

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 = 436	Num Incs	Q1	Median	Q3	Average	Incs % Rep
Base Salary	288	62,250	70,000	78,972	70,822	66
Car Allowance	9	4,500	6,906	12,000	8,189	2
Leave Loading	37	897	1,023	1,090	1,022	8
Other Cash Allowances	11	1,650	3,000	7,897	4,297	3
Total Cash	264	62,716	70,000	79,620	71,230	61
Annual Ordinary Time Earnings	264	63,587	72,045	81,994	73,498	61
Parking	3	--	--	--	4,032	1
Car Benefit Value	1	--	--	--	--	0
Other FBT Benefits	17	385	600	2,009	1,531	4
Other FBT-free Benefits	26	430	430	655	3,787	6
Total Fixed Superannuation	414	5,734	6,615	7,729	6,971	95
Total Remuneration	264	68,786	77,034	88,162	78,487	61
Value of FBT	17	369	768	2,915	2,119	4
Employment Cost	436	67,525	76,736	88,140	78,633	100
Actual Incentive/Bonus (excl Super) > 0	158	2,632	4,731	7,213	5,303	36
Actual Incentive/Bonus (excl Super) >= 0	173	1,799	3,945	7,139	4,843	40
Target Incentive/Bonus (excl Super)	146	4,462	6,333	8,550	6,874	33
Actual Commission (excl Super)	0	--	--	--	--	0
Total Variable Superannuation	118	267	478	745	531	27
Total Employee Reward (all records)	436	68,690	79,997	93,365	82,620	100
Total Employee Reward (STI > 0)	158	75,315	86,888	98,939	88,291	36

Analysed by organisation

Sample size = 178	Num Orgs	Q1	Median	Q3	Average	Orgs % Rep
Base Salary	133	61,499	68,120	75,798	68,166	75
Car Allowance	9	4,500	6,906	12,000	8,189	5
Leave Loading	26	841	953	1,081	981	15
Other Cash Allowances	10	1,375	2,540	5,475	3,937	6
Total Cash	129	61,725	68,128	76,166	68,712	72
Annual Ordinary Time Earnings	129	62,493	69,778	78,445	70,618	72
Parking	3	--	--	--	4,032	2
Car Benefit Value	1	--	--	--	--	1
Other FBT Benefits	14	468	939	2,675	1,760	8
Other FBT-free Benefits	12	311	485	1,710	5,341	7
Total Fixed Superannuation	171	5,750	6,318	7,257	6,686	96
Total Remuneration	129	67,812	75,101	84,108	75,892	72
Value of FBT	14	457	1,774	3,363	2,477	8
Employment Cost	178	67,937	75,238	84,344	76,382	100
Actual Incentive/Bonus (excl Super) > 0	77	2,168	3,945	6,887	4,591	43
Actual Incentive/Bonus (excl Super) >= 0	80	1,727	3,577	6,731	4,296	45
Target Incentive/Bonus (excl Super)	71	3,578	5,642	8,025	6,761	40
Actual Commission (excl Super)	0	--	--	--	--	0
Total Variable Superannuation	64	229	442	673	475	36
Total Employee Reward (all records)	178	69,825	76,966	89,402	80,218	100
Total Employee Reward (STI > 0)	77	72,664	81,890	94,991	83,901	43

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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	1	--	--	--	--	--	--	--	--
New South Wales	173	63,838	74,360	80,314	73,286	68,835	79,815	90,401	81,124
Northern Territory	0	--	--	--	--	--	--	--	--
Queensland	84	63,130	69,366	78,472	70,127	68,260	75,959	85,834	77,116
South Australia	16	63,558	76,986	78,972	72,495	66,788	79,334	99,399	80,052
Tasmania	4	--	--	--	--	--	--	--	86,547
Victoria	93	57,299	64,842	75,049	66,137	66,505	75,075	84,430	76,954
Western Australia	43	63,000	70,020	80,525	71,347	66,490	75,000	85,003	76,079
Industry Sector									
Agriclt/Forestry/Fishing	1	--	--	--	--	--	--	--	--
Beverage and Tobacco	22	73,500	78,863	87,500	79,716	79,864	88,399	101,249	92,067
Business/Prof onal Services	29	57,884	66,201	83,855	69,669	62,144	69,000	78,959	71,262
Chemical	3	--	--	--	64,407	--	--	--	71,900
Computer and Electronic	7	68,250	80,000	81,380	74,280	75,075	89,077	90,614	83,665
Construction	107	63,000	69,358	78,588	70,350	64,936	75,000	87,858	78,659
Consumer Goods - Other or	12	58,238	59,810	70,991	62,784	63,064	67,093	92,960	73,447
Elec. Equip/Appli/Compon't	3	--	--	--	67,746	--	--	--	76,713
Energy - Oth or Comb.	4	58,486	63,824	96,092	72,801	63,749	69,568	104,740	79,353
Entertainment	10	--	--	--	64,894	66,393	76,384	85,261	76,091
Finance/B'nking - Oth or Co.	22	--	--	--	86,442	88,508	94,483	99,572	94,018
Food	29	58,102	66,427	71,683	65,282	66,872	73,030	80,093	74,482
Healthcare	10	--	--	--	--	65,948	74,099	75,712	71,904
HTch - Oth or Comb.	3	--	--	--	--	--	--	--	60,038
Insurance - Oth or Comb.	19	70,000	75,500	80,000	74,439	79,100	85,781	90,400	84,461
Machinery	12	64,418	70,642	76,596	70,040	64,707	72,956	80,401	72,522
Medical Equipment/Supplies	6	59,500	68,130	78,878	68,962	65,911	74,835	89,673	76,783
Mine/Mill/Smelt (Ex. Oil/Gas)	10	57,240	76,290	84,625	74,196	62,392	83,156	92,241	81,843
Pharmaceutical	33	63,750	68,000	71,910	67,536	74,186	80,486	88,385	83,278
Real Estate	2	--	--	--	--	--	--	--	--
Retail	12	--	--	--	60,027	61,023	66,170	75,521	72,267
Services - Oth or Comb.	9	--	--	--	78,035	68,060	82,500	84,177	75,344
Technical Services	8	52,750	66,000	69,813	63,133	57,498	72,098	76,096	68,934
Telecommunications	11	64,801	70,196	83,369	72,656	71,777	76,727	85,020	78,587
Transport/Warehousing	9	49,861	70,504	74,466	63,882	54,640	77,554	82,038	70,292
Utilities - Energy	6	--	--	--	--	--	--	--	--
Wholesale Distribution	5	--	--	--	--	--	--	--	62,432
Number of Employees									
Less than 100	11	61,000	64,147	73,200	66,595	69,909	71,014	81,665	74,454
100 to less than 250	48	57,655	65,000	69,750	64,246	63,055	73,319	79,865	72,864
250 to less than 500	46	56,655	66,138	73,321	65,008	61,797	72,559	83,094	72,469
500 to less than 1000	60	61,500	70,216	78,441	69,910	67,840	76,897	86,746	76,760
1000 or more	263	65,455	75,688	82,400	74,665	68,901	80,000	91,080	81,554
Annual Revenue									
Less than \$40m	27	62,637	65,532	75,688	68,783	68,500	72,312	83,350	75,152
\$40m to less than \$100m	20	60,398	64,415	74,400	66,453	68,778	74,288	83,752	75,788
\$100m to less than \$200m	28	57,648	66,000	68,311	63,556	60,006	71,725	76,300	69,020
\$200m to less than \$500m	92	63,000	69,437	77,821	69,549	69,820	75,959	85,016	77,496
\$500m or more	245	65,755	76,330	83,178	75,171	68,172	81,532	91,300	81,948