

Sample Position

Position: 000.000.000

Old Job Code: 0000

Primary Objectives:

Plan and manage corporate databases to ensure the integrity, security and accessibility of the organisation's data.

Analysed by incumbent

Sample size = 168	Num Incs	Q1	Median	Q3	Average	Incs % Rep
Base Salary	106	59,960	69,492	80,842	69,380	63
Notional Salary	15	47,608	58,670	61,346	55,981	9
Salary Sacrifice - Total	12	2,023	5,152	17,828	8,701	7
Car Allowance	10	--	--	--	--	6
Leave Loading	35	750	863	1,077	917	21
Other Cash Allowances	4	--	--	--	2,511	2
Total Cash	106	60,525	71,107	84,834	71,006	63
Superannuation - Defined Contribution	159	5,315	6,300	7,500	6,375	95
Superannuation - Defined Benefit	9	6,146	8,471	8,921	7,732	5
Parking	2	--	--	--	--	1
Car Purchase Price	1	--	--	--	--	1
Car Benefit Value	1	--	--	--	--	1
Other FBT Benefits	18	185	342	438	1,342	11
Other FBT-free Benefits	1	--	--	--	--	1
Total Remuneration	106	65,900	78,124	93,512	77,943	63
Value of FBT	21	197	345	1,650	1,690	13
Employment Cost	168	64,681	76,703	90,061	76,452	100
Actual Incentive/Bonus	56	2,652	5,529	7,755	5,976	33
Target Incentive/Bonus	63	3,173	3,792	7,384	5,923	38
Actual Commission	0	--	--	--	--	0
Target Commission	0	--	--	--	--	0
Total Employee Reward	168	65,722	78,410	93,555	78,444	100

Analysed by organisation

Sample size = 168	Num Orgs	Q1	Median	Q3	Average	Orgs % Rep
Base Salary	54	59,643	69,811	80,910	68,992	78
Notional Salary	8	50,326	59,335	71,688	61,386	12
Salary Sacrifice - Total	11	1,414	4,205	16,050	7,778	16
Car Allowance	2	--	--	--	--	3
Leave Loading	18	765	914	1,094	945	26
Other Cash Allowances	3	--	--	--	1,874	4
Total Cash	54	59,840	70,214	82,985	69,833	78
Superannuation - Defined Contribution	65	5,233	6,300	7,235	6,317	94
Superannuation - Defined Benefit	6	5,067	8,459	8,957	7,425	9
Parking	2	--	--	--	--	3
Car Purchase Price	1	--	--	--	--	1
Car Benefit Value	1	--	--	--	--	1
Other FBT Benefits	7	169	367	2,800	2,966	10
Other FBT-free Benefits	1	--	--	--	--	1
Total Remuneration	54	65,208	77,435	90,662	76,917	78
Value of FBT	10	172	1,650	3,953	3,222	14
Employment Cost	69	63,574	76,300	88,748	75,231	100
Actual Incentive/Bonus	20	2,918	4,791	8,884	6,244	29
Target Incentive/Bonus	18	3,108	3,538	7,411	5,849	26
Actual Commission	0	--	--	--	--	0
Target Commission	0	--	--	--	--	0
Total Employee Reward	69	63,574	77,329	91,235	77,040	100

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Additional analysis – analysed by incumbent

	Num Incs	Base Salary				Employment Cost			
		Q1	Median	Q3	Average	Q1	Median	Q3	Average
State									
Australian Capital Territory	8	--	--	--	--	48,398	61,032	76,791	62,074
New South Wales	79	62,805	71,784	82,730	70,850	64,500	78,375	94,291	78,416
Northern Territory	0	--	--	--	--	--	--	--	--
Queensland	12	51,933	59,724	68,732	59,041	49,283	60,028	74,294	60,537
South Australia	9	45,345	62,938	63,237	57,755	51,110	68,928	74,744	66,892
Tasmania	0	--	--	--	--	--	--	--	--
Victoria	49	67,680	74,580	85,448	75,776	71,414	81,750	93,860	81,663
Western Australia	4	--	--	--	--	--	--	--	75,510
Industry									
Pharmaceutical	14	53,480	65,720	79,500	66,745	59,275	77,981	95,146	77,106
Food Manufacturing	7	--	--	--	--	--	--	--	--
Textiles Manufacturing	0	--	--	--	--	--	--	--	--
Paper Manufacturing	5	--	--	--	--	--	--	--	85,478
Electrical/Metal Manufac.	6	38,068	57,665	77,616	59,034	41,494	63,032	85,223	64,776
Heavy Equipment Manufac.	3	--	--	--	67,509	--	--	--	74,005
Chemical/Petroleum Mftg.	2	--	--	--	--	--	--	--	--
Other Manufacturing	3	--	--	--	61,158	--	--	--	66,925
Agriculture	0	--	--	--	--	--	--	--	--
Mining	0	--	--	--	--	--	--	--	--
Construction/Engineering	5	--	--	--	--	--	--	--	73,035
Retail	19	--	--	--	--	--	--	--	--
Transport/Storage	0	--	--	--	--	--	--	--	--
Telecommunications	33	61,335	70,350	80,884	69,171	68,899	77,389	90,852	78,251
Computer Services	37	63,000	73,500	83,036	74,122	66,350	80,369	95,039	79,341
Finance	3	--	--	--	--	--	--	--	--
Insurance	4	--	--	--	--	--	--	--	--
Professional Services	12	65,724	69,494	80,336	72,478	65,375	73,670	83,450	74,077
Hospitality & Recreation	1	--	--	--	--	--	--	--	--
Public Admin/Defence	5	--	--	--	66,206	--	--	--	72,165
Education & Research	4	--	--	--	--	--	--	--	56,207
Industry/Profnl Assoc	1	--	--	--	--	--	--	--	--
Health Care	2	--	--	--	--	--	--	--	--
Charitable Institutions	0	--	--	--	--	--	--	--	--
Energy, Water & Utilities	2	--	--	--	--	--	--	--	--
Number of employees									
Less than 100	12	--	--	--	--	--	--	--	77,105
100 to less than 250	27	49,445	64,161	76,294	63,283	53,328	68,276	84,966	68,620
250 to less than 500	12	55,620	59,602	70,549	62,213	60,868	65,453	73,732	67,043
500 to less than 1000	33	68,797	75,023	87,536	75,079	71,123	81,750	94,782	82,103
1000 or more	84	63,000	69,490	80,800	70,276	68,622	78,124	92,998	78,000
Annual revenue									
Less than \$40m	27	50,037	71,904	77,109	67,191	54,478	73,684	84,168	70,809
\$40m to less than \$100m	14	47,602	66,093	82,497	65,315	55,617	68,960	84,474	70,871
\$100m to less than \$200m	5	60,551	70,000	81,390	70,776	66,000	76,300	91,632	78,313
\$200m to less than \$500m	43	59,165	63,237	73,500	65,671	66,032	76,409	94,291	79,228
\$500m or more	64	67,465	80,400	88,943	76,395	67,661	80,264	95,299	78,785