REMUNERATION REPORT: Department Manager

Position: 01-00

Reports to:
Chief Executive or Group Division Manager

Primary Objectives:
Direct a variety of functional branches including manufacturing, to achieve optimum profitability and effective use of departmental assets and human resources. Direct planning activities and provide leadership and guidance on the operations of the department.

Main Accountabilities:
- Coordinate subordinate staff to optimise the use of human and material resources.
- Direct business activities of the department for achievement of short and long term objectives.
- Manage the selection and training of senior staff, establish lines of control and delegate responsibilities to subordinates.
- Control use of production plant facilities by planning maintenance, designating operating hours and supply of parts and tools.

Matching Indictors:
Ten – fifteen years general management experience, including specialist production experience

Remuneration and Benefits Information – National Sample

The following table shows Base Salary and Salary Package information for the sample across Australia. The sample size is also shown. Base Salary refers to the normal Base Salary of the position holder, including any salary-sacrificed items. The Salary Package refers to Base Salary plus any employer provided benefits in addition to Base Salary such as a vehicle, additional superannuation, club memberships or other items; plus FBT where applicable. The Salary Package does not include bonus or incentive payments, which are discussed separately.

Sample = 365	**Q1**	**Median**	**Q3**
Base Salary	$144,880	**$172,010**	$202,837
Salary Package	$175,989	**$212,438**	$272,106

Common Benefits (included in the salary package):
- SGC Superannuation – 100%
- Additional Superannuation – 61%
- Car allowance/vehicle – 13%

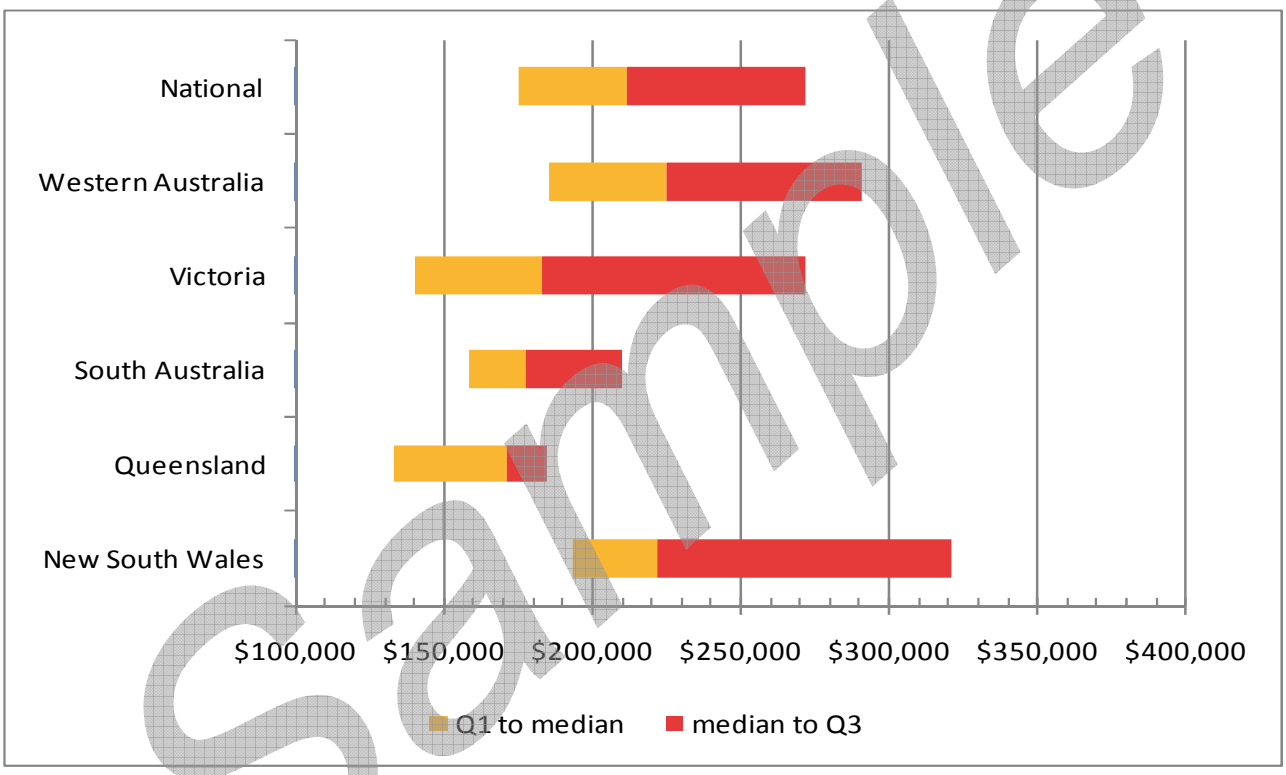
Bonus / Incentive (in addition to the salary package):
- Eligible for a bonus – 83%
- Received a bonus greater than zero – 63%
- Actual average bonus - $55,764

Sample

Salary Package Information by State

State	Sample	Q1	Median	Q3
New South Wales	146	$194,006	**$222,280**	$321,460
Queensland	26	$133,520	**$171,230**	$184,430
South Australia	31	$158,680	**$177,960**	$210,200
Victoria	126	$140,670	**$183,310**	$271,855
Western Australia	31	$185,735	**$225,201**	$291,088

Chart Showing Salary Package Information by State and also Nationally

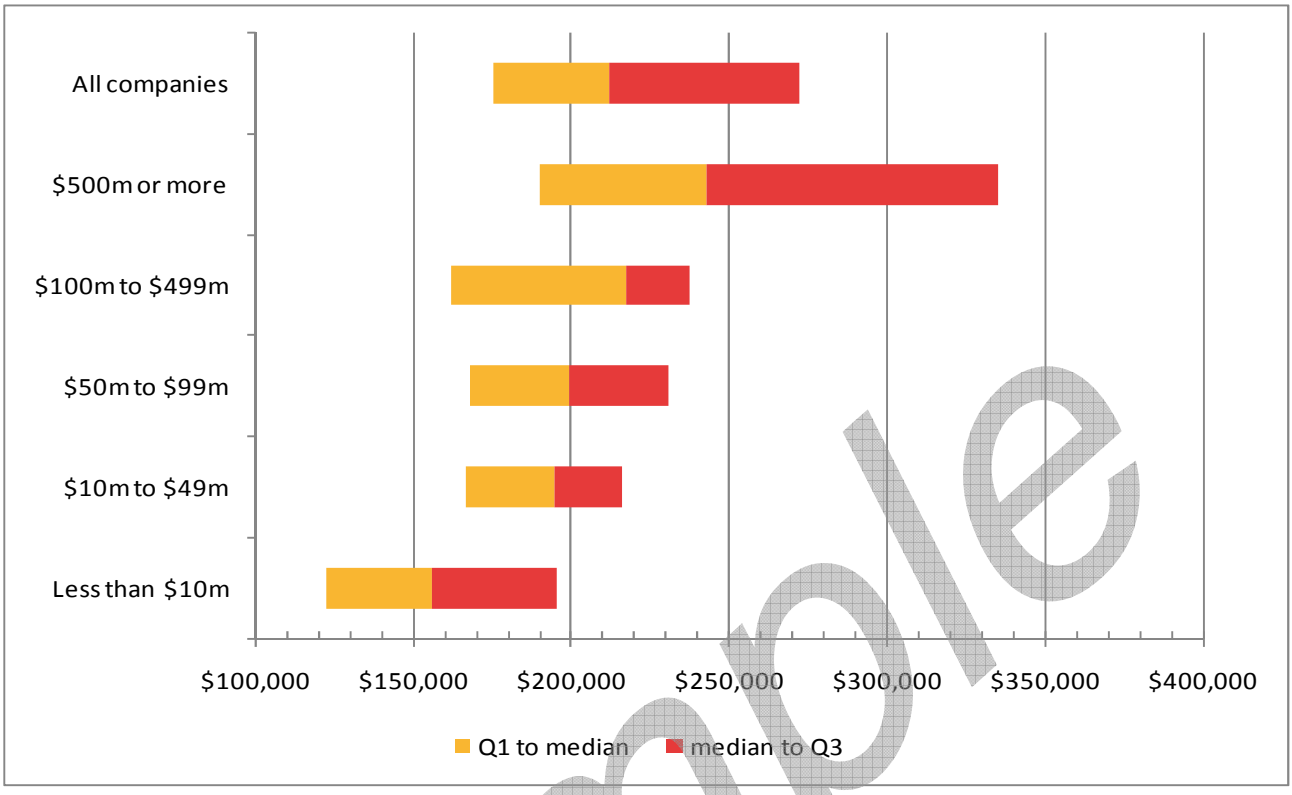


Sample

Salary Package Information by Company Size

Revenue	Sample	Q1	Median	Q3
Less than $10m	56	$122,340	**$155,761**	$195,173
$10m to $49m	136	$166,482	**$194,993**	$216,003
$50m to $99m	84	$168,310	**$199,264**	$231,039
$100m to $499m	46	$161,815	**$217,305**	$237,458
More than $500m	32	$190,182	**$242,916**	$335,300

Chart Showing Salary Package Information by All Companies and also by Company Size



Guidance on determining what you are worth

A remuneration positioning between Q1 and the median would be applicable if one or more of the following apply:

- Less than 18 months in the job
- Satisfactory performance reviews
- Work for a not-for-profit or semi-government organisation
- Work for lower paying industry sectors such as logistics, retail, local government, state/territory governments and research and education institutions
- Your responsibilities match most but not all of the accountabilities described at the start of this report.

A remuneration positioning between the median and Q3 would be reasonable if one or more of the following apply:

- More than 3 years in the role
- Higher performance ratings such as “exceeds”; “superior” or “outstanding”
- Work in higher paying industry sectors such as the construction, resources, mining, energy, finance or pharmaceutical sectors
- Your responsibilities match all and exceed some of the accountabilities as described at the start of this report.

Definitions of Common Terms

Salary Package: Includes base salary, superannuation, allowances, benefits (such as car) and FBT.

Q1: Level at which 25% of people are paid below, and 75% are paid above; sometimes called the lower quartile.

Median: Level at which 50% of people are paid below and 50% are paid above.

Q3: Level at which 25% of people are paid above, and 75% are paid below; sometimes called the upper quartile.

Average: Statistical average calculated by adding all the salaries and dividing by the number in the sample.

Sample