

# Smample Position

**Position: 0000**

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

<b>Analysed by university</b>	<b>Num Unis</b>	<b>Q1</b>	<b>Median</b>	<b>Q3</b>	<b>Average</b>	<b>Unis % Rep</b>
Length of Fixed Term Contract	13	4	5	5	4	41
<b>Base Salary</b>	<b>25</b>	<b>94,816</b>	<b>113,916</b>	<b>123,746</b>	<b>114,882</b>	<b>78</b>
<b>Notional Salary</b>	<b>7</b>	<b>116,952</b>	<b>135,175</b>	<b>161,000</b>	<b>138,742</b>	<b>22</b>
Leave Loading	24	1,085	1,091	1,199	1,185	75
Market Loading	1	--	--	--	--	3
Car Allowance	5	13,500	14,000	18,900	15,760	16
Other Cash Allowances	3	--	--	--	10,644	9
<b>Total Cash</b>	<b>25</b>	<b>96,088</b>	<b>120,541</b>	<b>132,780</b>	<b>119,123</b>	<b>78</b>
Superannuation - Employer Contribution	32	16,007	20,206	22,957	19,668	100
Parking	1	--	--	--	--	3
Housing/Residence	0	--	--	--	--	0
Car Purchase Price	1	--	--	--	--	3
Car Benefit Value	3	--	--	--	9,080	9
<b>Total Remuneration</b>	<b>25</b>	<b>112,636</b>	<b>140,848</b>	<b>153,968</b>	<b>138,788</b>	<b>78</b>
Value of FBT	1	--	--	--	--	3
<b>Employment Cost</b>	<b>32</b>	<b>132,978</b>	<b>144,648</b>	<b>163,020</b>	<b>145,277</b>	<b>100</b>
Actual Bonus	6	4,961	6,846	11,034	8,269	19
Target Bonus	9	5,707	9,167	18,529	12,274	28
<b>Total Employee Reward</b>	<b>32</b>	<b>132,978</b>	<b>146,495</b>	<b>163,020</b>	<b>146,828</b>	<b>100</b>
<b>Total Employee Reward (STI&gt;0)</b>	<b>6</b>	<b>147,916</b>	<b>153,431</b>	<b>195,431</b>	<b>168,434</b>	<b>19</b>

<b>Analysed by incumbent</b>	<b>Num Incs</b>	<b>Q1</b>	<b>Median</b>	<b>Q3</b>	<b>Average</b>	<b>Incs % Rep</b>
Length of Fixed Term Contract	13	4	5	5	4	41
<b>Base Salary</b>	<b>25</b>	<b>94,816</b>	<b>113,916</b>	<b>123,746</b>	<b>114,882</b>	<b>78</b>
<b>Notional Salary</b>	<b>7</b>	<b>116,952</b>	<b>135,175</b>	<b>161,000</b>	<b>138,742</b>	<b>22</b>
Leave Loading	24	1,085	1,091	1,199	1,185	75
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Other Cash Allowances	3	--	--	--	10,644	9
<b>Total Cash</b>	<b>25</b>	<b>96,088</b>	<b>120,541</b>	<b>132,780</b>	<b>119,123</b>	<b>78</b>
Superannuation - Employer Contribution	32	16,007	20,206	22,957	19,668	100
Parking	1	--	--	--	--	3
Housing/Residence	0	--	--	--	--	0
Car Purchase Price	1	--	--	--	--	3
Car Benefit Value	3	--	--	--	9,080	9
<b>Total Remuneration</b>	<b>25</b>	<b>112,636</b>	<b>140,848</b>	<b>153,968</b>	<b>138,788</b>	<b>78</b>
Value of FBT	1	--	--	--	--	3
<b>Employment Cost</b>	<b>32</b>	<b>132,978</b>	<b>144,648</b>	<b>163,020</b>	<b>145,277</b>	<b>100</b>
Actual Bonus	6	4,961	6,846	11,034	8,269	19
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<b>Total Employee Reward</b>	<b>32</b>	<b>132,978</b>	<b>146,495</b>	<b>163,020</b>	<b>146,828</b>	<b>100</b>
<b>Total Employee Reward (STI&gt;0)</b>	<b>6</b>	<b>147,916</b>	<b>153,431</b>	<b>195,431</b>	<b>168,434</b>	<b>19</b>

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Additional analysis – analysed by incumbent

	# Incs EC	Base Salary				Employment Cost			
		Q1	Median	Q3	Average	Q1	Median	Q3	Average
<b>Incumbent Location</b>									
New South Wales (incl. ACT)	11	104,792	120,782	140,930	124,846	134,067	158,736	188,370	160,002
Queensland	7	85,957	115,680	119,793	105,436	135,924	140,848	155,291	138,396
Victoria	6	103,581	113,916	167,554	131,237	142,273	149,141	179,189	161,346
Western Australia	4	89,071	117,403	139,343	115,272	100,454	138,497	164,204	134,385
Other	4	84,287	85,076	95,895	88,420	98,933	100,579	111,330	103,614
<b>Region</b>									
Metropolitan	20	94,946	113,248	136,254	118,544	119,187	144,044	162,489	145,155
Regional	12	90,235	115,680	123,025	108,372	136,216	146,495	163,020	145,481
<b>Operating budget</b>									
Less than \$150m	5	88,680	113,916	128,305	109,577	112,780	140,044	156,985	135,915
\$150m to less than \$300m	7	98,286	122,225	142,946	120,937	144,088	160,000	188,370	154,457
\$300m or more	20	93,508	104,792	120,134	114,632	119,187	142,424	157,875	144,405
<b>Number of students</b>									
Less than 10,000	7	81,235	115,680	120,782	107,239	89,690	140,044	146,977	130,453
10,000 to less than 20,000	10	85,442	102,025	141,150	111,581	111,330	151,368	182,253	146,918
20,000 or more	15	103,075	116,272	124,507	120,991	133,195	145,208	164,027	151,101
<b>Number of employees</b>									
Less than 1,500	10	88,680	120,134	133,099	115,174	124,366	146,495	164,242	142,621
1,500 to less than 3,000	13	85,076	102,568	120,427	104,039	108,047	144,000	153,968	138,043
3,000 or more	9	104,792	113,916	145,049	128,448	133,487	149,082	190,287	158,678
<b>Contract type</b>									
Continuing	18	85,442	101,926	118,834	103,213	108,363	137,056	146,809	134,492
Fixed term	14	113,916	122,225	140,930	129,734	142,339	157,014	182,253	159,144