

# MERCER



MARSH MERCER KROLL  
GUY CARPENTER OLIVER WYMAN

## Australia & New Zealand 2009 Catalogue

# Solutions for people management

Your authoritative source of information  
on remuneration, mobility and benefits.



Consulting. Outsourcing. Investments.

## Do you need local market remuneration and HR policy information?

## Are you searching for global market data?

## Are you relocating your staff overseas?

Understanding the competitive landscape for pay, benefits and other key human resource metrics is critical. To be successful you need access to accurate and reliable information.

In Australia and New Zealand, Mercer offers a comprehensive selection of products, services, software solutions and membership programs to cover all your human resource information needs both locally and internationally.

To find out more about our solutions and how Mercer can assist you, please take the time to browse through the 2009 catalogue.

### Prices

Pricing options can be viewed with each product description.

### How to order

Orders can be made by calling Customer Service on 1800 645 186 in Australia and 0508 645 186 in New Zealand or emailing [customerservice@mercer.com](mailto:customerservice@mercer.com)

## Your Information Toolkit

To cater for all your fundamental remuneration and human resource information needs, Mercer recommends the following toolkit of top quality market data:

### Australia

- Quarterly Salary Review (page 4)
- Australian Benefits Review (page 9)
- Human Resource Effectiveness Monitor (page 9)
- Fact Pack (page 9)
- Australia, New Zealand Regional Differentials (page 4)

### New Zealand

- Total Remuneration Surveys (page 10)
- Executive Remuneration Report (page 10)
- New Zealand Benefits Review (page 11)
- Australia, New Zealand Regional Differentials (page 10)

### Confidentiality & Privacy

Mercer abides by the Privacy Act 1988 (Cth) in our data handling procedures. No individual's data is revealed and all data submissions are treated with the highest confidentiality.

### Disclaimer

Prices quoted in this catalogue are correct at the time of publication. However, our prices are regularly reviewed and are subject to change. For confirmation of our current prices please call us on 1800 645 186 or email [customerservice@mercer.com](mailto:customerservice@mercer.com)

## Table of Contents

---

### Local Products

<b>Australia</b>	<b>4</b>
All Industry Remuneration	4
Executive Remuneration	5
Industry Remuneration	6
HR Policies, Practices and Workforce Issues	9
<b>New Zealand</b>	<b>10</b>
All Industry Remuneration	10
Executive Remuneration	10
Industry Remuneration	11
HR Policies, Practices and Workforce Issues	11

### Global Products

<b>Benefits</b>	<b>12</b>
<b>Remuneration</b>	<b>12</b>
<b>Policies, Practices and Workforce Issues</b>	<b>12</b>
<b>Employee Mobility</b>	<b>12</b>

### Global Membership Programs

<b>Asia Pacific Monitor</b>	<b>13</b>
<b>Employee Mobility</b>	<b>13</b>
<b>Expatriate and Non-Resident Health Insurance</b>	<b>13</b>

### Services

<b>Remuneration Management Services</b>	<b>14</b>
<b>Job Evaluation</b>	<b>14</b>
<b>Market Pricing</b>	<b>14</b>
<b>Customised Surveys</b>	<b>14</b>
<b>Health and Benefits</b>	<b>14</b>

### Technology

<b>iRems</b>	<b>15</b>
<b>Mercer360</b>	<b>15</b>
<b>ePRISM®</b>	<b>15</b>
<b>eIPE Unlimited</b>	<b>15</b>



## All Industry Remuneration

### Actuarial Remuneration Review

Analyses remuneration levels for the typical career path followed by qualified and unqualified actuarial professionals in corporate and consulting environments.



[www.imercer.com/australia/arr](http://www.imercer.com/australia/arr)

<b>Price</b>	PayMonitor® AUD3,850
<b>Released</b>	April, October

*Non-Contributor option is available at double the above price.*

### Administration and Support Staff Salary Review

An all industries survey providing salary data, award rates plus information on HR policies and practices relevant to administrative and support staff.



[www.imercer.com/australia/assr](http://www.imercer.com/australia/assr)

<b>Price</b>	PayMonitor® AUD1,199	Hard copy + PayMonitor® AUD1,474
<b>Released</b>	May, November	

*Non-Contributor option is available at double the above price.*

### Australia, New Zealand Regional Differentials

The report provides salary differentials together with cost-of-living and rental differences across Australia and New Zealand.



[www.imercer.com/australia/anzrd](http://www.imercer.com/australia/anzrd)

<b>Price</b>	Electronic file (PDF) AUD440
<b>Released</b>	April

*No data contribution is required.*

### Information Technology Remuneration Review

This all industries survey is ideal for organisations with large IT departments needing access to the latest market pay data. It provides remuneration data for key positions in the information technology job family.



[www.imercer.com/australia/it](http://www.imercer.com/australia/it)

<b>Price</b>	PayMonitor® AUD3,245	Hard copy + PayMonitor® AUD3,520
<b>Released</b>	May	

*Non-Contributor option is available at double the above price.*

### IT Pulse Survey

The report covers IT resource planning trends, on-call policies and related hot topics to help you strategically manage your IT staff.



[www.imercer.com/australia/itpulse](http://www.imercer.com/australia/itpulse)

<b>Price</b>	Electronic file (PDF) AUD413
<b>Released</b>	August

*Non-Contributor option is available at double the above price.*

### Job Movement Summary

This report provides percentage salary movements tracked for individuals that have remained in the same role within the same organisation over a 12 month period. The report includes same employee movements for over 200 core jobs plus 14 job families analysed by state and career level.



[www.imercer.com/australia/jms](http://www.imercer.com/australia/jms)

<b>Price</b>	Electronic file (PDF) AUD605
<b>Released</b>	April, October

*No data contribution is required.*

### Quarterly Salary Review

Mercer's all industries remuneration survey provides comprehensive analysis of over 200 roles plus national pay trends, economic data and pay forecasts (March and September editions).



[www.imercer.com/australia/qsar](http://www.imercer.com/australia/qsar)

<b>Price</b>	PayMonitor® AUD2,420	Hard copy + PayMonitor® AUD2,695
<b>Released</b>	March, June, September, December	

*Non-Contributor option is available at double the above price.*

### Mercer PayMonitor®

Mercer's remuneration reports are available online via Mercer PayMonitor®. This leading-edge tool provides easy, interactive access to Mercer's survey results. It enables clients to view PDF reports, export results to a spreadsheet, create customised analysis and compare their data directly to the market.

For an online demonstration and more details go to: [www.imercer.com/australia/pm](http://www.imercer.com/australia/pm)

All prices on this page include GST.

To order, call Australia 1800 645 186, New Zealand 0508 645 186 or email [customerservice@mercer.com](mailto:customerservice@mercer.com)

## All Industry Remuneration

### Remuneration Planning Review

Provides remuneration trends and forecasts, HR issues and premium jobs by industry, job family and state. Includes feature articles on current topics of interest in HR and remuneration.



[www.imercer.com/australia/rpr](http://www.imercer.com/australia/rpr)

**Price** Electronic file (PDF)  
AUD845

**Released** April, October

*No data contribution is required.*

### Total Remuneration Surveys (TRS)

Mercer's general market survey targeted at multinational and large local corporations. Run in over 90 countries, TRS enables local, regional and global comparisons. TRS is based on a position matching methodology (over 700 positions surveyed in Australia) plus Mercer's point-based position evaluation methodology (IPE).



[www.imercer.com/australia/trs](http://www.imercer.com/australia/trs)

**Price** PayMonitor®  
- Non-exec standard USD2,300  
- Non-exec premium USD3,450  
- Executive premium USD 700

**Released** October

*Non-Contributor option is available - POA.*

## Executive Remuneration

### ASX 200 Executive Remuneration Survey

This exclusive survey of the top ASX listed companies features remuneration data and commentary around fixed pay, short and long-term incentives covering senior executive roles in the top four reporting levels, including CEO. Included in the subscription is an annual feature on incentive plan design plus executive pay policies and practices information. Participation is by invitation only.



[www.imercer.com/australia/asx](http://www.imercer.com/australia/asx)

**Price** PayMonitor® Hard copy + PayMonitor®  
AUD4,675 AUD4,950

**Released** May, October

*Data contribution is compulsory.*

### Top Management Remuneration Report

A general market survey providing remuneration data covering executive and senior management roles in the top five to six reporting levels. Data is collected from public and private organisations across all industries and sectors. The report also features the latest executive and senior management remuneration movements, trends and forecasts benchmarked against general market data.



[www.imercer.com/australia/tmr](http://www.imercer.com/australia/tmr)

**Price** PayMonitor® Hard copy + PayMonitor®  
AUD4,015 AUD4,290

**Released** November

*Non-Contributor option is available at double the above price.*

### Executive Incentive Plans

A qualitative study that explores the design elements and latest trends in variable pay practices across all industries and sectors, including non-listed companies. The study draws on various incentive award types, focuses on performance measures, incentive plan target setting and incentive plan design. The report also provides fixed and variable remuneration and pay mix data for senior roles.



[www.imercer.com/australia/eip](http://www.imercer.com/australia/eip)

**Price** PayMonitor® Hard copy + PayMonitor®  
AUD1,155 AUD1,430

**Released** August

*Non-Contributor option is available at double the above price.*

All AUD prices on this page include GST.

## Industry Remuneration

### Australian Property Remuneration Review

This survey contains remuneration data within the property management sector and includes policy information on remuneration packaging, HR strategy, and variable pay.



[www.imercer.com/australia/property](http://www.imercer.com/australia/property)

<b>Price</b>	PayMonitor® AUD2,283
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<b>Released</b>	May
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*Data contribution is compulsory.*

### Consumer Goods Industry Remuneration Review

The survey analyses all packaged reward elements, tracks industry-specific pay trends and helps you prepare your budgets based on specific remuneration forecasts.



[www.imercer.com/australia/cgi](http://www.imercer.com/australia/cgi)

<b>Price</b>	PayMonitor® AUD2,365	Hard copy + PayMonitor® AUD2,640
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<b>Released</b>	November
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*Data contribution is compulsory.*

### Call Centre and Customer Service Remuneration Review

A comprehensive remuneration survey providing salary data and information on HR policies and practices relevant to a call centre environment.



[www.imercer.com/australia/ccs](http://www.imercer.com/australia/ccs)

<b>Price</b>	PayMonitor® AUD1,210	Hard copy + PayMonitor® AUD1,485
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<b>Released</b>	July
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*Data contribution is compulsory.*

### Financial Institutions Remuneration Group

This exclusive membership, commissioned by FIRG Inc, comprises public and private organisations from the banking and financial services industry. Members receive two surveys – the FIRG Industry Leaders survey covering premium roles in the top two to three reporting levels, and the FIRG general survey covering general roles across the industry below the Industry Leaders’ level. FIRG membership also offers exclusive published survey content, including annual policy and practices information and bi-annual survey trends information presented at the membership conferences.



[www.imercer.com/australia/firg](http://www.imercer.com/australia/firg)

<b>Price</b>	PayMonitor® POA
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<b>Released</b>	April, September
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*Data contribution is compulsory.*

### Chemical Industry – TRS

An annual remuneration survey covering jobs typical to the chemical industry. The survey is based on Mercer’s Total Remuneration Surveys framework, allowing for reporting on benchmark positions using the International Position Evaluation (IPE) methodology.



[www.imercer.com/australia/chemical](http://www.imercer.com/australia/chemical)

<b>Price</b>	PayMonitor® - Non-exec premium USD2,580
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<b>Released</b>	October
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*Data contribution is compulsory.*

### Construction and Engineering Remuneration Review

Suitable for construction, consulting engineering, and infrastructure/transport companies. Subscribers are also invited to attend the annual Construction and Engineering Conference.



[www.imercer.com/australia/c&e](http://www.imercer.com/australia/c&e)

<b>Price</b>	PayMonitor® AUD4,729	Hard copy + PayMonitor® AUD5,104
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<b>Released</b>	April, October
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*Data contribution is compulsory.*

**Mercer PayMonitor®**

Mercer’s remuneration reports are available online via Mercer PayMonitor®. This leading-edge tool provides easy, interactive access to Mercer’s survey results. It enables clients to view PDF reports, export results to a spreadsheet, create customised analysis and compare their data directly to the market.

For an online demonstration and more details go to: [www.imercer.com/australia/pm](http://www.imercer.com/australia/pm)

All AUD prices on this page include GST.

To order, call Australia 1800 645 186, New Zealand 0508 645 186 or email [customerservice@mercer.com](mailto:customerservice@mercer.com)

## Industry Remuneration

### Hi-Tech Total Remuneration Database

Released bi-annually, this report is the definitive source of executive and non-executive pay data for hardware, software, telecommunications and IT consulting organisations. The report can be purchased for Australia and multiple countries across Asia Pacific. Participants are invited to attend two industry meetings a year.



[www.imercer.com/australia/hitech](http://www.imercer.com/australia/hitech)

Price	PayMonitor®
- Non-exec standard	POA
- Non-exec premium	POA
- Executive premium	POA

**Released** January, July

*Data contribution is compulsory.*

### Insurance and Financial Services Remuneration Review

Detailed market remuneration data for companies in the insurance, reinsurance and financial services industries.



[www.imercer.com/australia/i&fs](http://www.imercer.com/australia/i&fs)

Price	PayMonitor®	Hard copy + PayMonitor®
	AUD3,080	AUD3,355

**Released** June

*Data contribution is compulsory.*

### Leading Accounting Firms Survey

The *Leading Accounting Firms Survey*, is designed for Australia's mid tier accounting firms. The survey was developed as an independent supplement to the *National Big Four Survey* and provides information on remuneration data for accounting staff. The survey is expected to develop in content and structure in line with directives from participants and the Big Four. Participation is by invitation only.



[www.imercer.com/australia/laf](http://www.imercer.com/australia/laf)

Price	Electronic file (PDF)
- One location	AUD660
- Each additional location	AUD330

**Released** March

*Non-Contributor option is available at double the above price.*

### Local Government Remuneration Review

A remuneration survey designed for Australia's large and small local councils, containing data for positions unique to the local government sector.



[www.imercer.com/australia/lgr](http://www.imercer.com/australia/lgr)

Price	PayMonitor®	Hard copy + PayMonitor®
- Large Council	AUD935	AUD1,210
- Small Council	AUD385	AUD 660

**Released** November

*Data contribution is compulsory.*

### Mid Tier Legal Remuneration Survey

The survey is targeted at the mid tier law firms in Sydney and Melbourne. It includes pay information on legal and shared services roles. Available as an electronic report and via online delivery. Participation is by invitation only.



[www.imercer.com/australia/midtierlegal](http://www.imercer.com/australia/midtierlegal)

Price	PayMonitor®
- One location	AUD4,908
- Each additional location	AUD 550

**Released** March

*Data contribution is compulsory.*

### Top Tier Legal Remuneration Survey

A remuneration survey designed for the top tier law firms in Australia. It includes pay information on legal and shared services roles across five capital cities. Available as an electronic report and via online delivery. Participation is by invitation only.



[www.imercer.com/australia/top-tier-legal](http://www.imercer.com/australia/top-tier-legal)

Price	PayMonitor®
- National	AUD13,200
- One location	AUD 2,255

**Released** March, October

*Data contribution is compulsory.*

### National Big Four Survey

This survey is designed for Australia's four major accounting firms. The survey provides information on remuneration data, HR policies and practices, benefits and turnover for accounting and shared services staff. The group meets to discuss survey results, improvements to the survey and general human resource issues affecting accounting firms. Participation is by invitation only.



[www.imercer.com/australia/big4](http://www.imercer.com/australia/big4)

Price	PayMonitor®
	AUD11,770

**Released** March, October

*Data contribution is compulsory.*

All prices on this page include GST.

To order, call Australia 1800 645 186, New Zealand 0508 645 186 or email [customerservice@mercer.com](mailto:customerservice@mercer.com)

## Industry Remuneration

### Patent and Trade Marks Attorneys' Remuneration Survey

The survey focuses on pay levels for patent and trade marks attorneys in firms across Australia. Participation is by invitation only.



[www.imercer.com/australia/ptma](http://www.imercer.com/australia/ptma)

<b>Price</b>	PayMonitor® AUD2,860
<b>Released</b>	March

*Data contribution is compulsory.*

### Pharmaceutical and Healthcare Industry Remuneration Review

A bi-annual survey targeted at companies in the pharmaceutical and related industries. It provides information on remuneration data and HR policies and practices for over 200 roles with an emphasis on industry specific jobs. The group holds a conference twice a year providing attendees with guest speakers, compensation and industry trends plus networking opportunities. Mercer also works with a committee of key industry representatives to ensure the survey meets the needs of participants.



[www.imercer.com/australia/pharm](http://www.imercer.com/australia/pharm)

<b>Price</b>	PayMonitor® AUD3,740	Hard copy + PayMonitor® AUD4,015
<b>Released</b>	March, September	

*Data contribution is compulsory.*

### Retail Industry Remuneration Review

Provides analysis on remuneration levels and employment conditions within the Australian retail industry. Includes data on relevant positions in this sector, variable reward practice and key environmental factors affecting remuneration decisions.



[www.imercer.com/australia/retail](http://www.imercer.com/australia/retail)

<b>Price</b>	PayMonitor® AUD1,650	Hard copy + PayMonitor® AUD1,925
<b>Released</b>	June	

*Data contribution is compulsory.*

### Sporting, Recreation and Venue Management Industry Remuneration Review

The survey focuses on remuneration and HR trends specific to the sporting, recreation and venue management sectors as well as typical general market roles.



[www.imercer.com/australia/sports](http://www.imercer.com/australia/sports)

<b>Price</b>	PayMonitor® AUD1,815	Hard copy + PayMonitor® AUD2,090
<b>Released</b>	June	

*Data contribution is compulsory.*

### University Remuneration Review

The definitive source of remuneration data in the university sector. The survey includes data from Australia's top universities and is steered by a committee comprised of HR professionals in the sector. Participants are invited to attend a post-survey seminar.



[www.imercer.com/australia/uni](http://www.imercer.com/australia/uni)

<b>Price</b>	PayMonitor® AUD4,510	Hard copy + PayMonitor® AUD4,785
<b>Released</b>	June	

*Data contribution is compulsory.*

#### Mercer PayMonitor®

Mercer's remuneration reports are available online via Mercer PayMonitor®. This leading-edge tool provides easy, interactive access to Mercer's survey results. It enables clients to view PDF reports, export results to a spreadsheet, create customised analysis and compare their data directly to the market.

For an online demonstration and more details go to: [www.imercer.com/australia/pm](http://www.imercer.com/australia/pm)

All prices on this page include GST.

To order, call Australia 1800 645 186, New Zealand 0508 645 186 or email [customerservice@mercer.com](mailto:customerservice@mercer.com)

## HR Policies, Practices and Workforce Issues

### Australian Benefits Review

Latest market trends in HR policies and practices from Australian organisations. Issues examined include termination and redundancy, superannuation, company cars, variable pay, parental leave and non-financial reward.



[www.imercer.com/australia/abr](http://www.imercer.com/australia/abr)

Price	Electronic file (PDF)	Hard copy
- One section	AUD 440	N/A
- Entire report	AUD1,110	AUD1,320

**Released** June

*Non-Contributor option is available at double the above price.*

### change@work – Standard

Must have information for HR decision makers requiring up-to-date intelligence on changes and developments in Australian & New Zealand workplaces.



[www.imercer.com/australia/c@w](http://www.imercer.com/australia/c@w)

Price	Electronic file (PDF)	Hard copy
	AUD605	AUD715

**Released** November

*No data contribution is required.*

### change@work – Premium

Includes the above plus *Fact Pack* (see description on right) and an indexed archival CD containing articles from previous editions.



[www.imercer.com/australia/c@w](http://www.imercer.com/australia/c@w)

Price	Hard copy
	AUD950

**Released** November

*No data contribution is required..*

### Fact Pack

Provides the latest facts, figures and formulae to calculate remuneration packages. Includes the *Mercer Car Formula* and covers fringe benefits, superannuation and various allowances.



[www.imercer.com/australia/fact](http://www.imercer.com/australia/fact)

Price	Electronic file (PDF)	Hard copy
	AUD220	AUD330

**Released** August

*No data contribution is required.*

### Human Resource Effectiveness Monitor

This unique benchmarking tool enables companies to benchmark their HR performance against industry standards. Subscribers can opt to receive a customised report of their performance, relative to the market, in over 50 key people-related performance measures.



[www.imercer.com/australia/hrem](http://www.imercer.com/australia/hrem)

Price	Electronic file (PDF)	Hard copy
- One benchmark	AUD 275	N/A
- One topic/section	AUD 575	N/A
- Entire report	AUD1,110	AUD1,320

**Released** October

*Non-Contributor option is available at double the above price.*

*All prices on this page include GST.*

## All Industry Remuneration

### Actuarial Remuneration Review

Focuses on the specialised field of the actuary, analysing remuneration by various levels of qualified and unqualified actuaries.



[www.imercer.com/newzealand/actuarial](http://www.imercer.com/newzealand/actuarial)

<b>Price</b>	Hard copy NZD1,160
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<b>Released</b>	February
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*Non-Contributor option is available at double the above price.*

### Analysts' Remuneration Review

Covers a range of policy, research and economic/financial analyst positions in the public sector.



[www.imercer.com/newzealand/analysts](http://www.imercer.com/newzealand/analysts)

<b>Price</b>	Hard copy NZD750
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<b>Released</b>	February
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*Non-Contributor option is available at double the above price.*

### Australia, New Zealand Regional Differentials

The report provides salary differentials together with cost-of-living and rental differences across Australia and New Zealand.



[www.imercer.com/newzealand/anzrd](http://www.imercer.com/newzealand/anzrd)

<b>Price</b>	Electronic file (PDF) NZD476	Hard copy NZD595
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<b>Released</b>	April
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*No data contribution is required.*

### Total Remuneration Survey (TRS)

This Survey presents an in-depth analysis of New Zealand general market remuneration including long-term incentives. TRS is based on position matching plus Mercer's point-based position evolution methodology (IPE). Additionally, the TRS survey is conducted in over 90 countries, providing a standardised reporting methodology around the world, on a local, regional and global level.



[www.imercer.com/newzealand/trs](http://www.imercer.com/newzealand/trs)

<b>Price</b>	PayMonitor® POA	Hard copy + PayMonitor® POA
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<b>Released</b>	April, October
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*Non-Contributor option is available - POA.*

## Executive Remuneration

### Executive Remuneration Report (ERR)

This report presents an in-depth analysis of New Zealand executive remuneration, including performance-based pay, incentive bonuses and motor vehicle policies.



[www.imercer.com/newzealand/err](http://www.imercer.com/newzealand/err)

<b>Price</b>	Hard copy + PayMonitor® POA
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<b>Released</b>	April, October
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*Non-Contributor option is available - POA.*

### Mercer PayMonitor®

The majority of Mercer's remuneration reports are available online via Mercer PayMonitor®. This leading-edge tool provides easy, interactive access to Mercer's survey results. It enables clients to view PDF reports, export results to a spreadsheet, create customised analysis and compare their data directly to the market.

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To order, call Australia 1800 645 186, New Zealand 0508 645 186  
or email [customerservice@mercer.com](mailto:customerservice@mercer.com)

## Industry Remuneration

### Hi-Tech Total Remuneration Database

This source of pay data covers a range of executive and non-executive roles from hardware, software, telecommunications and services organisations. Available online, the report is based on a unique career framework methodology. Released on a bi-annual basis.



[www.imercer.com/newzealand/hitech](http://www.imercer.com/newzealand/hitech)

<b>Price</b>	PayMonitor®
- Non-exec	NZD1,600
- Non-exec + executive	NZD1,900
<b>Released</b>	January, July

*Data contribution is compulsory.*

### Local Government Remuneration Report

This report covers remuneration practices, salary and benefits information for the local government sector within New Zealand.



[www.imercer.com/newzealand/lgr](http://www.imercer.com/newzealand/lgr)

<b>Price</b>	Hard copy + PayMonitor®
- Staff and Executive	NZD1,650
- Customised regression report	NZD 300
<b>Released</b>	April, October

*Non-Contributor option is available at double the above price.*

### Not-for-Profit Remuneration Report

This report covers remuneration practices and salary and benefits information for the Not-for-Profit sector within New Zealand.



[www.imercer.com/newzealand/nfp](http://www.imercer.com/newzealand/nfp)

<b>Price</b>	Hard copy + PayMonitor® POA
<b>Released</b>	May

*Non-Contributor option is available - POA.*

## HR Policies, Practices and Workforce Issues

### New Zealand Benefits Review (NZBR)

The comprehensive employers' guide to remuneration packaging and strategy, company vehicles and vehicle allowances, superannuation, variable reward, employee share plans, termination and redundancy, plus other policies and practices in New Zealand.



[www.imercer.com/newzealand/nzbr](http://www.imercer.com/newzealand/nzbr)

<b>Price</b>	Hard copy NZD610
<b>Released</b>	September

*Non-Contributor option is available at double the above price.*

*All prices on this page exclude GST.*

## Benefits

	USD		USD
International Car Policies – All 3 volumes	1,250	Worldwide Benefit and Employment Guidelines – all 5 volumes	6,500
– Americas	520	– Americas	1,220
– Asia Pacific	520	– Asia Pacific	1,630
– Europe & Middle East	520	– Central & Eastern Europe	1,630
Severance Pay around the World	910	– Western Europe	1,630
		– Middle East & Africa	1,220
		– Per country	330
		Worldwide Social Security Trends	910

## Remuneration

	USD		USD
Engineering Salaries Worldwide	910	HR Salaries Worldwide	910
Entry-Level Salaries around the World	910	International Geographic Salary Differentials	910
Global Compensation Planning Report		Pay Differentials within Africa & the Middle East	910
– Any 2 quarterly updates	950	Pay Differentials within China	910
– All 4 quarterly updates	1,900	Pay Differentials within India	910
Global Pay Summary – all 4 volumes	1,800	Salary Structure around the World	910
– Americas	540	Sales Salaries around the World	910
– Asia Pacific	540	Short-term Incentives around the World	910
– Eastern Europe	540	Total Employment Costs around the World	910
– Western Europe	540		
Global Salary Movements	910		

## HR Policies, Practices and Workforce Issues

	USD		USD
Comparative HR Advantages for the BRIC Nations	950	HR Outlook in China	950
Global Attraction and Retention Survey	950	HR Outlook in India	950
Global HR Factbook	950	HR Outlook in Russia	950
Global Total Rewards Survey	950	Training and Workforce Development Trends in Asia	950
HR Atlas – all 4 volumes reports	2,660		
– Americas	950		
– Asia Pacific	950		
– Europe	950		
– Middle East & Africa	950		

## Global Mobility

	USD		USD
Benefits Survey for Expatriates and Globally Mobile Employees	1,100	Global Expatriate Housing Costs in 50 Cities	1,950
Cost-of-Living Reports	POA	International Assignments Survey	1,110
Expatriate Compensation Calculator	POA	Personal Taxation around the World	950
		Quality-of-Living Reports	POA

Please go to [www.imercer.com/globalpublications](http://www.imercer.com/globalpublications) for more information.

## Global Mobility services and training

Cross Cultural Programs	POA	International Assignments Policy	POA
Expatriate Remuneration Structure	POA	Relocation Services	POA
Immigration Services	POA		

Please go to [www.myicc.com](http://www.myicc.com) for more information.

To find out more, call Australia 1800 645 186, New Zealand 0508 645 186 or email [customerservice@mercer.com](mailto:customerservice@mercer.com)

## Membership Programs

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### Asia Pacific Monitor Membership

Provides a broad range of information covering 15 countries in the Asia Pacific region. Benefits include access to information on compensation, benefits, employee mobility and economic indicators. Information is provided through a combination of networking meetings, reports and via the member website.

[www.imercer.com/amon](http://www.imercer.com/amon)

### Employee Mobility Membership

Expatriate information for over 150 countries and 250 cities around the world is available. Members can select the countries where expatriates are located and access reports and built-in calculators to determine cost-of-living, quality-of-living, personal tax, statutory benefits, employment conditions and country reference guides. Access is provided to *Global HR Monitor*®, our web-based employee mobility tool.

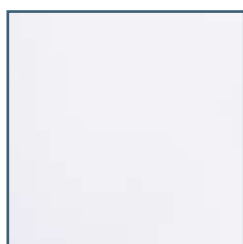
[www.imercer.com/membership](http://www.imercer.com/membership)

### Expatriate and Non-Resident Health Insurance

This type of insurance protects international assignees and their families either abroad (host country) or temporarily in their home country (limited cover).

It offers an extensive range of hospital, medical, dental, pharmaceutical, and ancillary benefits, automatic terrorism cover and global emergency assistance.

[www.marsh.com.au/expat\\_hlth\\_plan](http://www.marsh.com.au/expat_hlth_plan)



## Services

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### Remuneration Management Services

A partnership arrangement between the client and Mercer. Flexible solutions are designed for clients to help them manage their remuneration function. Examples include Mercer assisting with job matching, survey submissions and competitive analysis against the market. This assists the internal HR teams and increases the efficiency and effectiveness of the services they provide for their organisation.

[www.mercer.com/compensationcosourcing](http://www.mercer.com/compensationcosourcing)

### Job Evaluation

Job evaluation is a systematic approach for grading and obtaining the work value of an organisation's positions. This service is available on an ad-hoc or continual basis. Job evaluation training is available through Mercer College.

[www.mercer.com/mercercollege](http://www.mercer.com/mercercollege)

### Health and Benefits

Mercer provides a full range of consulting solutions in relation to employee benefits, including:

- Employee benefits review, audit, design and benchmarking
- Alignment of employee benefits as a result of a Merger & Acquisition
- Claims consulting
- Flexible benefits design
- Broking and administrative services across various lines of insured benefits eg. health and medical benefits, life and salary continuance insurance and personal accident and sickness insurance.

[www.mercer.com.au](http://www.mercer.com.au)

### Market Pricing

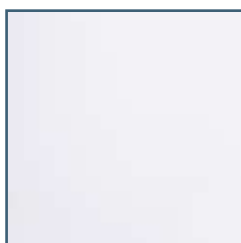
The provision of relevant market data for a specific position, based on available information. This service is available on an ad-hoc basis and uses the Mercer remuneration database as the source of information. Jobs can be priced for local, regional and international locations.

[www.imercer.com/mp](http://www.imercer.com/mp)

### Customised Surveys

Mercer conducts customised remuneration and HR-related surveys for clients with specific information needs not obtained within our regular publications. These surveys vary in size and scope, based on the positions to be covered and the level of analysis and are tailored to the specific needs of an organisation.

[www.imercer.com/australia/custom](http://www.imercer.com/australia/custom)



## Online Tools & Software

### iRems

This premier online job evaluation software tool performs and stores CED job evaluations in a central, easily accessible location. Enables loading of an organisation's grading structure, runs user-friendly reports on pay ranges and by using the work value of each job, enables comparison with the most up-to-date market information.

[www.imercer.com/australia/irems](http://www.imercer.com/australia/irems)

### Mercer360

A powerful tool developed by Mercer for collecting performance feedback online from internal and external work associates. Its flexibility enables the design of a program to suit the user's specific needs. The user interface is simple and effective. Results guide the development of individual employees, teams and the organisation.

[www.imercer.com/australia/360](http://www.imercer.com/australia/360)

### ePRISM®

A comprehensive remuneration management and planning module delivered via the internet which can be accessed globally. The Market Pricing Module, enables you to import electronic salary survey data from any provider to build an electronic file of survey jobs and match your jobs online. ePRISM® can provide the ability to conduct salary planning, merit modelling and pay structure analysis.

[www.imercer.com/eprism](http://www.imercer.com/eprism)

### eIPE Unlimited

An interactive, web-based, software tool that supports and enhances the flexibility of the International Position Evaluation (IPE) System. Use eIPE to compare the work value of positions across job families within one location or across multiple business units, anywhere in the world.

[www.imercer.com/eipe](http://www.imercer.com/eipe)

## About Mercer

Mercer is a leading global provider of consulting, outsourcing and investment services, with more than 25,000 clients worldwide. Mercer consultants help clients design and manage health, retirement and other benefits and optimise human capital. The firm also provides customised administration, technology and total benefit outsourcing solutions. Mercer's investment services include global leadership in investment consulting and multi-manager investment management.

Mercer's global network of 18,000 employees, based in more than 40 countries, ensures integrated, worldwide solutions. Our consultants work with clients to develop solutions that address global and country-specific challenges and opportunities. Mercer is experienced in assisting both major and growing, mid-size companies.

Providing high quality human resource information is an integral part of our business. Around the world, Mercer conducts more than 600 compensation, benefit, total remuneration and employee mobility surveys. Our software solutions help organisations align compensation and benefit programs with strategic business objectives.

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