

Sample Position

Position: 000.000.000

Primary Objectives:

A brief summary of the primary objectives of the relevant position is provided in this space.

Analysed by incumbent

Sample size = 257	Num Incs	Q1	Median	Q3	Average	Incs % Rep
Base Salary	147	52,000	55,500	61,946	57,082	57
Car Allowance	0	--	--	--	--	0
Leave Loading	35	770	868	1,019	869	14
Other Cash Allowances	2	--	--	--	--	1
Total Cash	124	51,096	55,000	60,251	56,288	48
Annual Ordinary Time Earnings	124	51,525	55,376	62,000	57,593	48
Parking	1	--	--	--	--	0
Car Benefit Value	1	--	--	--	--	0
Other FBT Benefits	6	355	1,056	2,075	1,157	2
Other FBT-free Benefits	38	--	--	--	--	15
Total Fixed Superannuation	251	4,500	5,202	5,690	5,240	98
Total Remuneration	124	56,427	60,380	67,528	62,214	48
Value of FBT	7	355	1,536	1,992	1,868	3
Employment Cost	257	54,965	60,036	67,565	61,348	100
Actual Incentive/Bonus (excl Super) > 0	113	2,345	3,487	5,186	3,899	44
Actual Incentive/Bonus (excl Super) >= 0	127	1,894	3,105	4,900	3,469	49
Target Incentive/Bonus (excl Super)	79	2,675	3,500	5,734	4,539	31
Actual Commission (excl Super)	0	--	--	--	--	0
Total Variable Superannuation	97	245	349	478	387	38
Total Employee Reward (all records)	257	55,532	61,160	69,234	63,209	100
Total Employee Reward (STI > 0)	113	56,850	66,316	75,944	66,779	44

Analysed by organisation

Sample size = 78	Num Orgs	Q1	Median	Q3	Average	Orgs % Rep
Base Salary	55	50,792	56,667	63,643	57,034	71
Car Allowance	0	--	--	--	--	0
Leave Loading	18	646	779	868	769	23
Other Cash Allowances	2	--	--	--	--	3
Total Cash	50	49,750	55,960	63,532	56,906	64
Annual Ordinary Time Earnings	50	49,750	56,756	65,434	58,248	64
Parking	1	--	--	--	--	1
Car Benefit Value	1	--	--	--	--	1
Other FBT Benefits	5	339	512	1,838	973	6
Other FBT-free Benefits	2	--	--	--	--	3
Total Fixed Superannuation	74	4,554	5,239	5,793	5,397	95
Total Remuneration	50	55,148	61,716	70,642	63,144	64
Value of FBT	6	340	1,014	3,097	1,847	8
Employment Cost	78	55,384	61,839	69,643	62,617	100
Actual Incentive/Bonus (excl Super) > 0	32	2,043	2,945	4,396	3,489	41
Actual Incentive/Bonus (excl Super) >= 0	33	1,686	2,765	4,234	3,269	42
Target Incentive/Bonus (excl Super)	26	2,623	3,398	5,996	4,542	33
Actual Commission (excl Super)	0	--	--	--	--	0
Total Variable Superannuation	23	249	332	473	374	29
Total Employee Reward (all records)	78	57,356	62,836	70,384	63,962	100
Total Employee Reward (STI > 0)	32	60,442	68,267	76,655	68,961	41

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Additional analysis – analysed by incumbent

	# Incs EC	Base Salary				Employment Cost			
		Q1	Median	Q3	Average	Q1	Median	Q3	Average
Incumbent Location									
Australian Capital Territory	2	--	--	--	--	--	--	--	--
New South Wales	146	52,500	54,928	59,000	56,313	55,430	59,950	65,936	60,622
Northern Territory	0	--	--	--	--	--	--	--	--
Queensland	30	49,557	52,967	60,125	55,132	50,191	56,202	65,179	58,141
South Australia	8	--	--	--	64,247	54,684	63,000	85,356	67,875
Tasmania	3	--	--	--	--	--	--	--	63,211
Victoria	40	48,500	58,822	65,977	59,128	54,625	62,199	69,911	62,519
Western Australia	26	50,000	59,325	67,500	59,573	54,875	67,980	73,492	65,838
Industry Sector									
Agriculture/Forestry/Fishing	4	--	--	--	--	--	--	--	--
Beverage and Tobacco	37	--	--	--	--	--	--	--	--
Business/Prof'nal Services	29	51,700	60,000	68,085	61,285	56,230	65,500	74,338	65,762
Chemical	0	--	--	--	--	--	--	--	--
Computer/Electrical	1	--	--	--	--	--	--	--	--
Construction	74	49,777	52,967	61,346	55,357	48,197	54,500	64,715	56,710
Consumer Goods	6	--	--	--	51,301	53,100	58,474	60,654	57,194
Durable Goods/Misc.	0	--	--	--	--	--	--	--	--
Electrical Equipment	0	--	--	--	--	--	--	--	--
Energy	7	--	--	--	66,447	60,000	74,075	86,829	73,786
Entertainment	4	--	--	--	--	--	--	--	67,605
Finance/Banking	1	--	--	--	--	--	--	--	--
Food	8	--	--	--	--	--	--	--	61,760
Healthcare	2	--	--	--	--	--	--	--	--
Hospitality/Restaurant	1	--	--	--	--	--	--	--	--
Insurance	12	--	--	--	--	--	--	--	--
Machinery	4	43,703	46,730	48,000	46,144	47,637	51,258	52,966	50,620
Medical Equipment/Supplies	0	--	--	--	--	--	--	--	--
Mining/Milling/Smelting	2	--	--	--	--	--	--	--	--
Pharmaceutical	28	53,865	56,513	66,275	59,374	58,612	61,375	66,364	62,725
Publishing	1	--	--	--	--	--	--	--	--
Real Estate	0	--	--	--	--	--	--	--	--
Retail	4	--	--	--	--	--	--	--	61,975
Services	7	--	--	--	--	54,500	55,563	69,467	58,843
Technical Services	0	--	--	--	--	--	--	--	--
Telecommunications	16	--	--	--	--	--	--	--	66,898
Transportation/W'housing	0	--	--	--	--	--	--	--	--
Transportation Equipment	1	--	--	--	--	--	--	--	--
Wholesale Distribution	1	--	--	--	--	--	--	--	--
Number of Employees									
Less than 100	11	58,350	62,818	67,610	64,089	60,738	69,540	76,000	69,637
100 to less than 250	27	53,575	61,862	65,625	59,492	58,160	67,035	72,010	64,612
250 to less than 500	22	49,409	52,450	58,822	55,231	54,302	57,836	62,993	61,160
500 to less than 1000	16	51,280	55,500	60,163	55,553	53,867	60,248	65,338	60,033
1000 or more	129	51,775	54,500	59,477	56,418	57,290	61,250	66,619	62,724
Annual Revenue									
Less than \$40m	5	49,750	58,500	75,171	61,140	54,324	58,160	78,840	64,897
\$40m to less than \$100m	8	48,000	48,000	58,350	53,015	52,966	63,869	74,385	63,833
\$100m to less than \$200m	22	47,132	57,351	65,142	57,102	52,657	60,018	68,312	61,162
\$200m to less than \$500m	52	52,734	58,567	62,739	58,411	58,960	62,983	70,848	64,467
\$500m or more	168	52,750	54,928	60,282	56,908	54,502	59,438	65,946	60,310