

Survey Job No: 2000

## Head of Finance Remuneration Table

N = 92  
C = 92  
November 1999

REMUNERATION ITEMS	PERCENTILE			AVERAGE	RECEIVING INCUMBENTS AVERAGE	PERCENT RECEIVING
	25	50	75			
BASE SALARY	63,277	79,020	94,794	78,782	78,782	100
Leave Loading	0	486	944	492	964	51
Overtime	0	0	0	0	0	0
Car Allowance	0	0	0	153	4,680	3
Other Cash	0	0	0	487	4,074	12
<b>TOTAL CASH</b>	<b>64,962</b>	<b>79,729</b>	<b>95,013</b>	<b>79,914</b>	<b>79,914</b>	<b>100</b>
First Car	0	12,973	14,575	10,170	13,760	74
Second Car	0	0	0	86	7,952	1
Parking	0	0	0	85	2,617	3
Professional Subscriptions	0	0	0	133	642	21
Medical/Life Insurance	0	0	0	250	1,913	13
Telephone	0	0	143	159	608	26
Expenses	0	0	1,587	4,900	16,101	30
<b>TOTAL NON-CASH BENEFITS</b>	<b>11,435</b>	<b>14,450</b>	<b>17,909</b>	<b>15,783</b>	<b>17,926</b>	<b>88</b>
Company Superannuation	5,342	7,139	9,384	8,023	8,023	100
Salary Sacrifice Superannuation	0	0	4,717	3,076	8,086	38
<b>TOTAL SUPERANNUATION</b>	<b>6,609</b>	<b>8,788</b>	<b>13,142</b>	<b>11,099</b>	<b>11,099</b>	<b>100</b>
Incentive	0	0	4,185	3,082	9,450	33
<b>TOTAL REMUNERATION</b>	<b>94,046</b>	<b>105,973</b>	<b>124,911</b>	<b>109,877</b>	<b>109,877</b>	<b>100</b>
FBT	1,427	4,183	7,261	6,048	7,949	76
<b>TOTAL REMUNERATION COST</b>	<b>98,670</b>	<b>110,708</b>	<b>133,097</b>	<b>115,925</b>	<b>115,925</b>	<b>100</b>
<b>TRC less Incentive</b>	<b>97,718</b>	<b>109,148</b>	<b>129,115</b>	<b>112,844</b>	<b>112,844</b>	<b>100</b>
Total Remuneration by Revenue Group					N	C
Up to \$10m	72,899	81,563	96,269	86,322	11	11
Over \$10m to \$25m	82,944	96,473	107,447	97,322	19	19
Over \$25m to \$50m	95,290	98,936	114,713	104,922	24	24
Over \$50m to \$75m	110,218	121,300	133,695	120,106	22	22
Over \$75m to \$100m	106,894	122,315	147,936	134,901	6	6
\$100m to \$250m	109,374	133,876	150,619	131,165	9	9
Total Remuneration by State					N	C
NSW	97,826	116,082	134,754	118,889	24	24
VIC	99,214	111,179	122,473	112,657	34	34
QLD	84,566	99,964	122,563	101,231	14	14
SA	85,046	90,088	98,673	95,388	9	9
WA	94,887	117,483	132,060	111,344	5	5
TAS	96,473	96,731	116,458	102,996	5	5