

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	Q1	Median	Q3	Average	Num Incs	Num Orgs
Base Salary	107,870	128,964	150,000	134,924	181	92
Car Allowance	15,186	20,250	26,263	19,673	42	26
Leave Loading	1,313	1,682	2,182	1,644	12	9
Other Cash Allowances	1,350	2,081	5,000	4,029	17	14
Total Cash	114,420	132,918	152,985	139,309	166	89
Annual Ordinary Time Earnings	123,064	139,834	167,630	153,076	166	89
Parking	3,103	5,520	6,800	5,153	7	5
Car Benefit Value	13,288	16,021	20,172	16,396	14	10
Other FBT Benefits	1,159	1,600	3,450	2,402	12	7
Other FBT-free Benefits	345	400	1,094	652	11	7
Total Fixed Superannuation	10,870	13,045	15,691	14,447	221	109
Total Remuneration	123,468	144,727	175,373	153,691	166	89
Value of FBT	1,536	3,794	9,746	5,594	28	18
Employment Cost	125,632	149,931	178,567	158,457	280	126
Target Incentive/Bonus (excl Super)	12,349	15,540	24,908	22,446	175	80
Actual Incentive/Bonus (excl Super) > 0	10,225	16,028	26,086	22,385	164	87
Actual Incentive/Bonus (excl Super) >= 0	8,100	14,954	25,725	20,978	175	89
Actual Commission (excl Super)	--	--	--	--	1	1
Total Variable Superannuation	940	1,682	2,418	2,125	97	51
Total Employee Reward (all records)	133,766	156,604	193,612	172,346	280	126
Total Employee Reward (STI > 0)	146,065	177,050	214,721	190,383	165	88
Total Long-Term Incentive Value > 0	7,957	13,573	31,673	21,691	19	14
TER incl LTI (STI > 0 & LTI > 0)	217,709	246,562	335,583	274,704	15	12

Eligible to participate?	Sample Size	Yes (%)	No (%)
Short term incentive	274	81	19
Long term incentive	233	23	77

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Additional analysis

	# Incs	Employment Cost				Total Employee Reward				
		EC	Q1	Median	Q3	Average	Q1	Median	Q3	Average
Geographic Responsibility										
Global	9	155,931	175,300	292,224	222,233	161,528	178,477	342,065	255,849	
Region	7	115,544	145,897	239,553	156,565	130,347	163,134	284,172	184,195	
Sub-Region	13	114,731	142,973	156,728	144,266	115,881	152,000	181,936	157,085	
Country	190	124,601	144,315	174,518	152,416	132,428	155,764	186,718	165,635	
Super Sector										
Consumer Goods	74	133,206	153,610	179,815	159,230	139,910	156,604	202,825	175,806	
Durable	22	123,573	155,588	193,596	162,498	143,733	168,476	196,395	175,699	
Energy	7	145,001	160,000	202,612	188,884	145,001	175,716	210,112	216,667	
Finance/Banking	4	--	--	--	186,825	--	--	--	232,933	
High-Tech	56	107,013	125,659	142,487	127,191	118,761	137,174	156,898	137,896	
Insurance	15	128,620	155,000	178,106	159,951	130,390	176,464	209,106	172,666	
Nondurable	11	131,517	160,999	183,736	161,852	141,700	172,393	194,582	173,860	
Other	54	151,489	174,788	227,529	190,356	154,796	181,700	245,375	205,647	
Retail/Wholesale Trade	19	121,397	144,940	174,408	157,607	121,397	153,020	179,816	169,740	
Services	18	97,500	122,750	160,875	131,353	97,500	122,750	160,875	132,159	
Organisation Type										
Parent/Independent	33	137,823	160,000	179,971	177,846	144,607	160,000	183,598	194,527	
Subsidiary	120	137,753	156,688	191,124	167,518	144,026	170,931	217,294	184,152	
Multi-Profit Center (Group)	0	--	--	--	--	--	--	--	--	
Division	15	137,360	156,278	161,770	148,191	141,266	168,779	185,988	161,332	
Parent Location										
Australia	98	132,344	157,580	184,000	171,095	139,060	161,270	209,027	184,220	
USA	65	135,750	152,085	179,959	156,683	138,658	156,415	194,157	168,750	
UK	16	135,769	170,974	180,736	162,124	136,890	174,108	197,153	176,848	
Europe (excluding UK)	28	128,842	143,972	162,321	152,704	141,375	155,407	187,423	167,157	
Asia	8	102,267	156,889	194,181	149,041	102,267	177,384	211,410	162,372	
New Zealand	1	--	--	--	--	--	--	--	--	
Other	9	208,238	235,114	242,876	218,969	240,764	266,377	303,558	263,488	
Revenue										
\$100m to less than \$500m	88	128,842	148,362	167,739	149,582	133,352	153,842	179,636	160,244	
\$500m to less than \$1,000m	68	118,498	139,758	177,478	154,282	123,574	148,344	200,286	170,185	
\$1,000m to less than \$2,000m	41	157,662	180,300	218,070	185,990	157,662	197,660	236,060	202,496	
\$2,000m or more	67	125,400	154,898	173,056	162,316	135,300	160,540	189,240	177,051	
Number of Employees										
Less than 100	10	121,138	143,987	172,767	141,558	126,659	149,387	180,563	150,405	
100 to less than 250	34	134,956	146,479	156,845	143,251	137,450	151,416	175,417	151,227	
250 to less than 500	25	111,732	141,700	170,051	150,364	125,874	150,420	186,125	163,054	
500 to less than 1000	43	120,685	142,572	173,236	154,276	133,362	155,800	188,624	176,223	
1000 or more	164	129,798	155,472	189,810	165,732	135,925	162,750	207,510	179,411	