

REMUNERATION REPORT: Financial / Management Accountant

Position: 02-00

Reports to:

Division Accountant/ Financial Controller or Senior Accountant

Primary Objectives:

Prepare and analyse statements to ensure information required for budgets and financial reporting is accurate.

Main Accountabilities:

- Assist in the implementation of budget control systems.
- Review accuracy of accounting entries.
- Assist in the analysis of company expenditures on a monthly basis.
- Delegate responsibilities to accounts clerks and other subordinates.
- Prepare management reports, income and balance sheet statements.

Matching Indicators:

Tertiary qualification and at least five years since graduating

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 =2138 | Q1 | Median | Q3 |
|----------------|----------|-----------------|----------|
| Base Salary | \$65,420 | \$75,786 | \$87,740 |
| Salary Package | \$73,042 | \$84,530 | \$99,223 |

Common Benefits (included in the salary package):

- SGC Superannuation – 100%
- Additional Superannuation – 64%
- Car allowance/vehicle – 4%

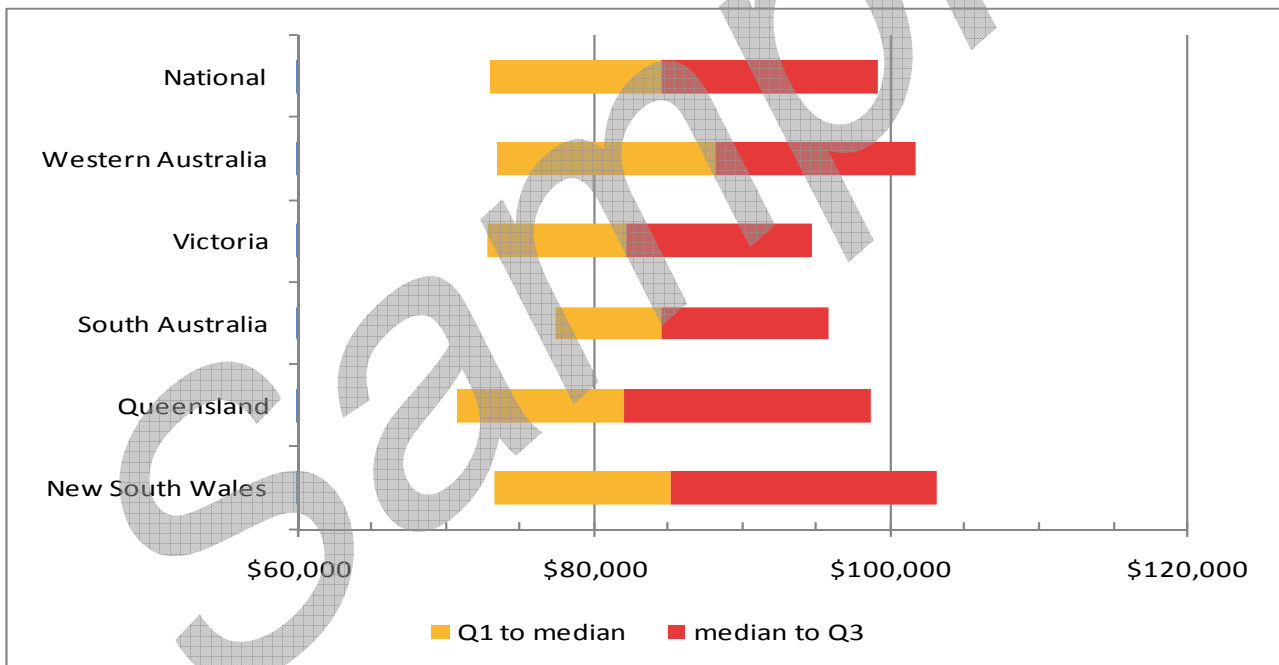
Bonus / Incentive (in addition to the salary package):

- Eligible for a bonus – 44%
- Received a bonus greater than zero – 39%
- Actual average bonus - \$6,435

Salary Package Information by State

| State | Sample | Q1 | Median | Q3 |
|-------------------|--------|----------|-----------------|-----------|
| New South Wales | 942 | \$73,300 | \$85,235 | \$103,201 |
| Queensland | 201 | \$70,875 | \$82,045 | \$98,810 |
| South Australia | 103 | \$77,440 | \$84,540 | \$95,825 |
| Victoria | 642 | \$72,830 | \$82,160 | \$94,820 |
| Western Australia | 173 | \$73,500 | \$88,330 | \$101,675 |

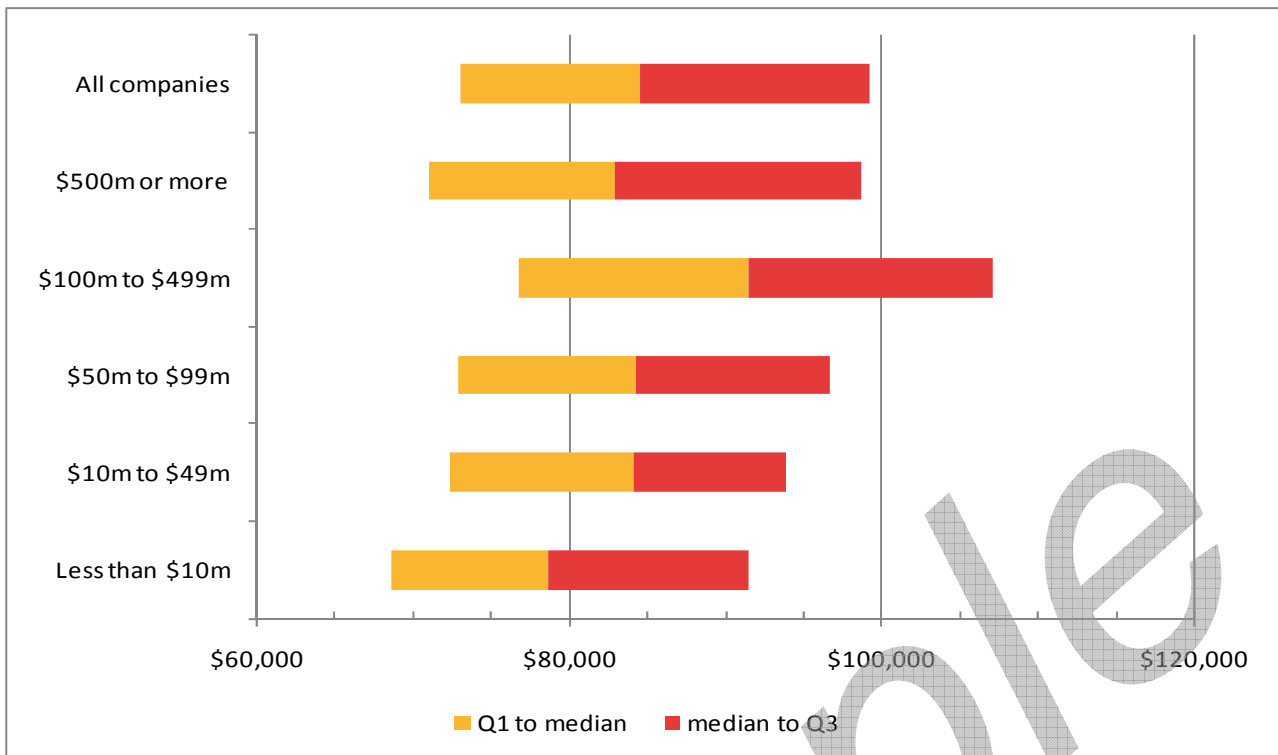
Chart Showing Salary Package Information by State and also Nationally



Salary Package Information by Company Size

| Revenue | Sample | Q1 | Median | Q3 |
|------------------|--------|----------|-----------------|-----------|
| Less than \$10m | 147 | \$68,640 | \$78,740 | \$91,580 |
| \$10m to \$49m | 333 | \$72,425 | \$84,190 | \$93,960 |
| \$50m to \$99m | 251 | \$73,000 | \$84,360 | \$96,780 |
| \$100m to \$499m | 420 | \$76,805 | \$91,570 | \$107,200 |
| More than \$500m | 820 | \$71,090 | \$82,940 | \$98,800 |

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.