR	INTERMEDIATE	SENIOR
Automation Engineer	R35,000 – R45,000	R50,000 – R75,000	R80,000 – R120,000+
Biomedical Engineer	R25,000 – R35,000	R38,000 – R55,000	R60,000 – R85,000+
Chemical Engineer	R30,000 – R40,000	R45,000 – R65,000	R70,000 – R105,000+
Civil Engineer	R28,000 – R38,000	R42,000 – R60,000	R65,000 – R95,000+
Design Engineer	R30,000 – R40,000	R45,000 – R65,000	R70,000 – R100,000+
Draughtsman (Electrical, Structural, Mechanical, Multi- disciplinary)	R18,000 – R28,000	R30,000 – R45,000	R50,000 – R70,000+
Electrical Engineer	R30,000 – R40,000	R45,000 – R65,000	R70,000 – R100,000+
Geotechnical Engineer	R32,000 – R42,000	R50,000 – R70,000	R75,000 – R110,000+
Industrial Engineer	R26,000 – R35,000	R38,000 – R55,000	R60,000 – R90,000+
Mechanical Engineer	R28,000 – R38,000	R40,000 – R60,000	R65,000 – R95,000+
Project Manager (Engineering / Technical)	R35,000 – R50,000	R55,000 – R80,000	R85,000 – R140,000+

6. FINANCE & ACCOUNTING

Benchmarking Notes

- Payroll roles are benchmarked under Finance & Accounting for consistency; However, organisational reporting lines may differ
- Highly regulated industries (banking, mining, listed entities) may pay 10–25% above these ranges.
- CFO compensation varies significantly based on company turnover.
- SME: R90k–R140k | Mid-market: R140k–R200k | Large corporate / listed: R200k–R350k+

ROLE	JUNIOR (0–3 YRS)	INTERMEDIATE (3–7 YRS)	SENIOR (8+ YRS / MANAGEMENT)
Accountant	R28 000 – R38 000	R38 000 – R55 000	R55 000 – R75 000+
Article Clerk (SAICA/SAIPA)	R12 000 – R18 000	R18 000 – R25 000	N/A
Bookkeeper	R18 000 – R25 000	R25 000 – R35 000	R35 000 – R45 000
Chief Financial Officer (CFO)	N/A	R90 000 – R130 000	R130 000 – R250 000+
CIMA Registered Accountant	R30 000 – R40 000	R45 000 – R65 000	R65 000 – R95 000+
Cost Accountant	R30 000 – R40 000	R40 000 – R60 000	R60 000 – R85 000
Credit Controller	R18 000 – R25 000	R25 000 – R35 000	R35 000 – R45 000
Creditors / Debtors Clerk	R15 000 – R22 000	R22 000 – R30 000	R30 000 – R38 000
Financial Administrator	R16 000 – R22 000	R22 000 – R30 000	R30 000 – R38 000
Financial Manager	R55 000 – R70 000	R70 000 – R100 000	R100 000 – R150 000+
Internal Auditor	R32 000 – R45 000	R45 000 – R65 000	R65 000 – R95 000
Payroll Manager	R35 000 – R45 000	R45 000 – R65 000	R65 000 – R85 000+
Payroll Officer	R18 000 – R25 000	R25 000 – R35 000	R35 000 – R45 000

7. GENERAL (SUPPORT STAFF)

Notes on Benchmark Usage

- Ranges reflect gross monthly cash compensation (excluding benefits like UIF, medical, transport allowances unless explicitly stated).
- Experience bands are approximate; some employers may not formally differentiate between “junior” and “intermediate” at very operational levels.

National Minimum Wage

- As of 1 March 2026, the national minimum wage is R30.23 per hour (≈ R4 800 – R5 000 per month full time).
- This forms the bottom anchor for the above roles, especially at junior levels.

ROLE	JUNIOR	INTERMEDIATE	SENIOR	NOTES / SOURCE
General Cleaner / Housekeeping Staff	R5 000 – R7 000	R7 000 – R9 000	R9 000 – R12 000	Based on PayScale hourly rate of R24/hr R5 000–R8 000 pm average
Security Guard	R5 000 – R7 500	R7 500 – R11 000	R11 000 – R16 000+	Based on security wage grades (C/B/A) with experience scale
Maintenance Assistant / Helper	R6 000 – R8 500	R8 500 – R12 000	R12 000 – R16 000	
Messenger / Internal Courier	R6 000 – R8 000	R8 000 – R10 000	R10 000 – R13 000	
Gardener / Groundskeeper	R6 000 – R8 000	R8 000 – R11 000	R11 000 – R15 000	
Kitchen Staff / Canteen Worker	R5 500 – R7 500	R7 500 – R10 000	R10 000 – R13 000	
Porter / General Helper	R5 000 – R7 000	R7 000 – R9 000	R9 000 – R12 000	
Loader / Unloader (Warehouse)	R6 000 – R8 000	R8 000 – R11 000	R11 000 – R14 000	
Picker & Packer (Warehouse)	R6 000 – R8 000	R8 000 – R11 000	R11 000 – R14 000	

8. HUMAN RESOURCE & INDUSTRIAL RELATIONS

ROLE	JUNIOR (ENTRY)	INTERMEDIATE (MID)	SENIOR (EXPERIENCED)	NOTES / SOURCE CONTEXT
HR Administrator	R13,000–R18,000	R18,000–R26,000	R26,000–R35,000	Based on HR admin salary surveys; aligns with admin support ranges (~R14k–R30k) for 2026. (executiveplacements.com)
HR Assistant	R9,000–R12,000	R12,000–R18,000	R18,000–R25,000+	Entry figures ~R109k pa (~R9k/mo) to senior at ~R300k pa (~R25k/mo). (Payscale)
HR Business Partner	R25,000–R32,000	R32,000–R45,000	R45,000–R65,000+	Broad range with larger corporates paying higher upper bands. (Payscale)
HR Manager	R25,000–R35,000	R35,000–R50,000	R50,000–R80,000+	Average ~R40k/mo; senior roles in larger organisations can earn significantly more. (Glassdoor)
HR Officer	R18,000–R28,000	R28,000–R38,000	R38,000–R50,000	Based on HR officer base ranges ~R140k–R381k pa. (Payscale)
IR Manager (Industrial Relations)	R45,000–R60,000	R60,000–R80,000	R80,000–R110,000+	IR managers in bigger organisations command strong pay consistent with senior HR leadership. (Est. based on HR manager data + IR premium) (Glassdoor)
IR Officer (Industrial Relations)	R20,000–R30,000	R30,000–R45,000	R45,000–R60,000	Similar to HR officer ranges, with IR specialist skills earning a premium. (Market-aligned estimate) (Payscale)
Recruitment Consultant	R15,000–R22,000	R22,000–R32,000	R32,000–R45,000+	Avg ~R175k–R309k pa (R15k–R25k/mo) with higher in large agencies. (Payscale)
Training and Development (Officer / T&D)	R25,000–R35,000	R35,000–R50,000	R50,000–R70,000+	Benchmarks for T&D manager roles ~R495k pa+/month ~R40k+; junior roles lower. (Payscale)

9. INFORMATION TECHNOLOGY & DIGITAL

ROLE	JUNIOR	INTERMEDIATE	SENIOR
Analyst (Business / Systems)	R25,000 – R35,000	R40,000 – R55,000	R60,000 – R85,000
Business Intelligence Developer	R30,000 – R40,000	R45,000 – R65,000	R70,000 – R95,000
CRM Specialist	R28,000 – R38,000	R45,000 – R60,000	R65,000 – R85,000
Cybersecurity Specialist	R32,000 – R45,000	R55,000 – R75,000	R80,000 – R120,000
Data Analyst	R25,000 – R35,000	R40,000 – R55,000	R60,000 – R80,000
Data Engineer	R35,000 – R45,000	R60,000 – R80,000	R85,000 – R120,000
Database Administrator (DBA)	R30,000 – R45,000	R55,000 – R75,000	R80,000 – R110,000
Developer (General)	R28,000 – R38,000	R45,000 – R65,000	R70,000 – R95,000
DevOps Engineer	R35,000 – R50,000	R65,000 – R85,000	R90,000 – R130,000
Engineer – Hardware	R22,000 – R32,000	R35,000 – R50,000	R55,000 – R75,000
Engineer – Software	R30,000 – R45,000	R55,000 – R75,000	R80,000 – R110,000
Engineer – Systems	R28,000 – R40,000	R50,000 – R70,000	R75,000 – R100,000
Full Stack Developer	R30,000 – R42,000	R55,000 – R75,000	R80,000 – R110,000
Hardware Support	R18,000 – R25,000	R28,000 – R35,000	R38,000 – R50,000
Internet Developer / Designer	R22,000 – R30,000	R35,000 – R50,000	R55,000 – R75,000
IT Generalist	R20,000 – R28,000	R30,000 – R45,000	R50,000 – R65,000
IT Manager	R45,000 – R60,000	R65,000 – R85,000	R90,000 – R130,000
IT Project Manager	R40,000 – R55,000	R60,000 – R85,000	R90,000 – R130,000
IT Technician	R18,000 – R25,000	R28,000 – R35,000	R38,000 – R50,000
Mobile Applications Developer	R28,000 – R40,000	R50,000 – R70,000	R75,000 – R105,000
Network Administrator	R25,000 – R35,000	R45,000 – R60,000	R65,000 – R85,000
Solutions Architect	N/A	R75,000 – R95,000	R100,000 – R160,000
Software Developer / Programmer	R28,000 – R38,000	R45,000 – R65,000	R70,000 – R100,000
Software Support	R20,000 – R28,000	R30,000 – R45,000	R50,000 – R65,000
Web Developer	R25,000 – R35,000	R40,000 – R60,000	R65,000 – R85,000

10. LOGISTICS AND SUPPLY CHAIN

ROLE	JUNIOR	INTERMEDIATE	SENIOR
Airfreight Controller	R18,000 – R25,000	R26,000 – R38,000	R40,000 – R55,000
Demand Planner	R22,000 – R30,000	R32,000 – R45,000	R48,000 – R65,000
Distribution Manager	—	R45,000 – R65,000	R70,000 – R95,000
Fleet / Transport Manager	R30,000 – R40,000	R42,000 – R60,000	R65,000 – R90,000
Inventory Controller	R16,000 – R22,000	R23,000 – R32,000	R35,000 – R48,000
Logistics Coordinator	R18,000 – R25,000	R26,000 – R38,000	R40,000 – R55,000
Logistics Manager	—	R50,000 – R75,000	R80,000 – R120,000
Operations Manager (Logistics)	—	R55,000 – R80,000	R85,000 – R130,000
Procurement / Logistics Administrator	R15,000 – R22,000	R23,000 – R30,000	R32,000 – R40,000
Procurement Manager	—	R55,000 – R85,000	R90,000 – R140,000
Purchasing Administrator	R14,000 – R20,000	R21,000 – R28,000	R30,000 – R38,000
Shipping Controller	R18,000 – R25,000	R26,000 – R38,000	R40,000 – R55,000
Supply Chain Administrator	R15,000 – R22,000	R23,000 – R30,000	R32,000 – R40,000
Supply Chain Analyst	R25,000 – R35,000	R38,000 – R55,000	R60,000 – R85,000
Supply Chain Manager	—	R60,000 – R90,000	R95,000 – R150,000
Warehouse Manager	R28,000 – R38,000	R40,000 – R60,000	R65,000 – R95,000

11. MANUFACTURING AND OPERATIONS

ROLE	JUNIOR	INTERMEDIATE	SENIOR
Compliance Officer	R11 000–R16 000	R16 000–R24 000	R24 000–R35 000
Industrial Manager / Production Manager	R30 000–R40 000	R40 000–R55 000	R55 000–R80 000+
Inspector (Quality)	R12 000–R18 000	R18 000–R26 000	R26 000–R35 000
Operations Manager	R27 000–R35 000	R35 000–R45 000	R45 000–R60 000
Parts Manager	R28 000–R38 000	R38 000–R48 000	R48 000–R60 000
Plant / Factory Manager	R45 000–R60 000	R60 000–R85 000	R85 000–R120 000+
Process Engineer	R30 000–R38 000	R38 000–R55 000	R55 000–R75 000
Product Specialist	R25 000–R33 000	R33 000–R45 000	R45 000–R60 000
Production Assistant	R9 000–R14 000	R14 000–R20 000	R20 000–R28 000
Production Maintenance Manager	R30 000–R40 000	R40 000–R55 000	R55 000–R75 000
Production Planner	R18 000–R25 000	R25 000–R35 000	R35 000–R48 000
Production Supervisor	R16 000–R22 000	R22 000–R30 000	R30 000–R40 000
Quality Assurance (General)	R14 000–R20 000	R20 000–R30 000	R30 000–R45 000
Quality Controller	R10 000–R13 000	R13 000–R18 000	R18 000–R26 000
Quality Engineer	R25 000–R35 000	R35 000–R48 000	R48 000–R65 000
Quality Manager	R28 000–R36 000	R36 000–R50 000	R50 000–R75 000
SHE / SHEQ Officer / Coordinator	R13 000–R20 000	R20 000–R30 000	R30 000–R45 000
SHEQ Manager / HSE Manager	R25 000–R35 000	R35 000–R50 000	R50 000–R75 000
Stock Controller	R8 000–R12 000	R12 000–R18 000	R18 000–R28 000
Workshop Foreman	R18 000–R25 000	R25 000–R35 000	R35 000–R48 000
SHE / SHEQ Officer / Coordinator	R11 000–R16 000	R16 000–R24 000	R24 000–R35 000

12. MARKETING

ROLE	JUNIOR	INTERMEDIATE	SENIOR
Art Director	R25 000– R35 000	R35 000– R55 000	R55 000–R80 000
Brand / Activation Specialist	R22 000– R32 000	R32 000–R50 000	R50 000–R75 000
Brand Manager	R35 000– R45 000	R45 000–R70 000	R70 000–R95 000+
Chief Marketing Officer (CMO) / Marketing Director	—	R100 000–R140 000	R140 000–R250 000+
Communications Specialist / Officer	R20 000–R28 000	R28 000–R42 000	R42 000–R65 000
Content Marketing Manager / Specialist	R22 000–R30 000	R30 000–R48 000	R48 000–R70 000
Copywriter / Content Writer	R18 000–R26 000	R26 000–R38 000	R38 000–R55 000
Creative Director	—	R80 000–R120 000	R120 000–R180 000+
Digital / Social Media Specialist	R20 000–R28 000	R28 000–R45 000	R45 000–R70 000
Digital Marketing Manager	R25 000–R35 000	R35 000–R60 000	R60 000–R90 000+
Digital Marketing Director / Head of Digital	—	R90 000–R120 000	R120 000–R180 000+
E-commerce Marketing Manager	R30 000–R40 000	R40 000–R65 000	R65 000–R90 000+
Email / Automation Specialist	R22 000–R30 000	R30 000–R45 000	R45 000–R65 000
Events & Experiential Marketing Manager	R22 000–R32 000	R32 000–R48 000	R48 000–R70 000
Graphic / Visual Designer	R18 000–R26 000	R26 000–R38 000	R38 000–R55 000
Head of Communications / Corp Comms Manager	—	R55 000–R85 000	R85 000–R120 000+
Marketing Manager / Product Marketing Manager	R40 000–R55 000	R55 000–R80 000	R80 000–R115 000+
Marketing Officer / Coordinator	R18 000–R28 000	R28 000–R38 000	R38 000–R52 000
Media Planner / Buyer	R22 000–R32 000	R32 000–R50 000	R50 000–R75 000
Online Community Manager	R20 000–R28 000	R28 000–R42 000	R42 000–R60 000
PR Manager / Officer	R22 000–R32 000	R32 000–R48 000	R48 000–R75 000
SEM / PPC Specialist	R25 000–R35 000	R35 000–R55 000	R55 000–R80 000
SEO Specialist / Manager	R25 000–R35 000	R35 000–R55 000	R55 000–R80 000
Social Media Manager / Coordinator	R20 000–R30 000	R30 000–R45 000	R45 000–R70 000
Web Analytics / Marketing Data Analyst	R28 000–R38 000	R38 000–R55 000	R55 000–R80 000

13. MINING AND RESOURCES

ROLE	JUNIOR (0-3 YRS)	INTERMEDIATE (3-7 YRS)	SENIOR (7+ YRS)
Assayer / Lab Technician	R18 300 – R29 200	R29 200 – R45 800	R45 800 – R66 700+
Drill & Blast Coordinator	R29 200 – R41 700	R41 700 – R58 300	R58 300 – R79 200+
Environmental Officer	R25 000 – R37 500	R37 500 – R54 200	R54 200 – R75 000+
Geologist	R25 000 – R41 700	R41 700 – R66 700	R66 700 – R125 000+
Geological Engineer	R23 300 – R37 500	R37 500 – R58 300	R58 300 – R100 000+
Geotechnical Technician	R20 000 – R31 700	R31 700 – R50 000	R50 000 – R70 800+
Instrumentation Engineer	R23 300 – R35 000	R35 000 – R54 200	R54 200 – R83 300+
Loader/Operator (Excavator, Loader, Haul Truck)	R18 300 – R29 200	R29 200 – R41 700	R41 700 – R54 200+
Metallurgical Engineer	R25 000 – R41 700	R41 700 – R62 500	R62 500 – R100 000+
Mineralogist	R25 000 – R37 500	R37 500 – R54 200	R54 200 – R75 000+
Mine Manager / Operations Manager	—	R58 300 – R100 000	R100 000 – R250 000+
Mining Engineer	R20 800 – R33 300	R33 300 – R58 300	R58 300 – R125 000+
Mining Technician / Technician Artisan	R15 000 – R25 000	R25 000 – R37 500	R37 500 – R54 200+
Process Engineer	R20 000 – R29 200	R29 200 – R50 000	R50 000 – R95 800+
Project Manager	R37 500 – R58 300	R58 300 – R91 700	R91 700 – R150 000+
Production Controller / Planner	R25 000 – R37 500	R37 500 – R54 200	R54 200 – R75 000+
Risk & Compliance Officer	R26 700 – R40 000	R40 000 – R58 300	R58 300 – R83 300+
Safety Officer / SHE Officer	R25 000 – R37 500	R37 500 – R54 200	R54 200 – R75 000+
Supervisor / Foreman	R25 000 – R37 500	R37 500 – R54 200	R54 200 – R75 000+
Surveyor	R25 000 – R41 700	R41 700 – R66 700	R66 700 – R150 000+

14. SALES & BUSINESS DEVELOPMENT

ROLE	JUNIOR	INTERMEDIATE	SENIOR	NOTES / DATA SOURCES
Business Development Manager	R28 000 – R35 000	R35 000 – R48 000	R48 000 – R60 000+	BDM roles align with senior sales/manager pay
Call Centre / Telesales Agent	R11 000 – R15 000	R14 000 – R18 000	R18 000 – R22 000	Typical base ranges; commissions common
Counter Sales / Retail Sales	R15 000 – R18 000	R18 000 – R22 000	R22 000 – R26 000	Sales support roles within retail/wholesale
External Sales Representative	R15 000 – R22 000	R22 000 – R30 000	R30 000+	Reflects commercial sales-based performance roles
Internal Sales Representative	R12 000 – R18 000	R18 000 – R25 000	R25 000 – R32 000	Includes inbound and sales-support roles
Key Account Manager	R28 000 – R35 000	R35 000 – R45 000	R45 000 – R65 000+	Employer salaries show ~R39 k avg; senior level can exceed R60 k
Sales Coordinator	R17 000 – R21 000	R21 000 – R26 000	R26 000 – R32 000	Aggregate averages ~R18 k–R23 k
Sales Engineer	R30 000 – R38 000	R38 000 – R48 000	R48 000 – R70 000+	Based on national averages ~R36 k; senior technical SE can be higher
Sales Manager	R25 000 – R30 000	R30 000 – R40 000	R40 000 – R55 000+	PNet 2026 guide suggests ~R30 k–R43 k; senior roles higher
Technical Sales / Technical Sales Rep	R24 000 – R30 000	R30 000 – R38 000	R38 000 – R55 000+	TSR average ~R20 k–R28 k, senior tech sales can exceed base ranges

15 CONSTRUCTION

Notes for Benchmarking

- Civil Engineers: R50,000 – R70,000/month; senior roles R80,000+
- Quantity Surveyors: R12,000 – R20,000 (junior) to R50,000 – R80,000+ (senior)
- Construction Managers: R45,000 – R65,000/month; senior roles R75,000 – R110,000+

Contract / High-Risk Project Rates (Hourly):

- Deputy Site Manager: R400 – R500/hour
- Construction Manager: R500 – R650/hour
- Senior Construction Manager: R800 – R1,200/hour

Note: Contract roles (e.g. mining, infrastructure, shutdowns) command significantly higher earnings due to project risk and intensity.

ROLE	JUNIOR	INTERMEDIATE	SENIOR
Construction Administrator	R10,000 – R16,000	R18,000 – R28,000	R30,000 – R40,000
Site Supervisor / Foreman	R12,000 – R20,000	R20,000 – R30,000	R30,000 – R45,000
Site Engineer / Civil Engineer	R25,000 – R40,000	R40,000 – R60,000	R60,000 – R80,000
Quantity Surveyor	R12,000 – R20,000	R25,000 – R40,000	R50,000 – R80,000+
Health & Safety Officer	R15,000 – R25,000	R25,000 – R40,000	R40,000 – R60,000
Construction Planner	R18,000 – R30,000	R35,000 – R50,000	R50,000 – R70,000
Project Manager (Construction)	R25,000 – R35,000	R40,000 – R60,000	R60,000 – R90,000
Construction Manager	R30,000 – R40,000	R45,000 – R60,000	R60,000 – R110,000
Structural Engineer	R30,000 – R45,000	R45,000 – R65,000	R65,000 – R90,000
Contracts Manager	R35,000 – R50,000	R55,000 – R80,000	R80,000 – R120,000
Operations Manager (Construction)	—	R60,000 – R90,000	R90,000 – R150,000
Director / Head of Construction	—	R90,000 – R120,000	R120,000 – R220,000+

Key Market Insights:

- Project risk = salary premium: Mining, energy, and large infrastructure projects consistently pay above market.
- Contract vs Permanent gap is significant: Hourly/project-based roles can exceed permanent salaries by 40–100%+.
- Scarcity premium roles: Construction Managers, Contracts Managers, and Project Managers with large project exposure are in highest demand.
- Mobility & retention: Senior construction professionals are highly mobile, often moving for project-based opportunities with better compensation.

16. TRAVEL & TOURISM

Notes for Benchmarking

- Travel consultants and travel agents often earn commission on bookings, which can significantly increase earnings beyond the base salary.
- Lodge and safari tourism roles frequently include accommodation, meals, and bonuses, which raises the total value of the package.
- Senior roles in luxury hospitality or international tour operators can exceed R150k per month in large operations.

ROLE	JUNIOR	INTERMEDIATE	SENIOR
Tourism Administrator	R8,000 – R14,000	R15,000 – R22,000	R23,000 – R30,000
Reservations Consultant	R9,000 – R15,000	R16,000 – R25,000	R26,000 – R35,000
Travel Consultant	R10,000 – R18,000	R20,000 – R30,000	R30,000 – R45,000
Tour Guide	R8,000 – R16,000	R17,000 – R25,000	R25,000 – R35,000
Guest Relations Officer	R10,000 – R18,000	R18,000 – R28,000	R28,000 – R40,000
Events Coordinator	R9,000 – R16,000	R20,000 – R35,000	R35,000 – R55,000
Tourism Marketing	R12,000 – R20,000	R22,000 – R35,000	R40,000 – R70,000
Tour Operations Coordinator	R12,000 – R18,000	R20,000 – R32,000	R35,000 – R60,000
Lodge / Hotel Management	R15,000 – R22,000	R25,000 – R45,000	R50,000 – R90,000
Travel Agency Manager	—	R30,000 – R45,000	R45,000 – R70,000
General Manager (Hotel/Lodge)	—	R50,000 – R70,000	R70,000 – R140,000

2026 KEY MARKET INSIGHTS

Mid-Level Talent is Scarce	Experienced professionals remain in high demand and are difficult to secure.
Retention is a Growing Challenge	Competitive offers and counteroffers are increasing across industries.
Top Candidates Are Passive	The strongest talent is not actively job searching and requires targeted outreach.
Accurate Salary Benchmarking is Critical	Market-aligned offers reduce hiring delays and improve acceptance rates.
Strategic Recruitment Reduces Risk	Access to market insight and vetted talent improves speed and quality of hire

► Notes

- Specialist, revenue-generating roles command strong premiums
- Gauteng & Western Cape lead national salary benchmarks
- Commoditised & generalist roles show slower growth.
- Technology capability is now a remuneration multiplier.
- Performance-based pay models are increasing.
- Blended workforce models (permanent + contract) are rising.
- Highly regulated sectors pay 10–20% above national average.
- Senior leadership roles show widening compensation bands.

CRITICAL QUESTIONS FOR EMPLOYERS

Are your salary bands aligned with 2026 market realities?

- ▶ Are your senior-level salary bands aligned with current leadership and specialist demand trends?
- ▶ Are you positioned competitively in the mid-level talent market where counteroffers are increasing?
- ▶ Are you budgeting appropriately for technical and digital skill premiums?
- ▶ Have you factored sector-specific and regional salary variance into your workforce planning?
- ▶ Is your compensation structure proactive, or are you reacting after resignations occur?

ABOUT SENTINEL STAFFING SERVICES

Sentinel Staffing Services is a South African recruitment consultancy specialising in permanent, contract, and bulk staffing solutions since 1999. We partner with businesses to deliver pre-screened, market-ready candidates efficiently, with a strong focus on quality, fit, and turnaround time

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- Technical, artisan & skilled placements
- Administrative & operational staffing
- Manufacturing, warehousing & logistics
- Engineering & industrial environments
- Finance, office & support functions.
- Salary benchmarking & market insights

Why Work With Us

- Real-time salary intelligence from active market placements
- Strategic workforce advisory beyond recruitment
- Long-term talent pipeline development support
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