List of contributors (alphabetically)

- 3M Australia
- AB Food and Beverages
- ABB Australia
- Abbott Laboratories
- Accenture Australia
- Adelaide Brighton
- AECOM Australia
- AGL Energy
- Aker Kvaerner Australia
- Alcon Laboratories Australia
- Alfa Laval Australia
- Allergan Australia
- Alstom
- Altium
- Ambulance Victoria
- AMEC Engineering
- AMEC Minproc
- Amgen Australia
- AMP Services
- Amway (Alticor Inc)
- Anglican Retirement Villages Diocese of Sydney
- ANL Container Line
- Ansaldo STS Australia
- ANZ Banking Corp
- APL Lines Australia
- Apotex
- AREVA T&D Australia
- Aristocrat Technologies Australia
- ASC
- Aspen Pharmacare Australia
- AstraZeneca
- Aurora Energy
- Ausclad Group of Companies
- Ausenco Services
- Ausgrid (Formerly EnergyAustralia)
- Aust Lubricants Manufacturing Co
- Australand
- Australian Agricultural Company
- Australian Arrow
- Australian Automotive Air
- Australian Football League
- Austrian Energy & Environment Ag
- Autoliv Australia
- Avant Mutual Group
- AVJennings
- Avon Products
- AWB
- Baptist Community Services NSW & ACT
- Bausch & Lomb (Australia)
- Baxter Healthcare
- Bayer Australia
- Beam Global Australia
- Bechtel Australia
- Becton Dickinson Australia
- BIC Australia
- Biogen Idec Australia
- Biomin
- Bio-Rad Australia
- Biota Holdings
- BOC
- Boehringer Ingelheim
- Boeing Australia Holdings
- Boston Scientific
- BP Australia
- Brambles
- Bridgestone Australia
- Brisbane City Council
- Bristol-Myers Squibb Australia
Introduction
Introduction

Energizer
Energy Safe Victoria
equigroup
Exego Group
Fairfax Digital Australia & NZ
Federal Court of Australia
Federal Express (Australia)
Ferrero Australia
First Data Australia
Ford Motor Company of Australia
Ford of Australia – Product Development
Fossil (Australia)
Freehills
Fresh Produce Group of Australia
Fresh Start Bakeries Australia
FUJIFILM Holdings Australasia
Galderma Australia
Gardner Denver
GE Healthcare Australia
General Cable
Genworth Financial
Genzyme Corporation
Geodis Global Solutions Australia
Geraldton Fishermen’s Cooperative
GHD
Giesecke and Devrient Australasia
Givaudan
GlaxoSmithKline Holdings
GM Holden
Goodyear & Dunlop Tyres Australia
Griffith Hack
Grocon
Grosvenor Australia Asset Management
Growthpoint Properties Australia
Guerlain
Hannover Life Re of Australasia
Harley-Davidson Australia
Hastie Holdings
Hatch Associates
Heatcraft Australia
Hempel (Australia)
Henkel – Cosmetics Division
Henkel Australia
Herbalife Australasia
Hitachi Construction Machinery (Australia)
HJ Heinz Co
Honeywell Holdings
Hospira Australia
HRL
Husqvarna Australia
Hyder Consulting
Hyne & Son
IKEA
Illumina
IMS Health Australia
Inchcape Australia
Infigen Energy Services
Ingenix Pharmaceutical Services
Ingram Micro
iNova Pharmaceuticals (Australia)
Insurance Australia Group
InterContinental Hotels Group
Inviva Australia
INVISTA (Australia)
Ipoh Management Services
Ipsen
ITT Water & Wastewater Australia
Janssen-Cilag
Jemena
John Bean Technologies Australia
John Crane Australia
John Deere
John Holland Group
Johnson & Johnson Medical
Introduction

Johnson Screens (Australia)
Joy Manufacturing Co
Kao (Australia) Marketing
Kao Brands Company
Kellogg Brown & Root
Kellogg's
Kennametal Australia
Kerry Ingredients
Kimberly-Clark
Klinger
Knight Frank Australia Holdings
Kodak (Australasia)
KONE Elevators
Kraft Foods
L-3 Communications Australia
Laing O'Rourke Australia
Land Management Corporation
Latrobe Health Services
Leighton Contractors
Lend Lease
LG Electronics Australia
Lion Nathan
LogiCamms
Lonely Planet
L'Oreal
Lundbeck Australia
Luxottica Retail Australia
LVMH – P&C
LVMH – P&C LVMH Fragrances
LVMH Watch & Jewellery
MAB Corporation
Macdonald Johnston Engineering Co
Macmahon Contractors
Maersk Australia and APM Global Logistics Australia
Mallesons Stephen Jaques
Manassen Foods Australia
Manpower Services (Australia)
Mars
Marsh
Mary Kay Cosmetics
MasterCard Australasia
Mattel
Mayne Pharma International
Media Monitors
Medtronic Australia
Melbourne Racing Club
Mentholatum Australasia
Merck Serono Australia
Merck Sharp & Dohme (Australia)
Metalsa Australia
Metcash Trading
Millipore Australia
Mitsubishi Motors Australia
Mitsui & Co Australia
Moet Hennessy
Momentum Energy
Monadelphous Group
Monsanto Australia
Moog Australia
Mundipharma
Murdoch University
MWH Hong Kong
Nacap Australia
Nalco Australia
National Australia Bank
National Credit Management
NBN Co
Nestle
Newell Rubbermaid
Nissan Motor Company
NLC
Norfolk Group Holdings
Norgine
Introduction

Norton Rose
Novartis Animal Health Australasia
Novartis Australasia
Novartis Ciba Vision Australia
Novartis Consumer Health Australasia
Novo Nordisk Pharmaceuticals
Novotech Australia
Nufarm
Nutricia Australia
Nycomed
Oliver J Nilsen
Omron Electronics
Orica
Origin Energy
Osmoflo
Oyster Bay Wines Australia
Pall Australia
PaperlinX
Parmalat Australia
Parsons Brinckerhoff Australia
PepsiCo Australia
Peter Kiewit Sons', Inc
Pfizer Australia
Pharmaxis
Philip Morris
Philips Electronics Australia
Philmac
Pioneer Hi-Bred Australia
PPG Architectural Coatings
PPG Industries
Procter & Gamble
Programmed Group
PZ Cussons Australia
QBE Insurance Group
QBE LMI
QGC
Queensland Sugar
Quintiles
RAC WA
Racing & Wagering WA
RACQ Insurance
RACV
RCI Pacific
Readers Digest (Australia)
Reckitt Benckiser (Australia)
Red Bull
ResMed Holdings
Revlon Australia
Rheem Australia
Rinnai Australia
Rio Tinto – Technology & Innovation
Roche Products
Roger Seller and Myhill
Royal Automobile Association of SA Inc
S C Johnson
Sandvik Mining and Construction Australia
Sanofi-Aventis Australia
Sara Lee
Savers Australia
Schaeffler Australia
Schlumberger Oilfield Australia
Schneider Electric
Sealed Air Australia
Seco Tools Australia
Sedgman
Servier Laboratories (Aust)
Seymour Whyte Constructions
Shorko Australia
Siemens
Silver Chain Nursing Association
Sinclair Knight Merz Holdings
SKF Australia
SMS Management and Technology
South East Fibre Exports
Introduction

South East Water
Spark Infrastructure
Spectrum Sales
Spotless Group
St John Ambulance Australia (Western Australia) Inc
St John of God Healthcare
Stockland
Superpartners
Sussan Corporation
Sydney Turf Club
Sydney Water Corporation
Syngenta Crop Protection
Tarac Technologies
Teachers Union Health
Tetra Pak
Thales Australia
The Boston Consulting Group
The George Institute for International Health
The MAC Services Group
The Nielsen Company
The Salvation Army
The Smith Family Commercial Enterprise
The University of South Australia
The Walt Disney Company
The Wrigley Company
Thomson Reuters (Professional) Australia
Tonkin and Taylor
Toyota Finance Australia
Toyota Tsusho Australasia
TransAlta Corporation
Transfield Services
Transfield Worley Services
Transurban Group
Tupperware Australia
UCB Australia
Unilever
United Group
United Group Resources
Universal Biosensors
UPS
Valmont Australia
Valvoline (Australia)
Varian Australia
Veyance Belting
VicUrban
Vistaprint Australia
Volvo Car Australia
W. L. Gore & Associates (Australia)
Walter & Eliza Hall Institute of Medical Research
WATPAC
WD-40 Company (Australia)
Westfield
Westpac
Wiley & Co
Woodbridge Foam Corporation
Woodside Energy
WorleyParsons
Wotif.com
WSN Environmental Solutions
Wyndham Vacation Resorts Asia Pacific
Yum! Restaurants Australia
ZeroGen
## List of contributors by super sector

### Consumer goods
- AB Food and Beverages
- Abbott Laboratories
- Alcon Laboratories Australia
- Allergan Australia
- Amgen Australia
- Apotex
- Aspen Pharmacare Australia
- AstraZeneca
- Bausch & Lomb (Australia)
- Bayer Australia
- Beam Global Australia
- Becton Dickinson Australia
- BIC Australia
- Biogen Idec Australia
- Biomin
- Bio-Rad Australia
- Boehringer Ingelheim
- Boston Scientific
- Bristol-Myers Squibb Australia
- British American Tobacco
- Brivis Climate Systems
- BTG Australasia
- Cadbury
- Campbell Arnotts
- Clorox
- Coca-Cola Amatil
- Colgate Palmolive
- Commercial Eyes
- Constellation Wines Australia
- Coty Australia
- Covance
- Dairy Technical Services
- Deb Australia
- Diageo
- Ego Pharmaceuticals
- Eli Lilly Australia
- Ferrero Australia
- Fresh Produce Group of Australia
- Fresh Start Bakeries Australia
- Galderma Australia
- Genzyme Corporation
- GlaxoSmithKline Holdings
- Henkel – Cosmetics Division
- HJ Heinz Co
- Hospira Australia
- Illumina
- iNova Pharmaceuticals (Australia)
- Invida Australia
- Ipsen
- Janssen-Cilag
- Johnson & Johnson Medical
- Kao (Australia) Marketing
- Kao Brands Company
- Kellogg's
- Kerry Ingredients
- Kraft Foods
- Lion Nathan
- L'Oreal
- Lundbeck Australia
- Manassen Foods Australia
- Mars
- Mary Kay Cosmetics
- Mattel
- Mayne Pharma International
- Medtronic Australia
- Mentholatum Australasia
- Merck Serono Australia
- Merck Sharp & Dohme (Australia)
Introduction

Millipore Australia
Moet Hennessy
Mundipharma
Nestle
Norgine
Novartis Animal Health Australasia
Novartis Australasia
Novartis Consumer Health Australasia
Novo Nordisk Pharmaceuticals
Novotech Australia
Nutricia Australia
Oyster Bay Wines Australia
Parmalat Australia
PepsiCo Australia
Pfizer Australia
Pharmaxis
Philip Morris
Philips Electronics Australia
Procter & Gamble
PZ Cussons Australia
Readers Digest (Australia)
Reckitt Benckiser (Australia)
Red Bull
Rinnai Australia
Roche Products
Roger Seller and Myhill
S C Johnson
Sanofi-Aventis Australia
Tarac Technologies
The Wrigley Company
Toyota Tsusho Australasia
UCB Australia
Unilever
Vistaprint Australia
WD-40 Company (Australia)

Durable
Aust Lubricants Manufacturing Co
Australian Arrow
Australian Automotive Air
Autoliv Australia
Baxter Healthcare
BRP Australia
BSH Home Appliances
Carl Zeiss Vison
Carter Holt Harvey
Caterpillar of Australia
Clarke Equipment Australia
Covidien
Edwards Lifesciences
Ford Motor Company of Australia
Gardner Denver
GE Healthcare Australia
General Cable
GM Holden
Hastie Holdings
Husqvarna Australia
John Bean Technologies Australia
John Crane Australia
Johnson Screens (Australia)
Joy Manufacturing Co
Kennametal Australia
KONE Elevators
L-3 Communications Australia
Macdonald Johnston Engineering Co
Metalsa Australia
Mitsubishi Motors Australia
Moog Australia
Nissan Motor Company
Omron Electronics
Philmac
ResMed Holdings
Rheem Australia
Schaeffler Australia
Schneider Electric
Sealed Air Australia
Shorko Australia
Siemens
Tetra Pak
Valmont Australia
Varian Australia
Veyance Belting
Volvo Car Australia
Woodbridge Foam Corporation

**Energy**
AGL Energy
Alstom
AMEC Engineering
AMEC Minproc
AREVA T&D Australia
Aurora Energy
Ausgrid (Formerly EnergyAustralia)
BOC
BP Australia
Delta Electricity
Energy Safe Victoria
HRL
Infigen Energy Services
Jemena
Momentum Energy
Origin Energy
Peter Kiewit Sons’, Inc
QGC
Schlumberger Oilfield Australia
TransAlta Corporation
Woodside Energy
ZeroGen

**Finance/Banking**
AMP Services
ANZ Banking Corp
Commonwealth Bank of Australia
Cuscal
Genworth Financial
MasterCard Australasia
National Australia Bank
National Credit Management
NLC
QBE LMI
Superpartners
Toyota Finance Australia
Westpac

**Hi-tech**
Accenture Australia
Altium
Aristocrat Technologies Australia
Broadcast Australia
Canon Australia
Checkpoint Systems
Cochlear
Corning Cable Syst Australia
Electronic Arts
First Data Australia
Giesecke and Devrient Australasia
Honeywell Holdings
Ingram Micro
Kodak (Australasia)
NBN Co
Thales Australia
Universal Biosensors
Introduction

Insurance
Avant Mutual Group
Bupa Australia Health
Hannover Life Re of Australasia
Insurance Australia Group
Latrobe Health Services
Marsh
QBE Insurance Group
RACV
Teachers Union Health

Nondurable (excluding Consumer goods)
Cognis Australia
Cytec Australia Holdings
Diversey Australia
DSM Nutritional Products Australia
Ecolab
Givaudan
Hempel (Australia)
INVISTA (Australia)
Monsanto Australia
Nalco Australia
Nufarm
PaperlinX
PPG Architectural Coatings
PPG Industries
Syngenta Crop Protection
Valvoline (Australia)

Retail/Wholesale trade
Alfa Laval Australia
Bridgestone Australia
Centrel (trading as Reliance Petroleum)
Christian Dior
Danfoss (Australia)

David Jones
DFS
Exego Group
Fossil (Australia)
FUJIFILM Holdings Australasia
Goodyear & Dunlop Tyres Australia
Guerlain
Harley-Davidson Australia
Heatcraft Australia
Hitachi Construction Machinery (Australia)
IKEA
Inchcape Australia
John Deere
LG Electronics Australia
Luxottica Retail Australia
LVMH – P&C
LVMH – P&C LVMH Fragrances
LVMH Watch & Jewellery
Nycemed
Pall Australia
Revlon Australia
Savers Australia
Seco Tools Australia
Servier Laboratories (Aust)
SKF Australia
Sussan Corporation
Westfield
Yum! Restaurants Australia

Services
AECOM Australia
Ambulance Victoria
Anglican Retirement Villages Diocese of Sydney
Ausenco Services
Baptist Community Services NSW & ACT
Boeing Australia Holdings
Introduction

Brisbane City Council
CCH Australia
CH2M HILL Australia
City of Stirling
Department of Internal Affairs
Diaverum Australia
DOF Subsea
Dun & Bradstreet (Australia)
Emerson Process Management Australia
Emerson Stewart
equigroup
Federal Court of Australia
Federal Express (Australia)
Freehills
GHD
Griffith Hack
Hatch Associates
Hyder Consulting
IMS Health Australia
Ingenix Pharmaceutical Services
Land Management Corporation
Mallesons Stephen Jaques
Manpower Services (Australia)
Media Monitors
Murdoch University
MWH Hong Kong
Norton Rose
Parsons Brinckerhoff Australia
Quintiles
RAC WA
RACQ Insurance
Royal Automobile Association of SA Inc
Sedgman
Silver Chain Nursing Association
Sinclair Knight Merz Holdings
SMS Management and Technology
Spectrum Sales
Spotless Group
St John Ambulance Australia
(Western Australia) Inc
St John of God Healthcare
The Boston Consulting Group
The Nielsen Company
The Salvation Army
The Smith Family Commercial Enterprise
The University of South Australia
Tonkin and Taylor
Transfield Services
Transfield Worley Services
United Group
W. L. Gore & Associates (Australia)
WorleyParsons

Other

3M Australia
ABB Australia
Adelaide Brighton
Aker Kvaerner Australia
Amway (Alticor Inc)
ANL Container Line
Ansaldo STS Australia
APL Lines Australia
ASC
Ausclad Group of Companies
Australand
Australian Agricultural Company
Australian Football League
Austrian Energy & Environment Ag
AVJennings
Avon Products
AWB
Bechtel Australia
Biota Holdings
Brambles
Introduction
Introduction

The George Institute for International Health
The MAC Services Group
The Walt Disney Company
Thomson Reuters (Professional) Australia
Transurban Group
Tupperware Australia
United Group Resources
UPS

VicUrban
Walter & Eliza Hall Institute of Medical Research
WATPAC
Wiley & Co
Wotif.com
WSN Environmental Solutions
Wyndham Vacation Resorts Asia Pacific

Data collection methodology

Mercer remuneration surveys establish market rates for benchmark positions through a job matching process. All organisations contributing data to the QSR receive a set of position descriptions prepared by Mercer to which they match their own employees. If they can identify a correspondence of 80% or more between an internal position and one of our position descriptions, their data is included in the position profile report shown in the survey.

Naturally, given the differences in company size and type, each contributing organisation may match more than one incumbent to a particular Mercer job, or may not be able to provide job matches to every position reported in the QSR. This explains why the sample sizes for positions differ from the number of contributing organisations.

Remuneration output

The QSR provides data in a number of formats, to meet the particular needs of QSR subscribers:

- Summaries of median remuneration data
- Detailed position profile reports
- Analysis of data by various parameters.

Summaries of median remuneration data

These tables present summary remuneration information for each position in the QSR. Sorted by job family, they are useful for:

- Obtaining a quick overview of the survey data
- Gaining an overview of remuneration rates, sample sizes, and position coverage
- Establishing a hierarchy within benchmark jobs