

2023

Australian Executive Remuneration Survey



June 2023

2023
AUSTRALIAN EXECUTIVE
REMUNERATION SURVEY
REPORT

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SURVEY SUMMARY

The 2023 Australian Executive Remuneration Survey is based on remuneration data covering 1167 organisations and their respective C-Suite Executive positions covering 3843 incumbents. This data has been collected from 678 on-line contributors, 259 organisations who are sourced contributors to the Survey, plus 230 client Boards of McGuirk Management Consultants.

The full Executive C-Suite of 16 positions and 3 Governance positions is covered from 1013 Managing Director/Chief Executive Officer positions to 79 Compliance Manager positions. All of the Combined remuneration data presented in the Report tables has been segmented by Revenue, Assets, FTE, Type of Organisation and Type of Industry.

About McGuirk Management Consultants

McGuirk Management Consultants (MMC) has been providing clients with remuneration benchmarking and general remuneration consulting since 1990. We work with 'industry partners' wherever possible and currently publish 5 National Remuneration Surveys, covering 2 Board Remuneration Surveys and 3 Executive Remuneration Surveys.

Clients throughout Australia regularly use our services to determine their:

Board and Committee remuneration
MD/CEO remuneration
C-Suite remuneration
Management remuneration
Staff remuneration

We have clients who use our services annually, and some who use our services every two or three years, depending on their growth and market conditions. If you require any assistance in using this Report or if we can be of further assistance with your remuneration benchmarking requirements please contact us.

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About Governance Institute

A national membership association, Governance Institute of Australia advocates for a community of more than 43,000 governance and risk management professionals, equipping members with the tools to drive better governance within their organisation. www.governanceinstitute.com.au.



SIGNIFICANT STATISTICS

Types of Organisations covered:

- 226 Listed Public
- 167 Unlisted Public
- 176 Private
- 362 Not For Profit (NFP)
- 186 Government
- 50 Super Fund

Remuneration determined for:

- 426 Managing Directors
- 587 Chief Executive Officers
- 590 Chief Finance Officers
- 230 Company Secretaries
- 91 General Counsel & Company Secretaries
- 162 CFO & Company Secretaries
- 73 General Counsels
- 182 Chief Risk Officers
- 413 Chief Operating Officers
- 208 Chief Information Officers
- 308 Chief People & Culture Officers
- 218 Chief Marketing Officers
- 48 Chief Digital Officers
- 96 Chief Sales Officers
- 23 Chief Manufacturing Officers
- 30 Chief Infrastructure Officers
- 9 Deputy Company Secretaries
- 70 Risk Managers
- 79 Compliance Managers



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1. SURVEY BACKGROUND

The 2023 Australian Executive Remuneration Survey Report is published this year by McGuirk Management Consultants (MMC) in alliance with Governance Institute of Australia. It is a sister publication to the **2023 Australian Board Remuneration Survey** which is now in its 11th year. The Survey seeks to determine the **current financial year** ending 30th June 2023 levels of remuneration relating to the following Executive C-Suite positions, as well as performance bonuses:

<i>Managing Director</i>	<i>Chief People & Culture Officer</i>
<i>Chief Executive Officer</i>	<i>Chief Marketing Officer</i>
<i>Chief Finance Officer</i>	<i>Chief Digital Officer</i>
<i>Company Secretary</i>	<i>Chief Sales Officer</i>
<i>General Counsel & Company Secretary</i>	<i>Chief Manufacturing Officer</i>
<i>CFO & Company Secretary</i>	<i>Chief Infrastructure Officer</i>
<i>General Counsel</i>	<i>Deputy Company Secretary</i>
<i>Chief Risk Officer</i>	<i>Risk Manager</i>
<i>Chief Operating Officer</i>	<i>Compliance Manager</i>
<i>Chief Information Officer</i>	

Having a knowledge of current financial year remuneration data will enable users of this report to make a more accurate comparison of their levels of remuneration with ‘market place’ benchmarks shown in the Survey Results. These Survey Results have also been further segmented by *Revenue*, *Assets* and *Full Time Equivalent (FTE)* staff numbers, as well as the *Type of Organisation* and *Type of Industry* for the Combined Results.

The greatest amount of Remuneration data was obtained from 678 Contributors, who completed an ‘on-line’ remuneration questionnaire this year and from 259 organisations who are sourced contributors to the Survey. Remuneration data was also obtained from 230 client organisations of MMC.



2. TERMS AND DEFINITIONS

The terms and definitions used in this Report need to be understood to interpret the results correctly. Standard industry categories for classifying data, where possible, have been chosen to enhance interpretation of the data. However, several terms and techniques used may be unfamiliar. A fuller explanation of such terms and techniques is given in the section relevant to each.

The following terms have been used throughout the Report:

<i>Overall</i>	The total sample available for analysis for each 'grouping' of data.
<i>Revenue</i>	The annual figure for revenue derived by a Board, which is available to meet all of the operating expenses of its business.
<i>Assets</i>	Total assets as represented in a Board's Annual Reports.
<i>FTE</i>	The Full Time Equivalent (FTE) number of employees.
<i>Fixed Employee Remuneration</i>	The 'fixed' level of remuneration paid to the Executive C-Suite but excluding variable remuneration such as reward or bonus payments.



3. STATISTICAL TERMS USED

Several statistical terms are now commonplace in the interpretation of remuneration data and where possible, these statistical terms have been used. The terms used are defined as follows:

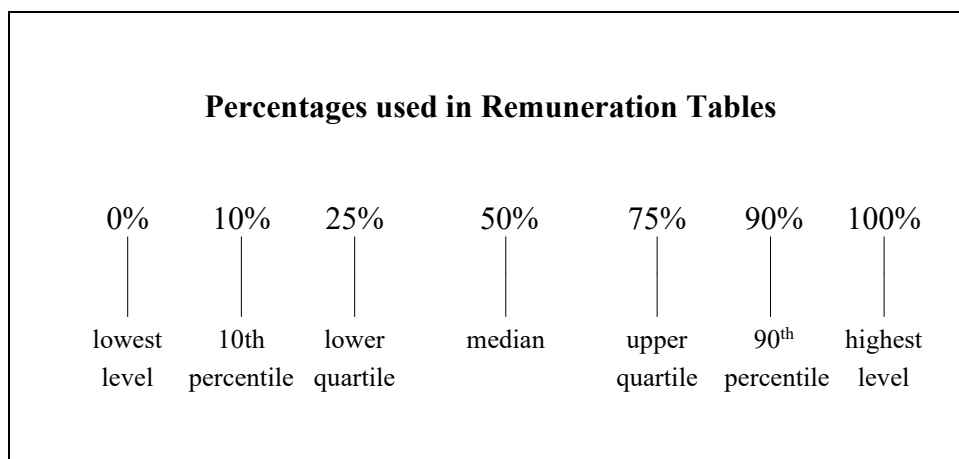
Tenth and Ninetieth Percentiles: The tenth and ninetieth percentiles are respectively the remuneration levels one tenth from the bottom and top of the total remuneration range. These two figures provide an indication of *upper* and *lower* deciles, while at the same time addressing potential outliers.

Median: The *median* is obtained by arranging the remuneration levels according to size and taking the middle level in that arrangement, such that 50% of the remuneration levels will be greater than the *median* in value and 50% of the remuneration levels will be lower than the *median* in value.

Upper and Lower Quartiles: The *upper quartile* is the remuneration level one quarter from the top remuneration level of a group and the *lower quartile* is the remuneration level one quarter from the lowest remuneration level in the group.

Average: The average is obtained by totalling all remuneration levels in a group and dividing the sum by the number of cases involved. This can result in the *average* being distorted by very high or low remuneration levels, that is, outliers.

An illustration of these statistics follows:





4. KEY ORGANISATION DETAILS

4.1 Combined Contributors

The 2023 Survey is based on data from 1167 organisations who supplied data, particularly on the MD/CEO positions, with 1013 organisations contributing remuneration data on this position. The characteristics of Combined organisations are shown below:

Revenue	No	Assets	No	FTE	No
Up to \$1M	81	Up to \$1M	40	Up to 5	60
\$1M - \$5M	89	\$1M - \$4M	61	5 - 10	41
\$5M - \$10M	73	\$4M - \$8M	61	11 - 20	81
\$10M - \$20M	101	\$8M - \$12M	36	21 - 30	54
\$20M - \$40M	94	\$12M - \$20M	68	31 - 50	74
\$40M - \$80M	111	\$20M - \$40M	62	51 - 70	50
\$80M - \$120M	60	\$40M - \$60M	42	71 - 100	57
\$120M - \$160M	39	\$60M - \$100M	60	101 - 150	68
\$160M - \$240M	53	\$100M - \$200M	71	151 - 200	43
\$240M - \$400M	43	\$200M - \$500M	94	201 - 300	73
\$400M - \$800M	43	\$500M - \$1B	63	301 - 400	37
\$800M - \$1B	13	\$1B - \$3B	90	401 - 600	52
\$1B - \$4B	55	\$3B - \$10B	70	601 - 1000	63
\$4B or more	22	\$10B or more	51	1001 - 4000	82
				4001 or more	48

The complete sample of data in Revenue terms ranged from less than \$100,000 to over \$28B in Revenue. The complete sample of data in Asset terms ranged from less than \$100,000 to over \$91B. The complete sample of data in FTE terms ranged from less than 5 to over 42,000 employees.



Type of Organisation	No
ASX 200	65
Large (200+ employees) – listed public	38
Large (200+ employees) – unlisted public	40
Large (200+ employees) – private	41
Medium (10-199 employees) – listed public	72
Medium (10-199 employees) – unlisted public	96
Medium (10-199 employees) - private	99
Small (1-9 employees) – listed public	41
Small (1-9 employees) – unlisted public	15
Small (1-9 employees) – private	37
NFP: Charity	53
Community Housing	19
Disability	41
Education	46
Health	58
Aged Care	39
Professional/Industry	37
Sports & Recreation	8
Other	26
Govt: Large (200+ employees)	84
Medium (10-199 employees)	79
Small (1-9 employees)	14
Super Fund	51

The Type of Organisation each Board can be identified with can be further refined into 6 categories, which, added together, make up the Combined Boards. The 6 categories are:

- Listed Public
- Unlisted Public
- Private
- NFP
- Government
- Super Fund



Type of Industry	No
Agriculture, Forestry and Fishing	35
Mining - Junior	32
Mining	44
Manufacturing	33
Electricity, Gas, Water and Waste Services	40
Construction	21
Wholesale Trade	19
Retail Trade	21
Accommodation and Food Services	8
Transport, Postal and Warehousing	17
Information Media and Telecommunications	23
Financial and Insurance Services	131
Rental, Hiring and Real Estate Services	11
Professional, Scientific and Technical Services	61
Administrative and Support Services	15
Public Administration and Safety	25
Education and Training	33
Health Care and Social Assistance	137
Arts and Recreation Services	9
Other Services	71
Super Fund	48
Mutual Approved Deposit taking Institution	52

The Type of Industry each Board can be identified with, has also been further analysed at each of the category levels.

4.2 Listed Public Boards

Two hundred and twenty-six (226) Boards are from Listed Public Entities. The sample of data for this group in Revenue terms ranged from less than \$1.0M to over \$28B, in Asset terms ranged from less than \$1M to over \$92B, and in FTE terms ranged from less than 10 to over 42,000 employees.

4.3 Unlisted Public Boards

One hundred and sixty-seven (167) Boards are from Unlisted Public Entities. The sample of data for this group in Revenue terms ranged from less than \$300,000 to over \$3.5B, in Asset terms ranged from less than \$2M to over \$28B, and in FTE terms ranged from less than 5 to over 8,000 employees.



4.4 Private Boards

One hundred and seventy-six (176) Boards are from Private Entities. The sample of data for this group in Revenue terms ranged from less than \$300,000 to over \$1.1B, in Asset terms ranged from less than \$100,000 to over \$6B, and in FTE terms ranged from less than 5 to over 11,100 employees.

4.5 NFP Boards

Three hundred and sixty-two (362) Boards are from NFP Entities. The sample of data for this group in Revenue terms ranged from less than \$150,000 to over \$2B, in Asset terms ranged from less than \$100,000 to over \$6B, and in FTE terms ranged from less than 5 to over 16,000 employees.

4.6 Government Boards

One hundred and eighty-six (186) Boards are from Government Entities. The sample of data for this group in Revenue terms ranged from less than \$500,000 to over \$13.3B, in Asset terms ranged from less than \$1.0M to over \$104B, and in FTE terms ranged from less than 5 to over 27,000 employees.

4.7 Super Fund Boards

Fifty (50) Boards are from Super Fund Entities. The sample of data for this group in Revenue terms ranged from less than \$300,000 to over \$265M, in Asset terms ranged from less than \$600M to over \$260B, and in FTE terms ranged from less than 5 to over 1,300 employees.

All information has been collected on a confidential basis and remains the property of McGuirk Management Consultants. Under no circumstances will the information of individual Boards be revealed.



5. EXECUTIVE POSITIONS RESULTS

5.1 Remuneration Results Approach

The Executive Positions Results have been calculated for each of the following roles:

Managing Director (MD)
Chief Executive Officer (CEO)
Chief Finance Officer (CFO)
Company Secretary
General Counsel & Company Secretary
CFO & Company Secretary
General Counsel
Chief Risk Officer
Chief Operating Officer
Chief Information Officer
Chief People & Culture Officer
Chief Marketing Officer
Chief Digital Officer
Chief Sales Officer
Chief Manufacturing Officer
Chief Infrastructure Officer
Deputy Company Secretary
Risk Manager
Compliance Manager

to reveal the *tenth percentile, lower quartile, median, upper quartile, ninetieth percentile* and *average* remuneration levels.

The calculations are shown according to the following 6 categories for the Combined Results:

Overall
Revenue
Assets
FTE
Type of Organisation
Type of Industry

The remaining Results are segmented by the first 4 categories. **Please Note: Where no calculation is shown, this indicates that insufficient data from contributors was provided.**

To further protect the confidentiality of individual organisations, the minimum number (N) shown has been recorded as 2. However, if this information could be singled out in each segmentation category it was deleted to ensure the confidentiality of the remuneration data supplied.



5.1.1 Combined Results - Managing Director (MD)

	No.	10%	25%	Median	75%	90%	Average
		\$	\$	\$	\$	\$	\$
Overall	426	195140	275000	418000	721388	1303148	633302
Revenue							
Up to 1M	73	130520	180000	308500	400000	514000	341671
\$1M - \$5M	47	128000	184500	250000	315000	526681	280635
\$5M - \$10M	28	178161	217500	247500	362125	466170	302561
\$10M - \$20M	27	234000	256000	300000	400000	497770	353804
\$20M - \$40M	38	207000	250000	311842	515283	677292	412522
\$40M - \$80M	36	278088	349132	420000	546250	699450	484624
\$80M - \$120M	25	317600	359000	450000	582720	750636	506102
\$120M - \$160M	19	307920	435000	556000	737252	936458	591884
\$160M - \$240M	19	368000	460000	540000	649700	800000	553417
\$240M - \$400M	24	448204	552250	765500	905250	979000	769761
\$400M - \$800M	25	626000	676000	800000	1099350	1720000	1425753
\$800M - \$1B	9	484000	600000	950000	1015000	1675752	955223
\$1B - \$4B	34	570200	967750	1344868	1897500	2182000	1367507
\$4B or more	20	841000	1174912	1987360	2337400	2502000	1810728
Assets							
Up to 1M	28	98500	137500	184500	300000	464900	284429
\$1M - \$4M	40	133600	205312	241700	347500	606150	351886
\$4M - \$8M	38	152500	200000	260000	368204	472500	304804
\$8M - \$12M	18	195661	277041	329000	416250	520011	438263
\$12M - \$20M	30	209000	250000	287258	357500	480552	311727
\$20M - \$40M	35	250000	304750	381000	467500	641539	432113
\$40M - \$60M	18	267400	309315	402500	516562	554348	413760
\$60M - \$100M	28	228624	322500	378500	484750	585500	472135
\$100M - \$200M	41	280000	351000	500000	608066	722700	507871
\$200M - \$500M	31	350000	435000	600000	797128	881000	619190
\$500M - \$1B	25	322400	544297	746000	905000	1147204	755489
\$1B - \$3B	32	370500	777993	1000000	1327976	1680640	1400709
\$3B - \$10B	35	542890	733727	1130700	1827150	2109888	1271528
\$10B or more	19	460200	842876	2000000	2300000	2336560	1649513
FTE							
Up to 5	49	126000	144000	262500	325000	401000	249593
5 - 10	26	189000	232990	300000	345000	437500	314789
11 - 20	43	137800	195140	260000	426000	580000	357601
21 - 30	19	185000	234200	283163	428500	539603	328951
31 - 50	30	180000	300000	361750	560026	678000	435165
51 - 70	19	233000	284088	370000	450000	583802	377346
71 - 100	21	225000	250000	330000	600000	800000	445688
101 - 150	28	250000	300750	405500	517228	564300	420355
151 - 200	23	235600	304842	375000	585230	676000	455914
201 - 300	31	250000	377745	550000	758525	978000	587525
301 - 400	17	348800	416000	546000	800000	1155935	677254
401 - 600	21	351000	450000	594000	921000	1262100	760436
601 - 1000	29	388064	500000	650000	785000	1036535	707428
1001 - 4000	37	552000	787500	1000000	1312500	1960000	1436938
4001 or more	32	700600	1423312	1872150	2276000	2389000	1748551



5.1.1 Combined Results - Managing Director (MD) (continued)

	No.	10%	25%	Median	75%	90%	Average
		\$	\$	\$	\$	\$	\$
Type of Organisation							
ASX 200 company	58	803500	1000000	1661625	2000000	2340240	1583286
Large - listed	32	386141	570250	799350	1184006	1529103	1229309
Large - public unlisted	19	450000	477115	608066	733727	866750	693341
Large - private	18	341300	385500	488242	583000	744166	532208
Medium - listed	61	300000	360000	445000	573826	800000	493805
Medium - public unlisted	20	209000	287500	385000	517228	584448	395424
Medium - private	57	165400	238400	301000	415292	600000	348233
Small - listed	32	263261	283275	326500	392500	429900	336161
Small - public unlisted	4	137000	200000	267500	325000	370000	257500
Small - private	23	96000	135000	175000	238750	267500	176043
NFP: Charity	9	200000	225000	288176	350000	415173	312338
NFP: Community housing	5	190000	280000	320000	347000	417200	308200
NFP: Disability	8	151780	190000	230000	319500	525000	291075
NFP: Education	6	135000	160070	210140	357500	707500	350880
NFP: Health	12	205200	243750	259000	403750	729674	363248
NFP: Aged Care	5	184322	200000	245000	288400	595360	341454
NFP: Professional/Industry	8	133800	193500	230000	337500	615000	334250
NFP: Sport & Recreation	2	-	-	475000	-	-	475000
NFP: Other	7	132400	157000	205000	520000	533600	319143
Government - Large	22	345668	417000	580000	875250	945500	643181
Government - Medium	15	217780	256000	336000	480000	586878	403026
Government - Small	3	-	338500	425000	495750	-	414500
Superfunds	-	-	-	-	-	-	-
Type of Industry							
Agriculture, Forestry & Fishing	11	216300	337456	473550	594065	610000	465145
Mining - Junior	29	229856	387000	800000	1000000	1561870	805689
Mining	38	273801	303625	346000	409579	450000	362665
Manufacturing	30	198000	274688	377745	832762	1497975	660864
Electricity, Gas, Water, & Waste	19	296000	303000	415000	694000	1210000	620232
Construction	16	155000	312350	498242	688175	1156750	628112
Wholesale Trade	20	237000	271250	462500	566000	632338	457952
Retail Trade	13	271668	425000	785000	1378650	1634600	905915
Accommodation and Food	4	145000	212500	585500	1090750	1396300	717750
Transport, Postal & Warehousing	10	229100	520660	895050	1389782	1840000	981478
Information Media & Telecoms	18	340500	400000	521152	857625	1410000	752840
Financial & Insurance	57	216000	400000	582720	1000000	1836000	994043
Rental, Hiring & Real Estate	6	253500	370250	475000	639375	1298750	675750
Professional, Scientific & Technical	43	140800	226250	303685	450000	590000	346893
Administrative & Support	4	113200	133000	167140	624511	1406124	590370
Public Administration & Safety	3	-	191000	252000	276000	-	227333
Education & Training	14	192300	226250	345450	883312	1594032	643851
Health Care & Social Assistance	45	165548	210000	288400	464000	679584	405199
Arts & Recreation	6	102500	148750	242500	455500	1105000	483333
Other Services	29	216500	300000	535700	746000	1911440	746716
Super Fund	-	-	-	-	-	-	-
Mutual ADI	8	275300	524169	733727	794250	874126	637929



5.1.2 Combined Results - Chief Executive Officer (CEO)

	No.	10%	25%	Median	75%	90%	Average
		\$	\$	\$	\$	\$	\$
Overall	587	175355	236760	335000	466875	644000	399084
Revenue							
Up to 1M	37	105400	120000	162000	350000	522400	302442
\$1M - \$5M	79	139028	170388	201000	267800	336600	228218
\$5M - \$10M	63	173760	216700	260292	331250	413517	282741
\$10M - \$20M	90	188100	222242	301948	399000	467525	313498
\$20M - \$40M	74	222900	265750	348034	481429	617000	389807
\$40M - \$80M	82	236220	280250	352500	475020	624966	425573
\$80M - \$120M	44	329602	380000	444054	555000	745271	492053
\$120M - \$160M	24	284200	345250	400000	452500	540061	401760
\$160M - \$240M	26	306000	420000	502848	637500	842765	546947
\$240M - \$400M	26	328000	388750	456500	543400	942500	538445
\$400M - \$800M	15	424000	487500	650000	852226	1454700	796209
\$800M - \$1B	3	-	292514	365028	690014	-	533343
\$1B - \$4B	15	443600	588000	835000	1013862	1170241	792860
\$4B or more	8	520732	795500	1235000	1701100	1818629	1216459
Assets							
Up to 1M	41	103000	135000	200000	335000	500000	283123
\$1M - \$4M	49	132080	160000	210000	290000	350400	250958
\$4M - \$8M	59	150852	185000	230000	334250	455000	283457
\$8M - \$12M	28	189000	207731	265000	331480	479000	333435
\$12M - \$20M	51	180000	248600	294000	348034	428000	307272
\$20M - \$40M	33	214720	250000	302500	350000	409000	305967
\$40M - \$60M	30	203042	220000	272500	368000	468500	306101
\$60M - \$100M	45	221204	266600	350000	450000	603000	407955
\$100M - \$200M	34	222870	297000	368000	449000	531297	389679
\$200M - \$500M	61	249551	305000	367587	450000	520350	385125
\$500M - \$1B	33	275000	325000	415000	484100	712040	454127
\$1B - \$3B	47	320000	391250	466034	526500	608000	496707
\$3B - \$10B	32	418200	447912	581124	874000	1685000	775203
\$10B or more	37	486044	582000	716429	950605	1060393	760304
FTE							
Up to 5	39	117400	147500	170000	292500	356000	248496
5 - 10	23	117000	175000	219000	265500	353212	228956
11 - 20	63	150000	181874	246000	326384	398400	258302
21 - 30	41	189000	220000	275000	337500	402000	284342
31 - 50	57	195600	243693	310000	400000	460000	325825
51 - 70	34	170660	259998	328758	468000	547736	369392
71 - 100	51	208105	230000	337625	515000	612832	384574
101 - 150	55	202000	260159	391200	492050	600400	417105
151 - 200	25	216000	260000	315000	450000	597000	378199
201 - 300	53	247760	312000	440000	600000	747000	473138
301 - 400	22	207500	295869	357514	480000	693500	430645
401 - 600	28	260501	308250	367500	436950	618659	417612
601 - 1000	35	282000	347000	400000	465500	706000	449237
1001 - 4000	41	361000	419381	500000	750000	1100000	663967
4001 or more	20	487200	592000	926630	1225543	1691320	952193



5.1.2 Combined Results - Chief Executive Officer (CEO) (continued)

	No.	10%	25%	Median	75%	90%	Average
		\$	\$	\$	\$	\$	\$
Type of Organisation							
ASX 200 company	11	475000	677000	1100000	1630650	1750000	1140120
Large - listed	11	340340	375000	650000	920500	1027725	691556
Large - public unlisted	17	274000	537947	600000	750000	929242	614636
Large - private	21	292825	347000	438000	600000	1100000	549285
Medium - listed	12	301000	313750	433050	525750	553200	438882
Medium - public unlisted	70	207394	264750	347698	483768	556580	377514
Medium - private	40	168900	207708	270500	338750	462300	326508
Small - listed	7	137000	153500	236000	275000	348000	234000
Small - public unlisted	7	166800	180000	217656	248262	346000	242312
Small - private	6	245500	277500	307500	333750	382500	311833
NFP: Charity	37	150000	180000	228000	315000	439885	266697
NFP: Community housing	13	212000	278250	315000	380000	419190	321599
NFP: Disability	31	180000	205000	303000	411500	500000	320405
NFP: Education	31	122000	192500	250000	346534	450000	285748
NFP: Health	38	157000	230000	276000	331887	400608	311668
NFP: Aged Care	31	175592	248290	385000	435500	490957	371872
NFP: Professional/Industry	32	151000	195937	275500	335940	396823	276200
NFP: Sport & Recreation	5	135600	189000	217829	289000	461723	274540
NFP: Other	30	119400	154549	225661	333645	355600	267327
Government - Large	46	302500	347750	444000	577500	803000	530968
Government - Medium	42	237368	271250	371600	466250	511700	380770
Government - Small	2	-	-	211000	-	-	211000
Superfunds	47	302200	411000	568195	705000	990640	572160
Type of Industry							
Agriculture, Forestry & Fishing	18	196674	224880	312500	380900	433320	303721
Mining - Junior	3	-	300000	475000	515500	-	385333
Mining	4	188400	228000	275000	356250	457500	309250
Manufacturing	14	194543	288750	393830	450826	539500	412447
Electricity, Gas, Water, & Waste	19	281000	308362	545000	786942	1128960	647508
Construction	10	213750	270000	411185	618500	965900	643487
Wholesale Trade	9	160000	220000	250000	330000	373000	272889
Retail Trade	10	132340	214075	306500	350000	400000	280770
Accommodation and Food	9	224800	265000	296000	336000	404000	310203
Transport, Postal & Warehousing	11	250000	282500	320000	398000	500000	379091
Information Media & Telecoms	9	219000	237000	355000	528000	621617	412917
Financial & Insurance	61	300000	390000	472500	625273	789452	533262
Rental, Hiring & Real Estate	6	192712	205000	300000	423581	444054	312255
Professional, Scientific & Technical	35	205000	253000	310000	353000	547800	366384
Administrative & Support	7	279360	312500	330000	369500	675200	435700
Public Administration & Safety	17	196400	268000	347000	418000	574000	360118
Education & Training	37	142880	200000	270000	315000	448800	281436
Health Care & Social Assistance	146	160000	210000	285948	400000	496875	326082
Arts & Recreation	16	122500	189750	251610	450750	526366	331107
Other Services	53	151818	220000	266600	415000	574600	396340
Super Fund	45	299800	402000	496740	695000	905662	562394
Mutual ADI	46	220611	257426	365827	537987	685000	420567



5.1.3 Combined Results- Chief Finance Officer(CFO)

	No.	10%	25%	Median	75%	90%	Average
		\$	\$	\$	\$	\$	\$
Overall	590	149700	189466	278125	388125	620575	337480
Revenue							
Up to 1M	42	127750	177500	262500	344500	398500	277096
\$1M - \$5M	44	90000	114746	151500	203750	249600	175354
\$5M - \$10M	40	119500	141500	172000	201250	273000	191639
\$10M - \$20M	68	143800	165825	186075	242500	274500	205018
\$20M - \$40M	70	149700	175000	220000	314125	366096	247000
\$40M - \$80M	67	190600	210000	265000	338000	411323	286518
\$80M - \$120M	49	213600	250800	302740	373330	409400	323735
\$120M - \$160M	30	207500	242500	298004	355500	401510	311740
\$160M - \$240M	39	198200	260000	329600	392500	480345	346172
\$240M - \$400M	36	290500	342138	394125	522750	651000	438421
\$400M - \$800M	32	283200	354325	430516	606437	745000	518001
\$800M - \$1B	11	198817	399000	445000	687500	805000	506620
\$1B - \$4B	36	320000	450900	630624	811250	988750	680297
\$4B or more	24	507500	603500	890980	1080000	1150365	835025
Assets							
Up to 1M	21	85000	150000	230000	300000	360000	244364
\$1M - \$4M	38	107000	129250	165000	245500	389000	210597
\$4M - \$8M	39	109768	127500	160000	240978	318800	194679
\$8M - \$12M	21	140000	160000	195000	225000	330000	238110
\$12M - \$20M	47	143026	159918	198369	251033	365810	224132
\$20M - \$40M	44	131500	173531	240000	315750	354900	247559
\$40M - \$60M	28	144000	175782	198000	300060	335018	234125
\$60M - \$100M	43	170000	208000	281000	333000	398000	309832
\$100M - \$200M	46	197250	236546	324750	396688	497500	339203
\$200M - \$500M	63	193400	231667	300000	366500	459800	322005
\$500M - \$1B	42	185000	217250	338920	427750	619172	354036
\$1B - \$3B	60	220000	262302	345000	550746	676000	412888
\$3B - \$10B	47	284715	357052	555000	842500	1020000	627780
\$10B or more	41	263060	400000	425000	721649	963000	580262
FTE							
Up to 5	21	127500	137000	250000	328000	370000	242545
5 - 10	19	128760	156500	175000	232500	293200	201960
11 - 20	42	95500	121250	177510	256000	392550	229770
21 - 30	34	107848	138750	175500	239397	336837	205769
31 - 50	49	148000	175000	210000	285000	334000	239172
51 - 70	30	140160	165225	208184	265776	375009	241829
71 - 100	41	150000	186000	225000	300000	374525	251792
101 - 150	61	150000	185600	260000	330000	412600	267780
151 - 200	35	150000	172500	191000	316650	366800	243402
201 - 300	60	195198	260000	360000	401250	545798	364893
301 - 400	21	160000	217000	388500	447000	601000	367912
401 - 600	34	198667	232000	301370	405481	587085	356406
601 - 1000	47	226304	261000	340000	415000	513601	361417
1001 - 4000	57	255000	300000	457000	628000	752550	507783
4001 or more	39	400800	512842	805000	988750	1164000	813253



5.1.3 Combined Results – Chief Finance Officer(CFO) (continued)

	No.	10%	25%	Median	75%	90%	Average
		\$	\$	\$	\$	\$	\$
Type of Organisation							
ASX 200 company	60	444912	581000	759375	938754	1140150	781721
Large - listed	28	300500	380542	454801	612500	719556	506543
Large - public unlisted	30	238000	272500	366975	400981	460250	398450
Large - private	23	243200	300000	375000	417650	468000	365787
Medium - listed	46	179000	245500	305750	359700	495862	323559
Medium - public unlisted	63	160980	187719	225000	298427	327990	237629
Medium - private	49	122797	150000	185000	295000	354666	227353
Small - listed	15	126000	185000	289850	346500	379000	267210
Small - public unlisted	5	145020	153000	160000	220000	238000	184540
Small - private	9	122000	130000	175000	200000	260000	181389
NFP: Charity	23	117800	159918	198369	250000	294194	206384
NFP: Community housing	12	143048	171620	187878	214000	232335	190834
NFP: Disability	24	139300	150000	241125	302000	313200	236226
NFP: Education	12	110958	141250	172000	280800	631300	262992
NFP: Health	29	139000	165900	192000	230000	274000	206561
NFP: Aged Care	22	142800	181250	240500	299002	328972	236935
NFP: Professional/Industry	17	108000	140000	205000	250000	285000	196845
NFP: Sport & Recreation	5	121451	126000	153000	160000	211000	160484
NFP: Other	13	132742	169125	235000	354000	444609	286238
Government - Large	40	181800	262500	335000	453250	561500	368238
Government - Medium	34	171500	188050	262500	315750	439600	285485
Government - Small	2	-	-	312500	-	-	312500
Superfunds	29	217909	270000	374000	412600	450640	348496
Type of Industry							
Agriculture, Forestry & Fishing	13	137000	175000	217000	295000	400000	247074
Mining - Junior	21	350000	375000	521724	599550	664870	507773
Mining	20	129000	192500	278425	318250	369235	269144
Manufacturing	24	142500	203750	290000	614780	835212	407261
Electricity, Gas, Water, & Waste	18	230800	255000	343500	473882	758000	426014
Construction	14	111000	203260	312000	371250	536300	355525
Wholesale Trade	17	146000	150000	260000	320000	377458	266574
Retail Trade	15	191000	231000	420000	595000	798000	452900
Accommodation and Food	5	166835	206000	230000	558000	703200	386945
Transport, Postal & Warehousing	16	242500	307250	357550	487600	650500	419153
Information Media & Telecoms	21	231000	273000	330000	417000	560000	403811
Financial & Insurance	86	205000	259000	336076	454500	773825	414411
Rental, Hiring & Real Estate	6	170000	177500	201000	376750	696500	355833
Professional, Scientific & Technical	38	163500	220000	300000	375750	542200	313126
Administrative & Support	5	125305	150000	165000	165900	890040	392508
Public Administration & Safety	9	176000	182000	299000	330000	453000	326222
Education & Training	22	131500	152000	183500	258750	679075	342101
Health Care & Social Assistance	109	129800	150000	200000	285000	354000	232938
Arts & Recreation	11	103317	122210	153000	260000	342000	192814
Other Services	47	156000	179000	245000	423000	692700	362435
Super Fund	27	217818	266530	366000	413300	451280	345056
Mutual ADI	41	160000	189288	247000	362000	409863	267679



5.1.4 Combined Results - Company Secretary

	No.	10%	25%	Median	75%	90%	Average
		\$	\$	\$	\$	\$	\$
Overall	230	74500	116250	180000	250000	350282	202440
Revenue							
Up to 1M	30	24300	80000	117500	206750	253082	142989
\$1M - \$5M	16	27500	35000	77500	97750	142500	86731
\$5M - \$10M	19	86000	105000	147000	225500	253000	163658
\$10M - \$20M	24	72000	116250	182500	209250	245110	163062
\$20M - \$40M	24	91178	109975	153000	203000	275800	165297
\$40M - \$80M	26	81200	134250	181000	229250	300500	209640
\$80M - \$120M	22	132285	157000	200605	248750	250900	203065
\$120M - \$160M	10	124500	199586	295000	312000	477000	364134
\$160M - \$240M	14	120000	131000	190950	238750	381304	214490
\$240M - \$400M	12	111500	128750	182500	211032	316500	190531
\$400M - \$800M	11	155000	199636	269730	344175	420000	285532
\$800M - \$1B	6	160500	212250	238000	365000	424000	274167
\$1B - \$4B	10	234100	286425	350000	463012	605215	460410
\$4B or more	4	256935	294262	341000	385250	418100	338512
Assets							
Up to 1M	11	18000	27500	90000	205605	250000	131519
\$1M - \$4M	20	24300	44750	88600	128250	188600	101760
\$4M - \$8M	21	36000	80000	105000	146000	197000	112751
\$8M - \$12M	7	103000	107625	120000	173000	201160	145093
\$12M - \$20M	18	90948	120250	132825	167812	209300	146003
\$20M - \$40M	22	62000	120000	135728	199250	243570	162720
\$40M - \$60M	7	87600	90000	100000	147500	171400	120000
\$60M - \$100M	12	160200	199500	243500	274383	348334	265256
\$100M - \$200M	14	45720	114975	132000	242500	308750	166216
\$200M - \$500M	22	120500	160076	195000	295250	370921	267422
\$500M - \$1B	14	166700	181250	205768	247500	290100	228058
\$1B - \$3B	19	120800	181165	216000	298700	373600	241667
\$3B - \$10B	22	175944	235276	273500	358562	465000	314838
\$10B or more	19	178800	200688	244400	330850	427034	325401
FTE							
Up to 5	18	22900	47000	87000	146614	199500	103761
5 - 10	8	17000	23750	82000	238300	289000	135425
11 - 20	21	50000	80000	120000	150000	260000	136986
21 - 30	14	32000	90000	106650	189938	306050	145466
31 - 50	27	111000	127500	195000	245000	289006	193515
51 - 70	8	99100	175000	223650	257750	288920	210338
71 - 100	12	33000	75000	140325	176250	198000	135892
101 - 150	22	120573	157250	188500	242776	278545	201717
151 - 200	8	97200	132750	182500	216158	298200	187901
201 - 300	24	91178	117500	182719	248942	313560	192024
301 - 400	9	125000	135000	206000	300000	313400	219859
401 - 600	16	120000	143750	219188	379509	411640	254168
601 - 1000	16	105000	162750	226500	301250	410000	295744
1001 - 4000	19	124000	175500	206000	311550	469640	275891
4001 or more	8	195700	232750	345850	392750	764000	448713



5.1.4 Combined Results - Company Secretary (continued)

	No.	10%	25%	Median	75%	90%	Average
		\$	\$	\$	\$	\$	\$
Type of Organisation							
ASX 200 company	16	207500	296250	350000	410000	456025	347125
Large - listed	16	115000	158750	231000	329525	399171	253731
Large - public unlisted	10	116240	166110	203188	227750	401500	312921
Large - private	5	124000	130000	185000	198000	241038	180546
Medium - listed	23	72000	87000	180000	257500	348956	187611
Medium - public unlisted	22	113970	157250	196000	237500	276945	190670
Medium - private	17	82320	100000	120000	170000	272000	155482
Small - listed	12	35000	80000	118000	205500	231000	134888
Small - public unlisted	3	-	45000	80000	115000	-	80000
Small - private	3	-	30500	36000	63000	-	50333
NFP: Charity	11	32000	102500	134000	178040	194272	132916
NFP: Community housing	6	42500	85039	170578	199750	219025	144034
NFP: Disability	7	78200	101000	105000	167500	175600	125143
NFP: Education	9	18000	30000	100000	147000	234536	120742
NFP: Health	11	50000	80000	100000	141000	180000	109818
NFP: Aged Care	3	-	207500	250000	800000	-	588333
NFP: Professional/Industry	7	76355	106962	123761	148000	154020	120534
NFP: Sport & Recreation	2	-	-	150000	-	-	150000
NFP: Other	7	91600	125325	131400	141728	170600	131501
Government - Large	15	127600	181000	240000	329000	417600	288300
Government - Medium	9	130000	179000	247300	261000	269000	214478
Government - Small	2	-	-	186000	-	-	186000
Superfunds	16	197500	215750	253650	280250	315100	258491
Type of Industry							
Agriculture, Forestry & Fishing	5	69600	120000	131400	179000	253400	153880
Mining - Junior	9	102000	186900	300000	400000	454270	285361
Mining	15	94500	117500	197000	238200	317692	191881
Manufacturing	6	107000	149000	233000	301250	357500	232500
Electricity, Gas, Water, & Waste	8	141000	172500	210500	368250	394800	257250
Construction	7	70200	132578	161000	200000	490000	248451
Wholesale Trade	7	48000	80000	120000	162500	224000	127857
Retail Trade	3	-	182500	198000	256500	-	226667
Accommodation and Food	3	-	105000	110000	230000	-	186667
Transport, Postal & Warehousing	6	193500	237750	253000	277250	318050	254850
Information Media & Telecoms	2	-	-	213000	-	-	213000
Financial & Insurance	37	66800	170000	205537	269730	362000	224824
Rental, Hiring & Real Estate	2	-	-	158000	-	-	158000
Professional, Scientific & Technical	19	76000	88600	120000	167500	272400	145528
Administrative & Support	2	-	-	130000	-	-	130000
Public Administration & Safety	5	72000	135000	150000	181000	285400	170200
Education & Training	13	36000	80000	120000	165000	193750	211019
Health Care & Social Assistance	34	73000	90981	125863	183250	249190	175807
Arts & Recreation	3	-	111000	147000	179500	-	144667
Other Services	16	40500	102500	120500	177500	335500	155675
Super Fund	16	204500	231580	262434	288300	320500	267928
Mutual ADI	12	161500	182078	203188	246235	284494	215846



5.1.5 Combined Results – General Counsel & Company Secretary

	No.	10%	25%	Median	75%	90%	Average
		\$	\$	\$	\$	\$	\$
Overall	91	160000	201204	278459	368605	448000	307243
Revenue							
Up to 1M	4	49260	120450	187000	249250	312700	182700
\$1M - \$5M	4	200100	230250	291500	367875	425250	306625
\$5M - \$10M	3	-	144000	180000	277500	-	221000
\$10M - \$20M	3	-	152500	200000	225000	-	185000
\$20M - \$40M	15	126000	153500	250000	289654	375000	237354
\$40M - \$80M	13	183800	202889	244544	350000	374000	283220
\$80M - \$120M	4	160451	176127	254918	381250	482500	302459
\$120M - \$160M	9	199926	216000	278459	288343	344400	276058
\$160M - \$240M	10	175098	212620	260013	318824	351686	270679
\$240M - \$400M	8	248836	302500	323000	417750	444675	343921
\$400M - \$800M	7	262760	306800	392600	398220	414400	356949
\$800M - \$1B	-	-	-	-	-	-	-
\$1B - \$4B	8	242338	334906	388605	498120	748699	437232
\$4B or more	3	-	700000	900000	946320	-	797547
Assets							
Up to 1M	2	-	-	376444	-	-	376444
\$1M - \$4M	2	-	-	327500	-	-	327500
\$4M - \$8M	7	63720	176000	260000	310000	389000	239114
\$8M - \$12M	4	153000	157500	163500	373410	744948	367410
\$12M - \$20M	5	153000	180000	200000	250000	378100	245700
\$20M - \$40M	4	131051	165627	199418	226750	249700	192959
\$40M - \$60M	3	-	157500	195000	237500	-	198333
\$60M - \$100M	8	172800	202500	256492	312500	350000	257373
\$100M - \$200M	6	249734	293850	360720	417860	433500	347984
\$200M - \$500M	10	206708	252500	262313	303078	320000	263506
\$500M - \$1B	10	336117	355500	386300	426250	439125	386814
\$1B - \$3B	16	158610	181000	256584	335052	413500	261879
\$3B - \$10B	8	210123	241218	304724	392750	574244	360031
\$10B or more	5	364365	415000	504915	751540	840616	580413
FTE							
Up to 5	2	-	-	175000	-	-	175000
5 - 10	2	-	-	463500	-	-	463500
11 - 20	5	193600	214000	247000	260000	329000	255200
21 - 30	2	-	-	1800	-	-	1800
31 - 50	7	142200	173500	287000	294172	307600	235192
51 - 70	3	-	216000	265000	278654	-	241436
71 - 100	6	121500	148750	220000	250000	349000	230167
101 - 150	8	107700	135000	180000	357500	398600	233875
151 - 200	3	-	261502	278459	372854	-	330084
201 - 300	11	202408	214715	264600	380724	425000	304436
301 - 400	4	207392	218480	277624	335207	343483	276062
401 - 600	6	189918	196972	269444	339739	445492	301618
601 - 1000	10	205608	252861	281734	318750	336000	283607
1001 - 4000	12	206003	265490	340500	397330	413500	321986
4001 or more	12	273500	355250	427500	748496	885154	524355



5.1.5 Combined Results – General Counsel & Company Secretary (continued)

	No.	10%	25%	Median	75%	90%	Average
		\$	\$	\$	\$	\$	\$
Type of Organisation							
ASX 200 company	13	338600	362210	435000	747481	870308	525045
Large - listed	5	266450	268625	283467	400000	490000	353418
Large - public unlisted	12	200241	210674	260000	326402	347564	272281
Large - private	7	173302	224718	340985	410720	431000	315409
Medium - listed	10	118800	211000	257500	401115	449925	280271
Medium - public unlisted	8	121700	177500	266444	294230	324000	239274
Medium - private	7	63720	127500	167000	289500	331400	193257
Small - listed	2	-	-	311750	-	-	311750
Small - public unlisted	2	-	-	190000	-	-	190000
Small - private	2	-	-	375000	-	-	375000
NFP: Charity	3	-	188610	200000	307500	-	264073
NFP: Community housing	-	-	-	-	-	-	-
NFP: Disability	2	-	-	350000	-	-	350000
NFP: Education	2	-	-	255000	-	-	255000
NFP: Health	2	-	-	202889	-	-	202889
NFP: Aged Care	4	262212	265490	296656	333750	347700	302584
NFP: Professional/Industry	5	197856	224640	247000	250000	292000	244328
NFP: Sport & Recreation	2	-	-	135000	-	-	135000
NFP: Other	2	-	-	198000	-	-	198000
Government - Large	3	-	250500	320000	337500	-	285333
Government - Medium	2	-	-	227000	-	-	227000
Government - Small	-	-	-	-	-	-	-
Superfunds	2	-	-	504915	-	-	504915
Type of Industry							
Agriculture, Forestry & Fishing	-	-	-	-	-	-	-
Mining - Junior	5	341200	349000	362210	442000	445600	387442
Mining	3	-	187000	214000	338750	-	279167
Manufacturing	3	-	165000	210000	239312	-	199542
Electricity, Gas, Water, & Waste	2	-	-	716320	-	-	716320
Construction	4	158540	238850	301234	328000	344200	265617
Wholesale Trade	3	-	220000	260000	348000	-	292000
Retail Trade	2	-	-	167000	-	-	167000
Accommodation and Food	2	-	-	247000	-	-	247000
Transport, Postal & Warehousing	6	189060	220840	285000	342500	548740	340934
Information Media & Telecoms	2	-	-	254000	-	-	254000
Financial & Insurance	20	190000	263450	320492	412750	570154	363354
Rental, Hiring & Real Estate	2	-	-	467250	-	-	467250
Professional, Scientific & Technical	9	177869	195000	280000	320000	339288	262920
Administrative & Support	-	-	-	-	-	-	-
Public Administration & Safety	2	-	-	158000	-	-	158000
Education & Training	2	-	-	392600	-	-	392600
Health Care & Social Assistance	11	200000	209444	267312	353500	415000	290586
Arts & Recreation	-	-	-	-	-	-	-
Other Services	5	165600	180000	224640	435000	474000	299128
Super Fund	-	-	-	-	-	-	-
Mutual ADI	10	133900	186352	228987	257620	296137	219378



5.1.6 Combined Results – CFO & Company Secretary

	No.	10%	25%	Median	75%	90%	Average
		\$	\$	\$	\$	\$	\$
Overall	162	130000	156778	214190	298500	358034	236897
Revenue							
Up to 1M	25	87000	141000	198900	302000	350484	219075
\$1M - \$5M	12	124195	153250	187500	302000	336541	217272
\$5M - \$10M	18	124000	141250	162852	218750	271761	189865
\$10M - \$20M	20	118318	130250	151500	200092	215942	161552
\$20M - \$40M	24	156675	169988	206500	287250	428729	251862
\$40M - \$80M	27	180000	210000	253961	305295	330000	258286
\$80M - \$120M	10	207900	215500	250500	261750	275213	247513
\$120M - \$160M	8	230900	270500	301364	317500	334647	290860
\$160M - \$240M	4	157057	220143	267596	297500	329000	250048
\$240M - \$400M	5	355000	361000	400000	400400	509776	419019
\$400M - \$800M	3	-	261000	275000	370000	-	329000
\$800M - \$1B	2	-	-	381000	-	-	381000
\$1B - \$4B	2	-	-	390500	-	-	390500
\$4B or more	2	-	-	214950	-	-	214950
Assets							
Up to 1M	4	141785	172138	218000	285250	354100	239388
\$1M - \$4M	13	73000	125000	150000	230000	326000	189885
\$4M - \$8M	15	107000	120500	155000	173168	199782	151107
\$8M - \$12M	11	132000	142500	200000	225000	300000	198800
\$12M - \$20M	13	138400	150000	198000	210000	284476	205681
\$20M - \$40M	24	143700	154688	190000	247598	328800	223136
\$40M - \$60M	13	151986	180000	210000	300000	336170	243886
\$60M - \$100M	21	210000	240000	275000	315000	325000	270600
\$100M - \$200M	19	193990	246000	265000	306658	370600	275217
\$200M - \$500M	14	211200	257750	280000	342409	388580	301757
\$500M - \$1B	7	238600	277092	351000	427400	512680	362283
\$1B - \$3B	3	-	231980	253961	284480	-	259654
\$3B - \$10B	-	-	-	-	-	-	-
\$10B or more	2	-	-	377000	-	-	377000
FTE							
Up to 5	10	66000	96250	133750	168750	205110	136740
5 - 10	11	141000	156500	186000	288934	315000	205715
11 - 20	15	132130	150000	230000	295031	338484	222102
21 - 30	11	125000	143000	165000	180000	200358	163755
31 - 50	15	131872	150000	200000	225000	266679	197182
51 - 70	10	123500	145000	227596	305046	340539	243069
71 - 100	18	131400	150000	205185	271891	330000	221966
101 - 150	12	159525	207000	284480	356750	453923	292373
151 - 200	15	157000	195668	275000	320500	363800	265871
201 - 300	13	181000	203000	221720	252000	347844	242584
301 - 400	7	181400	197000	240000	257500	271000	228429
401 - 600	3	-	270000	280000	290000	-	280000
601 - 1000	10	213100	268250	302945	395550	572169	350098
1001 - 4000	6	169850	255250	315500	358500	380500	288617
4001 or more	5	184440	210000	262500	400000	478600	314180



5.1.6 Combined Results – CFO & Company Secretary (continued)

	No.	10%	25%	Median	75%	90%	Average
		\$	\$	\$	\$	\$	\$
Type of Organisation							
ASX 200 company	4	195930	238725	306750	363350	385580	295325
Large - listed	7	170112	240860	275000	464566	575677	337321
Large - public unlisted	3	-	302945	325000	341078	-	321016
Large - private	6	227500	250250	258000	276250	290000	258500
Medium - listed	21	200000	270465	300000	337712	377000	299041
Medium - public unlisted	11	150000	152500	210000	246980	293185	212009
Medium - private	23	125000	147500	190000	285096	330000	213360
Small - listed	14	74500	132750	180500	248250	311100	184207
Small - public unlisted	2	-	-	150000	-	-	150000
Small - private	3	-	133750	137500	148750	-	142500
NFP: Charity	10	113895	142496	157500	177500	200400	152553
NFP: Community housing	2	-	-	256500	-	-	256500
NFP: Disability	8	117700	169000	196500	287500	400000	232375
NFP: Education	11	120000	154000	198000	223250	240000	192099
NFP: Health	6	190179	202768	220000	269391	292624	234268
NFP: Aged Care	6	172500	207249	240000	276500	280000	230833
NFP: Professional/Industry	7	144400	150000	155000	194500	205752	170626
NFP: Sport & Recreation	4	166500	186750	274000	378750	430500	291500
NFP: Other	6	172685	205278	222500	263152	318434	237873
Government - Large	4	221100	237750	314000	418500	486000	342250
Government - Medium	5	216800	242000	309000	462470	469268	337454
Government - Small	-	-	-	-	-	-	-
Superfunds	-	-	-	-	-	-	-
Type of Industry							
Agriculture, Forestry & Fishing	4	127890	180675	230000	264750	291300	215425
Mining - Junior	9	127000	150000	270000	326000	418139	281703
Mining	17	79000	160000	230000	302000	332725	222220
Manufacturing	11	130000	182625	251000	307500	357157	245644
Electricity, Gas, Water, & Waste	5	152282	155704	337712	381000	436680	299643
Construction	4	156000	232500	277500	352750	483700	307750
Wholesale Trade	11	150000	202500	230000	322500	330000	252783
Retail Trade	5	200000	230000	250000	260000	261500	236500
Accommodation and Food	2	-	-	148000	-	-	148000
Transport, Postal & Warehousing	2	-	-	431435	-	-	431435
Information Media & Telecoms	7	212000	222500	240000	287500	352800	270286
Financial & Insurance	10	136250	151250	183879	254884	307554	209814
Rental, Hiring & Real Estate	3	-	272592	293185	304092	-	286728
Professional, Scientific & Technical	12	133800	150000	190668	211095	291438	195976
Administrative & Support	2	-	-	189000	-	-	189000
Public Administration & Safety	3	-	195000	210000	370500	-	307000
Education & Training	13	128000	165000	198000	236500	245600	197084
Health Care & Social Assistance	25	113919	140000	203000	280000	384400	219039
Arts & Recreation	6	149000	164250	199000	231500	296000	214667
Other Services	12	151995	184988	240500	294402	350000	251932
Super Fund	-	-	-	-	-	-	-
Mutual ADI	-	-	-	-	-	-	-



5.1.7 Combined Results – General Counsel

	No.	10%	25%	Median	75%	90%	Average
		\$	\$	\$	\$	\$	\$
Overall	73	134600	210000	257500	350000	440000	294876
Revenue							
Up to 1M	5	120130	292825	349000	400000	659896	375997
\$1M - \$5M	4	139400	152643	198450	239425	243970	193618
\$5M - \$10M	5	115095	180000	184000	230000	248000	185165
\$10M - \$20M	7	67000	152500	220000	233500	289200	194571
\$20M - \$40M	6	77000	150750	230338	286169	340000	215779
\$40M - \$80M	5	175840	226600	250000	322400	413240	282960
\$80M - \$120M	4	254400	258000	270000	289500	306600	277500
\$120M - \$160M	3	-	210000	220000	243656	-	229104
\$160M - \$240M	3	-	218500	300000	300000	-	245667
\$240M - \$400M	5	216324	245310	257500	270000	297000	256962
\$400M - \$800M	9	192200	250000	315082	352000	356114	282486
\$800M - \$1B	4	241200	301500	358000	398250	429300	341750
\$1B - \$4B	7	248500	306491	388000	685000	772400	493855
\$4B or more	5	235136	241340	350000	612000	871430	495745
Assets							
Up to 1M	4	277400	303500	335130	364195	385678	332565
\$1M - \$4M	7	89200	188500	236900	320250	549264	299651
\$4M - \$8M	3	-	55119	88412	111393	-	89000
\$8M - \$12M	2	-	-	247000	-	-	247000
\$12M - \$20M	4	54200	105500	157000	181000	182800	129500
\$20M - \$40M	2	-	-	295000	-	-	295000
\$40M - \$60M	2	-	-	251000	-	-	251000
\$60M - \$100M	7	184000	213300	280000	332178	376918	273708
\$100M - \$200M	6	121000	208250	244838	259919	265000	210279
\$200M - \$500M	7	210800	235000	257500	283656	300000	255973
\$500M - \$1B	6	235155	262753	325041	369500	427400	329199
\$1B - \$3B	8	181800	215250	286250	350500	353045	273498
\$3B - \$10B	6	230500	233750	296000	378500	419000	315167
\$10B or more	9	233072	322400	612000	720000	889677	554458
FTE							
Up to 5	2	-	-	360000	-	-	360000
5 - 10	4	134000	139143	189450	239425	243970	189118
11 - 20	5	115095	180000	201000	220000	263695	193130
21 - 30	2	-	-	5000	-	-	5000
31 - 50	5	127000	160000	184000	230000	237200	184200
51 - 70	3	-	247500	295000	297500	-	265000
71 - 100	3	-	77000	134000	228200	-	158800
101 - 150	5	110000	260000	300000	349000	423880	278560
151 - 200	5	124600	250000	259675	318000	358200	250735
201 - 300	9	195400	230000	280000	335000	404000	297538
301 - 400	4	233100	245250	303741	359494	366716	301003
401 - 600	6	243300	262500	292500	378750	425000	320267
601 - 1000	5	198200	200000	250000	381000	542400	335600
1001 - 4000	9	240248	257500	315082	352260	836728	410180
4001 or more	8	222000	234000	303750	471000	817315	428360



5.1.7 Combined Results – General Counsel (continued)

	No.	10%	25%	Median	75%	90%	Average
		\$	\$	\$	\$	\$	\$
Type of Organisation							
ASX 200 company	11	231000	243500	388000	685000	851000	488217
Large - listed	8	257000	275375	332500	366612	529948	380518
Large - public unlisted	4	206000	215000	245000	286250	315500	256250
Large - private	3	-	262655	280000	325765	-	298947
Medium - listed	7	242000	254838	292825	322000	363400	294500
Medium - public unlisted	6	120000	230000	280000	300000	309000	236333
Medium - private	4	25048	55119	88412	124750	160300	91456
Small - listed	-	-	-	-	-	-	-
Small - public unlisted	-	-	-	-	-	-	-
Small - private	-	-	-	-	-	-	-
NFP: Charity	3	-	100429	132286	179270	-	147414
NFP: Community housing	2	-	-	241340	-	-	241340
NFP: Disability	-	-	-	-	-	-	-
NFP: Education	2	-	-	236900	-	-	236900
NFP: Health	2	-	-	201000	-	-	201000
NFP: Aged Care	2	-	-	267312	-	-	267312
NFP: Professional/Industry	2	-	-	180000	-	-	180000
NFP: Sport & Recreation	2	-	-	41000	-	-	41000
NFP: Other	3	-	208750	257500	257500	-	225000
Government - Large	8	198600	226200	290000	359445	450300	314232
Government - Medium	2	-	-	337400	-	-	337400
Government - Small	3	-	194500	247000	303500	-	249667
Superfunds	4	203000	207500	226000	262100	298280	243600
Type of Industry							
Agriculture, Forestry & Fishing	-	-	-	-	-	-	-
Mining - Junior	4	349900	351250	353741	379112	421645	376620
Mining	2	-	-	296412	-	-	296412
Manufacturing	2	-	-	340000	-	-	340000
Electricity, Gas, Water, & Waste	4	230700	275250	340500	404200	445960	338950
Construction	5	155400	231000	250000	260000	266000	223200
Wholesale Trade	2	-	-	180000	-	-	180000
Retail Trade	2	-	-	247000	-	-	247000
Accommodation and Food	2	-	-	275000	-	-	275000
Transport, Postal & Warehousing	3	-	211000	225000	225800	-	216200
Information Media & Telecoms	3	-	254838	259675	322338	-	298225
Financial & Insurance	19	61460	233450	295000	365765	619600	314513
Rental, Hiring & Real Estate	-	-	-	-	-	-	-
Professional, Scientific & Technical	4	159400	185500	215000	233828	240717	204328
Administrative & Support	-	-	-	-	-	-	-
Public Administration & Safety	-	-	-	-	-	-	-
Education & Training	4	62200	140500	202000	253065	312582	191565
Health Care & Social Assistance	6	221170	245380	262406	303140	679733	387770
Arts & Recreation	2	-	-	833160	-	-	833160
Other Services	8	103700	133143	148500	280625	500300	257634
Super Fund	4	203000	207500	226000	262100	298280	243600
Mutual ADI	-	-	-	-	-	-	-



5.1.8 Combined Results – Chief Risk Officer

	No.	10%	25%	Median	75%	90%	Average
		\$	\$	\$	\$	\$	\$
Overall	182	160022	198500	258000	362500	471900	314340
Revenue							
Up to 1M	5	99000	240000	245000	300000	339000	231000
\$1M - \$5M	6	95000	111750	152022	181761	227500	158174
\$5M - \$10M	7	135815	161880	196677	245000	295000	208477
\$10M - \$20M	22	137016	165275	235270	253750	278950	214244
\$20M - \$40M	25	162400	185000	220000	280000	377500	248069
\$40M - \$80M	27	179600	218380	311060	399782	462800	343074
\$80M - \$120M	21	181000	205000	235000	315000	345000	257493
\$120M - \$160M	14	172288	180900	215500	318828	338878	243532
\$160M - \$240M	14	213372	254375	295204	378400	415185	321491
\$240M - \$400M	12	238020	247200	290700	399577	563499	356734
\$400M - \$800M	11	222000	297500	370382	395000	556850	367245
\$800M - \$1B	2	-	-	343450	-	-	343450
\$1B - \$4B	10	311000	425250	686303	857500	1105900	688261
\$4B or more	6	149451	269688	736000	1078750	1244885	710112
Assets							
Up to 1M	5	176200	220000	240000	300000	310800	245000
\$1M - \$4M	4	120000	165000	245000	418750	632500	338750
\$4M - \$8M	5	87000	100000	105000	191000	218684	127628
\$8M - \$12M	2	-	-	130294	-	-	130294
\$12M - \$20M	4	197900	199250	226000	257750	268100	231000
\$20M - \$40M	8	157000	175750	185500	272500	320152	225105
\$40M - \$60M	4	195633	205582	213715	253490	320396	245358
\$60M - \$100M	11	152250	167500	200000	318000	336260	236445
\$100M - \$200M	10	178022	185750	223480	252411	269300	226983
\$200M - \$500M	28	154743	179700	223500	261750	324600	229688
\$500M - \$1B	16	166750	187332	236700	298500	326268	267768
\$1B - \$3B	27	170000	220220	255000	313030	392140	275024
\$3B - \$10B	23	253000	278750	339423	409474	951424	449588
\$10B or more	32	293168	374250	420000	629250	841100	503403
FTE							
Up to 5	4	178600	206500	231000	255000	282000	230500
5 - 10	2	-	-	265000	-	-	265000
11 - 20	8	97000	126250	150380	204975	251730	165207
21 - 30	8	77730	154725	217160	231786	253002	181296
31 - 50	22	155353	167750	236700	279750	334943	229686
51 - 70	10	167270	229125	259810	336250	438400	285962
71 - 100	15	172444	207500	237140	301768	428200	270719
101 - 150	15	171600	199980	220439	280000	363300	267432
151 - 200	11	165000	189000	210000	326500	378841	259266
201 - 300	25	181000	223380	340000	381000	451404	330201
301 - 400	7	181400	200000	290409	395191	494528	322444
401 - 600	11	168000	215555	247200	309000	407308	268804
601 - 1000	11	225000	257000	386200	409474	580854	414818
1001 - 4000	20	198360	233250	267156	425000	681445	377548
4001 or more	14	216200	303750	544450	876250	1157800	630780



5.1.8 Combined Results – Chief Risk Officer (continued)

	No.	10%	25%	Median	75%	90%	Average
		\$	\$	\$	\$	\$	\$
Type of Organisation							
ASX 200 company	14	244800	569218	686303	1037500	1157800	734057
Large - listed	6	205500	250000	342500	517500	668000	405333
Large - public unlisted	19	180325	243665	338000	370532	408846	335043
Large - private	6	222500	270000	307200	341100	360191	296630
Medium - listed	7	157800	177500	225000	280000	323000	236000
Medium - public unlisted	38	156481	169550	216210	241174	323478	233954
Medium - private	8	84412	97647	221070	246875	277550	182654
Small - listed	-	-	-	-	-	-	-
Small - public unlisted	2	-	-	160000	-	-	160000
Small - private	2	-	-	240000	-	-	240000
NFP: Charity	4	258900	269250	277500	294534	320696	286284
NFP: Community housing	4	150656	156663	170500	188528	202077	174690
NFP: Disability	6	233600	248400	257000	290500	300000	263533
NFP: Education	3	-	135000	170000	244000	-	196000
NFP: Health	8	171000	192750	208160	240786	293172	227671
NFP: Aged Care	7	164890	175800	225000	263656	286387	225591
NFP: Professional/Industry	2	-	-	173000	-	-	173000
NFP: Sport & Recreation	2	-	-	335000	-	-	335000
NFP: Other	2	-	-	162500	-	-	162500
Government - Large	9	205000	222000	267000	397000	705140	391656
Government - Medium	4	186000	240000	292500	345250	399700	292750
Government - Small	2	-	-	300000	-	-	300000
Superfunds	31	222000	255500	350000	408741	467000	339884
Type of Industry							
Agriculture, Forestry & Fishing	2	-	-	211000	-	-	211000
Mining - Junior	2	-	-	375000	-	-	375000
Mining	2	-	-	365000	-	-	365000
Manufacturing	2	-	-	181000	-	-	181000
Electricity, Gas, Water, & Waste	2	-	-	318500	-	-	318500
Construction	4	147000	210000	641350	1111968	1245649	680618
Wholesale Trade	2	-	-	336000	-	-	336000
Retail Trade	-	-	-	-	-	-	-
Accommodation and Food	2	-	-	480500	-	-	480500
Transport, Postal & Warehousing	2	-	-	388000	-	-	388000
Information Media & Telecoms	2	-	-	215000	-	-	215000
Financial & Insurance	58	177138	206250	272500	376726	680824	357060
Rental, Hiring & Real Estate	-	-	-	-	-	-	-
Professional, Scientific & Technical	5	170000	185000	240000	314400	316560	243480
Administrative & Support	-	-	-	-	-	-	-
Public Administration & Safety	2	-	-	247200	-	-	247200
Education & Training	7	96000	123500	170000	218500	514200	261286
Health Care & Social Assistance	25	154000	181000	225000	267312	309000	228909
Arts & Recreation	2	-	-	235000	-	-	235000
Other Services	8	171700	210250	244570	338750	440300	297018
Super Fund	30	221600	255250	331544	385275	461100	339736
Mutual ADI	29	156669	167400	225500	339423	402455	258460



5.1.9 Combined Results – Chief Operating Officer

	No.	10%	25%	Median	75%	90%	Average
		\$	\$	\$	\$	\$	\$
Overall	413	150000	200000	265000	394000	601000	356079
Revenue							
Up to 1M	22	156400	237118	274284	350000	399200	292542
\$1M - \$5M	29	98800	120000	150000	185000	214000	162521
\$5M - \$10M	37	120000	143000	174000	205000	267732	195750
\$10M - \$20M	45	126400	165000	220000	260000	310836	219449
\$20M - \$40M	47	160200	193555	220000	282575	342385	240358
\$40M - \$80M	45	184000	206000	233000	322897	418144	305195
\$80M - \$120M	38	218200	262500	312200	351500	492993	500423
\$120M - \$160M	21	245000	250000	275917	325000	552509	320306
\$160M - \$240M	27	214091	239080	350000	455000	504060	353361
\$240M - \$400M	32	242710	319500	379374	446724	669149	424572
\$400M - \$800M	22	318900	364500	460625	611250	817018	566782
\$800M - \$1B	7	208000	372000	560000	690000	711668	510453
\$1B - \$4B	28	313100	419275	535276	871192	1023420	647853
\$4B or more	11	391000	657500	908000	1200250	1378000	909923
Assets							
Up to 1M	17	140000	174000	190000	280000	362000	228172
\$1M - \$4M	21	120000	145000	176800	250000	425932	214728
\$4M - \$8M	40	110000	128750	188500	243276	272004	190101
\$8M - \$12M	21	135000	145000	190000	225000	249000	187976
\$12M - \$20M	37	148305	165000	200000	245000	261200	201572
\$20M - \$40M	28	176783	194142	220061	251388	340485	243307
\$40M - \$60M	14	146000	181282	313371	345994	1508675	685315
\$60M - \$100M	24	185454	209000	294980	329385	521710	347724
\$100M - \$200M	33	225000	265000	309400	375100	565140	345715
\$200M - \$500M	47	220780	255500	319723	388675	478600	333757
\$500M - \$1B	27	203044	246500	381000	481500	657200	481062
\$1B - \$3B	41	220000	265000	430000	545000	856282	469736
\$3B - \$10B	29	277240	356000	515000	745000	993600	630248
\$10B or more	28	295915	361750	424470	716888	1003600	570184
FTE							
Up to 5	8	193400	223288	241412	268750	301000	248984
5 - 10	9	110695	150000	200000	273567	296000	209733
11 - 20	25	114300	150000	205000	250000	520000	247525
21 - 30	21	94000	130000	165000	215000	240000	179408
31 - 50	41	145000	174060	205990	275000	375100	240905
51 - 70	23	148400	192950	245000	310530	380800	252980
71 - 100	37	129000	167000	220000	264000	374000	233710
101 - 150	34	148400	190000	256580	345994	426780	285563
151 - 200	26	148500	184000	247500	341905	470000	375600
201 - 300	43	177000	249878	310000	393500	470000	323430
301 - 400	15	175980	205500	305000	728641	1585200	773315
401 - 600	24	220052	239772	350500	436775	663491	401205
601 - 1000	35	214800	229575	318000	395675	660099	362687
1001 - 4000	50	254500	294750	402500	567500	753162	498705
4001 or more	22	368500	449000	742350	979238	1269800	756469



5.1.9 Combined Results – Chief Operating Officer (continued)

	No.	10%	25%	Median	75%	90%	Average
		\$	\$	\$	\$	\$	\$
Type of Organisation							
ASX 200 company	39	456450	531500	717150	966500	1392920	898049
Large - listed	18	337820	360636	485500	594974	757420	514121
Large - public unlisted	18	255745	288442	364374	400000	505845	405733
Large - private	24	207500	228750	290000	392500	470710	334132
Medium - listed	29	196000	250000	342540	450000	600200	365513
Medium - public unlisted	32	156006	208998	240558	292500	369262	252588
Medium - private	36	125000	165000	215000	253620	319500	230207
Small - listed	9	225040	232824	255552	275000	382400	275492
Small - public unlisted	2	-	-	350000	-	-	350000
Small - private	3	-	172500	185000	232500	-	208333
NFP: Charity	24	136500	148262	197938	237450	327073	206172
NFP: Community housing	7	179600	197600	205000	255365	275620	221426
NFP: Disability	26	133000	156750	233410	295022	350000	238263
NFP: Education	19	108400	145000	190000	254878	370800	222816
NFP: Health	23	165400	190000	200000	257000	886000	442213
NFP: Aged Care	23	131000	163854	255000	319862	387800	257447
NFP: Professional/Industry	16	132500	161044	194500	218250	250000	197283
NFP: Sport & Recreation	4	132393	153355	182500	236250	301500	207105
NFP: Other	7	173320	200584	241900	283851	405221	269475
Government - Large	19	157000	223950	303000	398000	496800	334846
Government - Medium	14	171366	212750	268500	309045	325500	284591
Government - Small	-	-	-	-	-	-	-
Superfunds	22	260500	302000	339458	413000	429870	354510
Type of Industry							
Agriculture, Forestry & Fishing	7	217180	230650	250000	390000	534000	328900
Mining - Junior	19	396880	500000	570000	707525	926400	617558
Mining	13	217610	232824	275000	330000	389600	289797
Manufacturing	16	141738	183837	255000	333500	599000	326639
Electricity, Gas, Water, & Waste	8	142000	186250	225000	242500	267820	216175
Construction	11	120000	188400	258000	365000	400000	273527
Wholesale Trade	5	179000	200000	234150	245000	353420	253970
Retail Trade	5	175960	241900	472500	892500	1144500	610280
Accommodation and Food	6	176150	188750	203000	371750	465500	281550
Transport, Postal & Warehousing	10	261200	322820	366000	635112	922256	490026
Information Media & Telecoms	14	178800	235000	336270	435938	557700	355354
Financial & Insurance	61	205990	275000	362616	525000	745000	490243
Rental, Hiring & Real Estate	6	207786	259180	355000	832250	1997972	853586
Professional, Scientific & Technical	33	167000	205000	256000	350000	403470	301232
Administrative & Support	4	127450	152875	178000	190725	193830	165600
Public Administration & Safety	4	186000	195000	218450	260175	302070	236725
Education & Training	24	123000	163750	194600	261250	492192	270466
Health Care & Social Assistance	93	135000	160000	216819	300000	350000	252213
Arts & Recreation	4	101326	112314	141710	168555	174954	139160
Other Services	32	147300	186650	249878	407500	754995	413109
Super Fund	21	260000	301000	355000	420240	573871	385646
Mutual ADI	14	198952	222754	280200	395500	441690	313938



5.1.10 Combined Results – Chief Information Officer

	No.	10%	25%	Median	75%	90%	Average
		\$	\$	\$	\$	\$	\$
Overall	208	154700	200000	265100	375225	541875	379191
Revenue							
Up to 1M	3	-	192500	260000	270000	-	221667
\$1M - \$5M	5	128000	170000	227000	230000	302000	215400
\$5M - \$10M	6	117500	150500	152500	158250	210000	160000
\$10M - \$20M	18	108850	139050	188800	242500	274127	201198
\$20M - \$40M	25	133200	176300	218000	300000	408794	244819
\$40M - \$80M	24	167471	225246	292000	347656	397222	342423
\$80M - \$120M	18	173424	190650	250000	284500	347000	261649
\$120M - \$160M	10	160000	169250	200000	277905	291742	221724
\$160M - \$240M	22	165352	204750	258100	334358	360000	276692
\$240M - \$400M	19	224100	245000	252000	345150	404000	307275
\$400M - \$800M	18	221000	277970	382500	410500	481446	385387
\$800M - \$1B	7	263200	344500	398000	442500	498000	381714
\$1B - \$4B	21	250000	370000	435000	697511	863100	521207
\$4B or more	11	350000	544000	653000	1055000	1684800	1684618
Assets							
Up to 1M	5	213400	250000	260000	280000	292000	255800
\$1M - \$4M	8	154400	166250	270000	395250	535575	305656
\$4M - \$8M	11	105000	117750	180000	225000	235000	179773
\$8M - \$12M	6	93038	113308	159500	192250	207500	153346
\$12M - \$20M	8	149657	159520	197500	304092	423309	246650
\$20M - \$40M	9	143760	150000	250000	251000	310000	229091
\$40M - \$60M	13	130000	154000	220000	252000	327600	334023
\$60M - \$100M	9	174620	260000	288100	390000	1216960	518222
\$100M - \$200M	13	160200	163724	180000	226000	348000	217371
\$200M - \$500M	18	194280	204750	250000	283495	310500	257036
\$500M - \$1B	20	170570	199726	266500	395390	472000	295929
\$1B - \$3B	35	190640	226000	291000	399000	457500	321710
\$3B - \$10B	22	251500	302506	344355	504500	652700	425726
\$10B or more	28	251932	329250	409500	661878	949170	868405
FTE							
Up to 5	-	-	-	-	-	-	-
5 - 10	2	-	-	170000	-	-	170000
11 - 20	8	107350	147625	225000	275000	440900	259188
21 - 30	3	-	105000	125000	131500	-	116000
31 - 50	11	105000	151000	197600	260000	288000	195889
51 - 70	8	126110	169250	218500	228396	269320	204412
71 - 100	15	156232	165000	220000	264091	293864	226562
101 - 150	20	147500	179075	220000	253063	338182	233759
151 - 200	9	154000	180000	250000	291000	309375	233174
201 - 300	32	160700	229000	292858	350000	401825	295555
301 - 400	10	181410	229000	280182	465000	689400	457046
401 - 600	13	185000	225000	300000	360000	419179	306258
601 - 1000	24	193320	199726	250000	363750	471750	306184
1001 - 4000	29	216400	256621	355300	435000	699069	399654
4001 or more	25	300400	357000	502320	750000	1174000	1014800



5.1.10 Combined Results – Chief Information Officer (continued)

	No.	10%	25%	Median	75%	90%	Average
		\$	\$	\$	\$	\$	\$
Type of Organisation							
ASX 200 company	25	299333	425250	566000	863100	1130000	1068003
Large - listed	13	231000	238000	350000	414000	488000	357100
Large - public unlisted	22	172300	228948	312182	338235	375000	329048
Large - private	17	156000	180000	277293	355300	378000	261576
Medium - listed	5	139000	220000	245000	268182	287273	223636
Medium - public unlisted	26	175300	203750	227598	258250	297750	236438
Medium - private	13	109000	130000	169000	220000	254000	181391
Small - listed	2	-	-	170000	-	-	170000
Small - public unlisted	-	-	-	-	-	-	-
Small - private	-	-	-	-	-	-	-
NFP: Charity	7	151800	184650	225000	270100	322542	239765
NFP: Community housing	3	-	200000	245000	245000	-	215000
NFP: Disability	8	203467	242625	255000	291250	322000	261153
NFP: Education	8	107350	117625	147600	261618	464032	225272
NFP: Health	5	162800	176000	180000	357000	1222800	533400
NFP: Aged Care	9	179080	195000	200000	252000	275297	224458
NFP: Professional/Industry	4	154400	158000	170000	182250	186300	170250
NFP: Sport & Recreation	-	-	-	-	-	-	-
NFP: Other	3	-	246540	335000	380646	-	306458
Government - Large	18	178200	277500	335500	425750	476000	337617
Government - Medium	6	190500	227750	271000	410332	551555	337685
Government - Small	-	-	-	-	-	-	-
Superfunds	15	251961	278000	330000	404625	530117	362958
Type of Industry							
Agriculture, Forestry & Fishing	-	-	-	-	-	-	-
Mining - Junior	2	-	-	960000	-	-	960000
Mining	-	-	-	-	-	-	-
Manufacturing	6	171000	191775	208550	265000	492650	290733
Electricity, Gas, Water, & Waste	7	158000	170000	219000	422950	492400	297986
Construction	6	152500	206250	231500	243250	252500	212167
Wholesale Trade	5	184000	220000	226930	250000	322000	245386
Retail Trade	4	175600	208000	349250	494875	535150	353625
Accommodation and Food	3	-	146550	180000	363125	-	279783
Transport, Postal & Warehousing	6	212500	276333	402666	446332	470055	361740
Information Media & Telecoms	10	159900	218750	255000	399500	1470641	1347582
Financial & Insurance	44	186000	264249	300858	484490	699253	427196
Rental, Hiring & Real Estate	3	-	190098	220195	232598	-	208398
Professional, Scientific & Technical	13	155400	170000	205000	300000	371060	241752
Administrative & Support	2	-	-	149750	-	-	149750
Public Administration & Safety	5	222800	227000	304880	336000	453000	323776
Education & Training	14	123000	146400	157500	386250	528696	305487
Health Care & Social Assistance	27	161467	199452	250000	302000	352800	306799
Arts & Recreation	-	-	-	-	-	-	-
Other Services	13	165200	251000	350000	426292	608000	377896
Super Fund	13	250981	272000	330000	404250	421234	335265
Mutual ADI	24	174900	211625	259000	331702	356062	265912



5.1.11 Combined Results – Chief People & Culture Officer

	No.	10%	25%	Median	75%	90%	Average
		\$	\$	\$	\$	\$	\$
Overall	308	133574	175000	236070	308500	449460	271527
Revenue							
Up to 1M	10	145000	175750	265000	298912	399100	255565
\$1M - \$5M	5	104940	127350	143000	225000	226200	162470
\$5M - \$10M	13	100000	110000	130000	135000	148000	132045
\$10M - \$20M	35	96100	122500	157000	182500	244856	163513
\$20M - \$40M	44	140000	160600	186300	238999	303980	209662
\$40M - \$80M	48	140000	174069	208000	274562	332613	241154
\$80M - \$120M	30	193500	211832	237500	294250	316500	249877
\$120M - \$160M	20	178605	212500	240940	286750	302000	252667
\$160M - \$240M	25	160536	185000	255471	305292	380400	261989
\$240M - \$400M	26	207000	252750	275000	362000	428964	315152
\$400M - \$800M	18	221900	281625	348500	400570	511400	360840
\$800M - \$1B	6	216500	279500	307000	378750	427500	317000
\$1B - \$4B	16	399500	401500	454660	556512	917500	562083
\$4B or more	11	440000	511800	640000	796000	892500	639145
Assets							
Up to 1M	9	147600	158000	218404	280000	307362	223107
\$1M - \$4M	12	91000	115000	157500	322500	438000	225667
\$4M - \$8M	19	100000	105000	165000	243570	325400	190078
\$8M - \$12M	12	140000	147500	172500	200000	200000	220583
\$12M - \$20M	16	126000	138750	172500	199169	213275	168215
\$20M - \$40M	20	139750	149962	182500	221250	274600	190389
\$40M - \$60M	18	120000	131000	180000	248528	300081	193379
\$60M - \$100M	17	150240	200000	240000	350000	480000	299594
\$100M - \$200M	27	148000	173808	216000	265500	349000	242980
\$200M - \$500M	39	179020	201000	235000	293500	339200	252804
\$500M - \$1B	22	164210	185650	293875	349250	408239	286429
\$1B - \$3B	33	171683	220000	252000	315000	432769	280081
\$3B - \$10B	24	226471	253750	321750	413750	668700	396933
\$10B or more	33	248240	296000	330000	550000	780600	440214
FTE							
Up to 5	2	-	-	240000	-	-	240000
5 - 10	2	-	-	100000	-	-	100000
11 - 20	6	97500	119000	205500	287500	350000	217667
21 - 30	5	112000	130000	150000	220000	223000	165000
31 - 50	19	109200	126290	143000	182500	190200	152188
51 - 70	17	135301	164000	180000	275000	300350	201685
71 - 100	28	99100	123750	175000	232432	298700	183169
101 - 150	31	120000	144600	180000	227500	260000	194519
151 - 200	18	141000	176250	219202	254710	290625	217660
201 - 300	41	150000	185000	244000	300000	330000	245367
301 - 400	16	164000	200000	218500	307500	373000	256084
401 - 600	22	173572	198312	222836	303969	406577	264026
601 - 1000	34	199233	214750	266500	305875	401012	285081
1001 - 4000	42	210700	252000	300135	409675	556315	356165
4001 or more	26	317500	400000	488800	764250	921495	573262



5.1.11 Combined Results – Chief People & Culture Officer (continued)

	No.	10%	25%	Median	75%	90%	Average
		\$	\$	\$	\$	\$	\$
Type of Organisation							
ASX 200 company	25	380756	400000	528000	681000	875500	572005
Large - listed	14	262600	296250	340000	453667	551418	387864
Large - public unlisted	26	190000	228000	269236	313125	359855	304261
Large - private	19	136000	162500	220000	395000	416000	267903
Medium - listed	15	198942	222500	288750	307500	372000	282580
Medium - public unlisted	32	132823	150750	181529	215116	254393	185584
Medium - private	21	120000	140000	175000	200000	235000	172897
Small - listed	-	-	-	-	-	-	-
Small - public unlisted	-	-	-	-	-	-	-
Small - private	-	-	-	-	-	-	-
NFP: Charity	16	108000	137500	167500	210000	285768	187727
NFP: Community housing	5	119000	125000	211110	230000	238400	185022
NFP: Disability	20	138000	161250	264543	281250	302000	230554
NFP: Education	10	103850	132500	187125	231496	272092	188966
NFP: Health	18	136451	146250	175050	200000	239898	183178
NFP: Aged Care	20	118000	143150	208000	250500	260600	203942
NFP: Professional/Industry	10	97700	122000	180144	200473	271642	176160
NFP: Sport & Recreation	-	-	-	-	-	-	-
NFP: Other	8	169800	211500	220500	299500	384354	250356
Government - Large	21	170000	230000	273000	399000	495600	333701
Government - Medium	3	-	217500	250000	272500	-	243333
Government - Small	2	-	-	330000	-	-	330000
Superfunds	24	225400	261400	303000	329118	399200	310554
Type of Industry							
Agriculture, Forestry & Fishing	2	-	-	405000	-	-	405000
Mining - Junior	10	295585	330000	420000	500807	557100	421088
Mining	3	-	173000	185000	242500	-	215333
Manufacturing	11	127350	142500	175000	260043	274000	223378
Electricity, Gas, Water, & Waste	8	162000	225000	356500	531700	685600	397575
Construction	10	104500	200000	210250	364250	459400	306250
Wholesale Trade	6	149925	155000	210000	281500	319500	226475
Retail Trade	4	138800	146000	182000	260250	343500	224250
Accommodation and Food	3	-	157050	201000	325500	-	254700
Transport, Postal & Warehousing	5	330000	345000	389390	398705	430682	381019
Information Media & Telecoms	7	128000	169118	200000	275000	338000	221177
Financial & Insurance	49	174282	218404	273000	390000	652000	347739
Rental, Hiring & Real Estate	3	-	195000	230000	259375	-	226250
Professional, Scientific & Technical	23	128000	161000	200000	267120	317332	228787
Administrative & Support	4	114751	129376	138751	144500	152600	135126
Public Administration & Safety	3	-	241000	255000	393000	-	337667
Education & Training	16	106750	158750	185000	281452	468500	281269
Health Care & Social Assistance	75	117000	153500	200000	252000	294162	209698
Arts & Recreation	2	-	-	204000	-	-	204000
Other Services	16	138500	187500	239568	300000	401922	272275
Super Fund	21	220000	250000	308000	340000	410000	318765
Mutual ADI	27	147800	168464	241880	304579	337084	239530



5.1.12 Combined Results – Chief Marketing Officer

	No.	10%	25%	Median	75%	90%	Average
		\$	\$	\$	\$	\$	\$
Overall	218	117100	146822	203212	291401	381850	233256
Revenue							
Up to 1M	7	85000	117500	180000	237500	276420	184436
\$1M - \$5M	21	88000	118000	125000	160000	230000	141543
\$5M - \$10M	20	74500	129675	140000	158250	208383	148944
\$10M - \$20M	26	97500	125000	158500	205250	264750	173154
\$20M - \$40M	29	114000	175000	200281	265000	351200	237625
\$40M - \$80M	26	142087	170000	255000	300000	331500	240655
\$80M - \$120M	18	143640	153376	205238	279138	339600	226612
\$120M - \$160M	15	146000	180000	216000	269000	277266	217798
\$160M - \$240M	17	133200	185000	264000	365000	418400	273396
\$240M - \$400M	14	192000	222500	324500	392500	470600	331868
\$400M - \$800M	10	239750	245582	315000	337694	349278	304517
\$800M - \$1B	5	217200	303000	315000	376000	427000	323000
\$1B - \$4B	8	292500	374121	450638	550688	675300	466294
\$4B or more	2	-	-	787000	-	-	787000
Assets							
Up to 1M	12	88500	127500	149000	192500	242699	158926
\$1M - \$4M	18	79400	104500	125000	170250	268350	173578
\$4M - \$8M	15	86200	97500	120000	131000	203255	172228
\$8M - \$12M	8	113500	130000	150000	178750	193084	150035
\$12M - \$20M	20	129000	144812	164252	195138	202500	175904
\$20M - \$40M	10	120342	136880	166000	255000	319300	194504
\$40M - \$60M	12	91500	131250	162875	206388	267055	172025
\$60M - \$100M	14	150000	165000	212738	278035	307035	222063
\$100M - \$200M	21	140000	170000	225000	272950	290960	230656
\$200M - \$500M	18	147110	203000	245000	289282	335500	247457
\$500M - \$1B	15	189600	216500	300000	380500	449714	306537
\$1B - \$3B	19	169286	194218	249100	315000	408317	274472
\$3B - \$10B	15	228000	258250	303000	352500	477000	342355
\$10B or more	15	267200	332620	366316	412000	534108	386533
FTE							
Up to 5	4	94900	109750	121500	146750	185900	135000
5 - 10	9	112000	128000	145000	155000	252730	161772
11 - 20	13	82000	100000	140000	205425	230000	196362
21 - 30	13	91000	128700	140000	212100	247000	169831
31 - 50	27	130000	149000	175000	246250	280772	189953
51 - 70	13	121000	130000	150000	221900	244034	177521
71 - 100	13	122856	134174	184000	275000	314792	201841
101 - 150	22	90000	150000	186218	259500	300000	201890
151 - 200	13	91000	120000	210000	275000	296749	204161
201 - 300	26	130500	162000	226748	293471	363000	234623
301 - 400	9	154000	189000	275808	366316	411000	286545
401 - 600	11	175000	190000	250000	304774	425000	269027
601 - 1000	21	195000	240000	280000	365000	414000	307634
1001 - 4000	16	200500	239832	291242	389671	455638	312922
4001 or more	8	292500	312000	357414	675250	737200	478978



5.1.12 Combined Results – Chief Marketing Officer (continued)

	No.	10%	25%	Median	75%	90%	Average
		\$	\$	\$	\$	\$	\$
Type of Organisation							
ASX 200 company	5	311400	495000	500000	509250	609300	473850
Large - listed	5	161526	250000	300000	334750	404065	287514
Large - public unlisted	17	180000	240000	300311	365000	405600	308311
Large - private	13	159000	200000	265000	330778	435860	315967
Medium - listed	7	138000	202500	247500	303625	352600	245679
Medium - public unlisted	25	135200	150000	195000	277000	300000	213861
Medium - private	27	86800	127500	170000	207712	257200	166790
Small - listed	2	-	-	316050	-	-	316050
Small - public unlisted	2	-	-	128000	-	-	128000
Small - private	2	-	-	132500	-	-	132500
NFP: Charity	12	86000	146000	156500	187266	295855	184903
NFP: Community housing	3	-	120000	125000	160000	-	145000
NFP: Disability	8	108000	122250	197738	232500	282000	190434
NFP: Education	15	102000	136160	162750	215140	269689	183290
NFP: Health	8	134752	159750	191000	235981	287000	204019
NFP: Aged Care	9	121000	175000	198000	250000	286586	207609
NFP: Professional/Industry	11	78000	110000	130000	195000	275808	165860
NFP: Sport & Recreation	2	-	-	145000	-	-	145000
NFP: Other	14	108000	121000	155000	284500	325400	202502
Government - Large	10	156100	221750	233500	262028	318800	247111
Government - Medium	6	135000	152500	172500	193025	491350	266283
Government - Small	-	-	-	-	-	-	-
Superfunds	18	228130	260316	349000	387625	417300	339720
Type of Industry							
Agriculture, Forestry & Fishing	2	-	-	162500	-	-	162500
Mining - Junior	2	-	-	140000	-	-	140000
Mining	2	-	-	308025	-	-	308025
Manufacturing	12	143000	192500	212738	262531	433248	243455
Electricity, Gas, Water, & Waste	4	159500	211250	271500	447250	706900	387000
Construction	5	78000	105000	155000	180000	207000	145000
Wholesale Trade	9	108509	180000	250000	271000	310200	231949
Retail Trade	6	112500	125000	154000	291000	420625	229042
Accommodation and Food	2	-	-	463000	-	-	463000
Transport, Postal & Warehousing	-	-	-	-	-	-	-
Information Media & Telecoms	6	131500	148500	213125	294062	370237	238287
Financial & Insurance	29	126000	189000	237495	300000	427000	271037
Rental, Hiring & Real Estate	4	170500	186250	208988	263481	336392	240744
Professional, Scientific & Technical	20	139000	150000	177500	298161	377270	224637
Administrative & Support	-	-	-	-	-	-	-
Public Administration & Safety	2	-	-	223500	-	-	223500
Education & Training	19	90000	123660	150000	192140	232822	182827
Health Care & Social Assistance	39	84000	126500	175000	254275	304400	188419
Arts & Recreation	4	74000	110000	137500	180250	243700	152750
Other Services	15	120400	135000	160000	192776	349020	197679
Super Fund	17	225840	252500	334750	375000	399600	319580
Mutual ADI	20	149643	184750	256550	321250	365132	258147



5.1.13 Combined Results – Chief Digital Officer

	No.	10%	25%	Median	75%	90%	Average
		\$	\$	\$	\$	\$	\$
Overall	48	103050	139000	226000	323750	434642	284822
Revenue							
Up to 1M	2	-	-	125000	-	-	125000
\$1M - \$5M	6	65000	75000	97500	180000	213500	120333
\$5M - \$10M	2	-	-	123500	-	-	123500
\$10M - \$20M	7	102400	152500	225000	249550	264400	200657
\$20M - \$40M	5	118000	130000	175000	385000	442000	256000
\$40M - \$80M	6	103400	120000	187500	273586	304891	198597
\$80M - \$120M	8	186180	245084	283000	305000	336516	268411
\$120M - \$160M	3	-	203500	262000	272242	-	229828
\$160M - \$240M	2	-	-	405000	-	-	405000
\$240M - \$400M	3	-	307000	402000	403500	-	339667
\$400M - \$800M	2	-	-	500000	-	-	500000
\$800M - \$1B	2	-	-	160000	-	-	160000
\$1B - \$4B	2	-	-	2144000	-	-	2144000
\$4B or more	2	-	-	615744	-	-	615744
Assets							
Up to 1M	3	-	82500	108500	156500	-	110500
\$1M - \$4M	2	-	-	97500	-	-	97500
\$4M - \$8M	5	101100	105000	105000	125000	281000	163700
\$8M - \$12M	2	-	-	175000	-	-	175000
\$12M - \$20M	5	118000	130000	145000	200000	201011	157337
\$20M - \$40M	2	-	-	295000	-	-	295000
\$40M - \$60M	2	-	-	184775	-	-	184775
\$60M - \$100M	3	-	210500	271000	280391	-	236927
\$100M - \$200M	4	227000	249500	291000	332000	353600	290500
\$200M - \$500M	5	160480	256000	282483	402000	403800	288457
\$500M - \$1B	5	180000	225000	243100	277000	410800	279020
\$1B - \$3B	3	-	261000	295000	315000	-	285667
\$3B - \$10B	2	-	-	250028	-	-	250028
\$10B or more	5	435693	442000	480000	800000	1606400	859498
FTE							
Up to 5	-	-	-	-	-	-	-
5 - 10	2	-	-	75000	-	-	75000
11 - 20	2	-	-	75000	-	-	75000
21 - 30	5	57000	105000	120000	125000	170000	115000
31 - 50	5	119800	142000	200000	243100	263440	193420
51 - 70	2	-	-	161750	-	-	161750
71 - 100	2	-	-	312000	-	-	312000
101 - 150	5	110000	110000	130000	150000	181011	140337
151 - 200	4	111260	132950	203500	270250	285100	199700
201 - 300	5	166000	175000	320000	340055	424022	295011
301 - 400	3	-	188500	227000	258391	-	222261
401 - 600	3	-	283000	295000	368500	-	336000
601 - 1000	3	-	313500	402000	403500	-	344000
1001 - 4000	4	226265	247662	271016	295612	319245	272258
4001 or more	5	403596	431489	500000	800000	1606400	852098



5.1.13 Combined Results – Chief Digital Officer (continued)

	No.	10%	25%	Median	75%	90%	Average
		\$	\$	\$	\$	\$	\$
Type of Organisation							
ASX 200 company	3	-	465744	500000	650000	-	577163
Large - listed	-	-	-	-	-	-	-
Large - public unlisted	3	-	330028	340055	1242028	-	934685
Large - private	3	-	235000	295000	340000	-	285000
Medium - listed	-	-	-	-	-	-	-
Medium - public unlisted	4	163930	214825	249550	261250	270700	226525
Medium - private	7	102400	107500	125000	147500	170000	133357
Small - listed	-	-	-	-	-	-	-
Small - public unlisted	-	-	-	-	-	-	-
Small - private	-	-	-	-	-	-	-
NFP: Charity	4	126600	136500	171842	216151	242190	180809
NFP: Community housing	2	-	-	96800	-	-	96800
NFP: Disability	-	-	-	-	-	-	-
NFP: Education	3	-	88750	130000	213750	-	172500
NFP: Health	2	-	-	243500	-	-	243500
NFP: Aged Care	2	-	-	253742	-	-	253742
NFP: Professional/Industry	5	75000	75000	200000	289782	357113	208356
NFP: Sport & Recreation	-	-	-	-	-	-	-
NFP: Other	2	-	-	188000	-	-	188000
Government - Large	4	175600	199000	219500	254000	302600	233500
Government - Medium	2	-	-	331500	-	-	331500
Government - Small	-	-	-	-	-	-	-
Superfunds	2	-	-	461000	-	-	461000
Type of Industry							
Agriculture, Forestry & Fishing	-	-	-	-	-	-	-
Mining - Junior	-	-	-	-	-	-	-
Mining	-	-	-	-	-	-	-
Manufacturing	2	-	-	110000	-	-	110000
Electricity, Gas, Water, & Waste	2	-	-	230000	-	-	230000
Construction	2	-	-	105000	-	-	105000
Wholesale Trade	2	-	-	98500	-	-	98500
Retail Trade	-	-	-	-	-	-	-
Accommodation and Food	-	-	-	-	-	-	-
Transport, Postal & Warehousing	2	-	-	150000	-	-	150000
Information Media & Telecoms	3	-	123500	142000	255000	-	205000
Financial & Insurance	6	184050	247825	269500	290500	363244	272265
Rental, Hiring & Real Estate	2	-	-	160000	-	-	160000
Professional, Scientific & Technical	8	161500	193750	275500	340500	402900	272875
Administrative & Support	-	-	-	-	-	-	-
Public Administration & Safety	2	-	-	227000	-	-	227000
Education & Training	6	67500	120000	175000	425000	1322000	521500
Health Care & Social Assistance	7	159731	206842	225000	242275	268723	214645
Arts & Recreation	2	-	-	271000	-	-	271000
Other Services	5	93000	120000	145000	289782	316913	192956
Super Fund	2	-	-	461000	-	-	461000
Mutual ADI	2	-	-	340055	-	-	340055



5.1.14 Combined Results – Chief Sales Officer

	No.	10%	25%	Median	75%	90%	Average
		\$	\$	\$	\$	\$	\$
Overall	96	140000	173750	238750	355250	490500	290337
Revenue							
Up to 1M	3	-	175000	225000	287500	-	233333
\$1M - \$5M	10	103500	128750	149500	175000	202700	152600
\$5M - \$10M	13	128000	142000	165000	190000	234200	178115
\$10M - \$20M	9	129000	154592	170000	175000	210517	166909
\$20M - \$40M	7	215000	237500	255000	398213	464800	326918
\$40M - \$80M	17	199000	224474	275000	330000	386455	296008
\$80M - \$120M	8	182500	193750	226000	256250	305512	237963
\$120M - \$160M	8	180500	200000	247500	285362	295800	238310
\$160M - \$240M	3	-	398500	432000	451000	-	422333
\$240M - \$400M	7	326400	375000	470000	535500	619000	464571
\$400M - \$800M	6	268748	317500	398000	462750	532500	399749
\$800M - \$1B	-	-	-	-	-	-	-
\$1B - \$4B	5	437288	520219	645000	900000	1159920	756084
\$4B or more	-	-	-	-	-	-	-
Assets							
Up to 1M	4	204400	298000	363352	377529	379012	312176
\$1M - \$4M	4	111000	120000	135000	156250	176500	141250
\$4M - \$8M	10	123000	133750	172500	210750	264350	200450
\$8M - \$12M	4	146000	155000	180000	212500	235000	187500
\$12M - \$20M	11	120000	144500	190000	211292	245000	192546
\$20M - \$40M	5	207854	250000	250000	266300	295520	252211
\$40M - \$60M	3	-	297500	320000	325000	-	308333
\$60M - \$100M	8	182000	207500	226000	261000	374400	263500
\$100M - \$200M	9	159000	170000	328000	382000	414000	289111
\$200M - \$500M	11	175000	209737	275000	291242	432000	275587
\$500M - \$1B	6	162296	191250	258000	507750	645000	355099
\$1B - \$3B	6	215000	225500	263500	328100	406234	294911
\$3B - \$10B	6	367500	384000	495500	588250	964600	609200
\$10B or more	4	462762	499699	582610	708750	823500	625839
FTE							
Up to 5	2	-	-	180000	-	-	180000
5 - 10	4	129500	136250	142500	165000	201000	158750
11 - 20	8	115500	123750	157000	205250	554660	302275
21 - 30	7	111000	142500	165000	213750	242500	173929
31 - 50	13	144518	160000	175000	190000	242000	203181
51 - 70	5	137000	140000	170000	250000	253000	190000
71 - 100	7	212351	218530	225000	295000	317000	254866
101 - 150	9	163000	190000	245000	294000	349259	249210
151 - 200	10	209000	250000	314000	365029	511600	333270
201 - 300	8	193000	229371	301000	385000	411441	303454
301 - 400	2	-	-	227000	-	-	227000
401 - 600	5	220000	250000	350000	382000	412000	322800
601 - 1000	10	259170	316250	370000	459000	720000	436230
1001 - 4000	6	271742	329362	472500	561250	593000	445747
4001 or more	2	-	-	582610	-	-	582610



5.1.14 Combined Results – Chief Sales Officer (continued)

	No.	10%	25%	Median	75%	90%	Average
		\$	\$	\$	\$	\$	\$
Type of Organisation							
ASX 200 company	4	574153	655055	800000	1008300	1203240	863355
Large - listed	4	315000	337500	412500	503750	555500	428750
Large - public unlisted	8	193000	250975	358500	384000	491700	349288
Large - private	10	233746	250000	381000	452500	473600	354550
Medium - listed	7	207551	256292	315000	446000	563200	354941
Medium - public unlisted	14	161500	171250	212500	273750	364934	238228
Medium - private	21	125000	165000	212000	250000	294000	212607
Small - listed	2	-	-	145000	-	-	145000
Small - public unlisted	2	-	-	140000	-	-	140000
Small - private	2	-	-	202500	-	-	202500
NFP: Charity	2	-	-	151000	-	-	151000
NFP: Community housing	2	-	-	135000	-	-	135000
NFP: Disability	2	-	-	261000	-	-	261000
NFP: Education	3	-	172000	190000	311000	-	258667
NFP: Health	4	103500	123750	155000	181250	192500	150000
NFP: Aged Care	3	-	182500	195000	238742	-	215828
NFP: Professional/Industry	3	-	165000	210000	217237	-	184825
NFP: Sport & Recreation	-	-	-	-	-	-	-
NFP: Other	4	115500	131250	188750	270625	330250	213125
Government - Large	2	-	-	411500	-	-	411500
Government - Medium	-	-	-	-	-	-	-
Government - Small	-	-	-	-	-	-	-
Superfunds	2	-	-	438138	-	-	438138
Type of Industry							
Agriculture, Forestry & Fishing	2	-	-	325000	-	-	325000
Mining - Junior	-	-	-	-	-	-	-
Mining	-	-	-	-	-	-	-
Manufacturing	9	176806	190000	210000	250000	374000	250529
Electricity, Gas, Water, & Waste	2	-	-	200000	-	-	200000
Construction	4	163500	251250	340000	434000	531200	345250
Wholesale Trade	10	124500	190000	258150	289250	333400	246030
Retail Trade	2	-	-	370000	-	-	370000
Accommodation and Food	2	-	-	154000	-	-	154000
Transport, Postal & Warehousing	2	-	-	245000	-	-	245000
Information Media & Telecoms	11	160000	186000	315000	479213	590000	403466
Financial & Insurance	21	154592	200000	275000	438138	520219	325889
Rental, Hiring & Real Estate	-	-	-	-	-	-	-
Professional, Scientific & Technical	10	143000	173750	217500	250000	360000	235400
Administrative & Support	-	-	-	-	-	-	-
Public Administration & Safety	2	-	-	227000	-	-	227000
Education & Training	3	-	147500	190000	417500	-	313333
Health Care & Social Assistance	6	132500	180000	228000	277112	341242	233914
Arts & Recreation	2	-	-	140000	-	-	140000
Other Services	3	-	245000	320000	510000	-	396667
Super Fund	-	-	-	-	-	-	-
Mutual ADI	10	158000	167500	215000	337500	375600	248600



5.1.15 Combined Results – Chief Manufacturing Officer

	No.	10%	25%	Median	75%	90%	Average
		\$	\$	\$	\$	\$	\$
Overall	23	121000	182500	240000	315000	405237	269344
Revenue							
Up to 1M	3	-	326000	352000	594266	-	496178
\$1M - \$5M	2	-	-	122500	-	-	122500
\$5M - \$10M	2	-	-	110000	-	-	110000
\$10M - \$20M	3	-	127500	150000	211000	-	175667
\$20M - \$40M	2	-	-	215000	-	-	215000
\$40M - \$80M	5	212800	217000	276000	278100	309240	262220
\$80M - \$120M	3	-	192500	210000	253015	-	227010
\$120M - \$160M	-	-	-	-	-	-	-
\$160M - \$240M	-	-	-	-	-	-	-
\$240M - \$400M	2	-	-	281500	-	-	281500
\$400M - \$800M	2	-	-	413546	-	-	413546
\$800M - \$1B	-	-	-	-	-	-	-
\$1B - \$4B	2	-	-	425700	-	-	425700
\$4B or more	-	-	-	-	-	-	-
Assets							
Up to 1M	2	-	-	300000	-	-	300000
\$1M - \$4M	2	-	-	120000	-	-	120000
\$4M - \$8M	4	111000	120000	137500	321633	630573	304133
\$8M - \$12M	-	-	-	-	-	-	-
\$12M - \$20M	2	-	-	150000	-	-	150000
\$20M - \$40M	3	-	256000	272000	274000	-	262667
\$40M - \$60M	2	-	-	217000	-	-	217000
\$60M - \$100M	4	210000	210000	253015	310022	335209	267008
\$100M - \$200M	5	181400	191000	278100	330000	387420	279960
\$200M - \$500M	-	-	-	-	-	-	-
\$500M - \$1B	2	-	-	413546	-	-	413546
\$1B - \$3B	-	-	-	-	-	-	-
\$3B - \$10B	-	-	-	-	-	-	-
\$10B or more	-	-	-	-	-	-	-
FTE							
Up to 5	-	-	-	-	-	-	-
5 - 10	2	-	-	836533	-	-	836533
11 - 20	2	-	-	122500	-	-	122500
21 - 30	2	-	-	352000	-	-	352000
31 - 50	2	-	-	188500	-	-	188500
51 - 70	2	-	-	150000	-	-	150000
71 - 100	2	-	-	163500	-	-	163500
101 - 150	2	-	-	215000	-	-	215000
151 - 200	3	-	210000	210000	270000	-	250000
201 - 300	2	-	-	226550	-	-	226550
301 - 400	-	-	-	-	-	-	-
401 - 600	2	-	-	362850	-	-	362850
601 - 1000	3	-	286015	296030	334015	-	314677
1001 - 4000	2	-	-	302273	-	-	302273
4001 or more	-	-	-	-	-	-	-



5.1.15 Combined Results – Chief Manufacturing Officer (continued)

	No.	10%	25%	Median	75%	90%	Average
		\$	\$	\$	\$	\$	\$
Type of Organisation							
ASX 200 company	-	-	-	-	-	-	-
Large - listed	2	-	-	300000	-	-	300000
Large - public unlisted	2	-	-	226550	-	-	226550
Large - private	2	-	-	425700	-	-	425700
Medium - listed	2	-	-	272000	-	-	272000
Medium - public unlisted	-	-	-	-	-	-	-
Medium - private	11	125000	170000	210000	285000	352000	269594
Small - listed	-	-	-	-	-	-	-
Small - public unlisted	-	-	-	-	-	-	-
Small - private	-	-	-	-	-	-	-
NFP: Charity	2	-	-	413546	-	-	413546
NFP: Community housing	-	-	-	-	-	-	-
NFP: Disability	2	-	-	203015	-	-	203015
NFP: Education	-	-	-	-	-	-	-
NFP: Health	-	-	-	-	-	-	-
NFP: Aged Care	-	-	-	-	-	-	-
NFP: Professional/Industry	-	-	-	-	-	-	-
NFP: Sport & Recreation	-	-	-	-	-	-	-
NFP: Other	3	-	198000	276000	324000	-	256000
Government - Large	2	-	-	191000	-	-	191000
Government - Medium	-	-	-	-	-	-	-
Government - Small	-	-	-	-	-	-	-
Superfunds	-	-	-	-	-	-	-
Type of Industry							
Agriculture, Forestry & Fishing	-	-	-	-	-	-	-
Mining - Junior	-	-	-	-	-	-	-
Mining	2	-	-	352000	-	-	352000
Manufacturing	10	124500	178750	210000	267000	296427	214203
Electricity, Gas, Water, & Waste	-	-	-	-	-	-	-
Construction	2	-	-	105000	-	-	105000
Wholesale Trade	4	170100	200250	273500	353925	396990	280675
Retail Trade	2	-	-	372000	-	-	372000
Accommodation and Food	-	-	-	-	-	-	-
Transport, Postal & Warehousing	-	-	-	-	-	-	-
Information Media & Telecoms	-	-	-	-	-	-	-
Financial & Insurance	2	-	-	272000	-	-	272000
Rental, Hiring & Real Estate	-	-	-	-	-	-	-
Professional, Scientific & Technical	2	-	-	557316	-	-	557316
Administrative & Support	-	-	-	-	-	-	-
Public Administration & Safety	-	-	-	-	-	-	-
Education & Training	-	-	-	-	-	-	-
Health Care & Social Assistance	3	-	150500	191000	302273	-	238182
Arts & Recreation	-	-	-	-	-	-	-
Other Services	-	-	-	-	-	-	-
Super Fund	-	-	-	-	-	-	-
Mutual ADI	-	-	-	-	-	-	-



5.1.16 Combined Results – Chief Infrastructure Officer

	No.	10%	25%	Median	75%	90%	Average
		\$	\$	\$	\$	\$	\$
Overall	30	130162	157775	260500	352250	603000	320780
Revenue							
Up to 1M	-	-	-	-	-	-	-
\$1M - \$5M	2	-	-	130090	-	-	130090
\$5M - \$10M	2	-	-	115455	-	-	115455
\$10M - \$20M	4	119100	140250	163550	281325	472530	258025
\$20M - \$40M	2	-	-	430000	-	-	430000
\$40M - \$80M	2	-	-	273686	-	-	273686
\$80M - \$120M	6	218800	248750	277500	330494	347662	281321
\$120M - \$160M	4	252600	256500	271834	296624	317546	281290
\$160M - \$240M	-	-	-	-	-	-	-
\$240M - \$400M	5	146520	150000	237000	261000	506400	292440
\$400M - \$800M	-	-	-	-	-	-	-
\$800M - \$1B	2	-	-	578000	-	-	578000
\$1B - \$4B	3	-	330000	350000	722500	-	585000
\$4B or more	2	-	-	630000	-	-	630000
Assets							
Up to 1M	-	-	-	-	-	-	-
\$1M - \$4M	3	-	206050	237000	316500	-	269367
\$4M - \$8M	2	-	-	110228	-	-	110228
\$8M - \$12M	2	-	-	280090	-	-	280090
\$12M - \$20M	2	-	-	141000	-	-	141000
\$20M - \$40M	-	-	-	-	-	-	-
\$40M - \$60M	-	-	-	-	-	-	-
\$60M - \$100M	2	-	-	342325	-	-	342325
\$100M - \$200M	3	-	147786	151372	250686	-	215191
\$200M - \$500M	7	175560	218800	250000	271834	289000	239467
\$500M - \$1B	3	-	260500	261000	430500	-	373667
\$1B - \$3B	3	-	342248	353000	491500	-	438165
\$3B - \$10B	2	-	-	444000	-	-	444000
\$10B or more	2	-	-	882500	-	-	882500
FTE							
Up to 5	2	-	-	175100	-	-	175100
5 - 10	-	-	-	-	-	-	-
11 - 20	-	-	-	-	-	-	-
21 - 30	3	-	122728	130000	130090	-	125212
31 - 50	2	-	-	250500	-	-	250500
51 - 70	2	-	-	291000	-	-	291000
71 - 100	-	-	-	-	-	-	-
101 - 150	-	-	-	-	-	-	-
151 - 200	3	-	295748	331495	336910	-	311273
201 - 300	2	-	-	245000	-	-	245000
301 - 400	2	-	-	635000	-	-	635000
401 - 600	4	198960	270343	330000	420000	546000	360343
601 - 1000	3	-	171300	192600	243800	-	212533
1001 - 4000	7	207680	254334	261000	319000	443000	304267
4001 or more	2	-	-	666000	-	-	666000



5.1.16 Combined Results – Chief Infrastructure Officer (continued)

	No.	10%	25%	Median	75%	90%	Average
		\$	\$	\$	\$	\$	\$
Type of Organisation							
ASX 200 company	3	-	604000	630000	650000	-	626000
Large - listed	2	-	-	310000	-	-	310000
Large - public unlisted	2	-	-	1095000	-	-	1095000
Large - private	2	-	-	350000	-	-	350000
Medium - listed	2	-	-	336910	-	-	336910
Medium - public unlisted	2	-	-	130180	-	-	130180
Medium - private	2	-	-	250500	-	-	250500
Small - listed	-	-	-	-	-	-	-
Small - public unlisted	-	-	-	-	-	-	-
Small - private	-	-	-	-	-	-	-
NFP: Charity	-	-	-	-	-	-	-
NFP: Community housing	2	-	-	198500	-	-	198500
NFP: Disability	4	240900	246750	255500	267000	277800	258250
NFP: Education	-	-	-	-	-	-	-
NFP: Health	2	-	-	195000	-	-	195000
NFP: Aged Care	4	163740	182293	225634	267750	284100	224410
NFP: Professional/Industry	-	-	-	-	-	-	-
NFP: Sport & Recreation	-	-	-	-	-	-	-
NFP: Other	2	-	-	115455	-	-	115455
Government - Large	4	145940	148550	251500	414750	525900	311800
Government - Medium	2	-	-	430000	-	-	430000
Government - Small	2	-	-	175100	-	-	175100
Superfunds	-	-	-	-	-	-	-
Type of Industry							
Agriculture, Forestry & Fishing	-	-	-	-	-	-	-
Mining - Junior	2	-	-	310000	-	-	310000
Mining	-	-	-	-	-	-	-
Manufacturing	-	-	-	-	-	-	-
Electricity, Gas, Water, & Waste	-	-	-	-	-	-	-
Construction	2	-	-	250500	-	-	250500
Wholesale Trade	2	-	-	350000	-	-	350000
Retail Trade	2	-	-	604000	-	-	604000
Accommodation and Food	-	-	-	-	-	-	-
Transport, Postal & Warehousing	2	-	-	600000	-	-	600000
Information Media & Telecoms	2	-	-	228890	-	-	228890
Financial & Insurance	2	-	-	253298	-	-	253298
Rental, Hiring & Real Estate	3	-	252500	260000	465000	-	391667
Professional, Scientific & Technical	-	-	-	-	-	-	-
Administrative & Support	-	-	-	-	-	-	-
Public Administration & Safety	-	-	-	-	-	-	-
Education & Training	2	-	-	1095000	-	-	1095000
Health Care & Social Assistance	9	141360	151372	237000	261000	287000	217204
Arts & Recreation	2	-	-	140090	-	-	140090
Other Services	3	-	301500	353000	391500	-	344333
Super Fund	-	-	-	-	-	-	-
Mutual ADI	-	-	-	-	-	-	-



5.1.17 Combined Results – Deputy Company Secretary

	No.	10%	25%	Median	75%	90%	Average
		\$	\$	\$	\$	\$	\$
Overall	9	16	30000	121553	197120	232530	118149
Revenue							
Up to 1M	-	-	-	-	-	-	-
\$1M - \$5M	-	-	-	-	-	-	-
\$5M - \$10M	2	-	-	113500	-	-	113500
\$10M - \$20M	-	-	-	-	-	-	-
\$20M - \$40M	2	-	-	127500	-	-	127500
\$40M - \$80M	2	-	-	197120	-	-	197120
\$80M - \$120M	-	-	-	-	-	-	-
\$120M - \$160M	-	-	-	-	-	-	-
\$160M - \$240M	-	-	-	-	-	-	-
\$240M - \$400M	-	-	-	-	-	-	-
\$400M - \$800M	-	-	-	-	-	-	-
\$800M - \$1B	-	-	-	-	-	-	-
\$1B - \$4B	2	-	-	131326	-	-	131326
\$4B or more	2	-	-	121553	-	-	121553
Assets							
Up to 1M	-	-	-	-	-	-	-
\$1M - \$4M	-	-	-	-	-	-	-
\$4M - \$8M	2	-	-	102000	-	-	102000
\$8M - \$12M	2	-	-	105000	-	-	105000
\$12M - \$20M	2	-	-	225000	-	-	225000
\$20M - \$40M	-	-	-	-	-	-	-
\$40M - \$60M	-	-	-	-	-	-	-
\$60M - \$100M	-	-	-	-	-	-	-
\$100M - \$200M	-	-	-	-	-	-	-
\$200M - \$500M	-	-	-	-	-	-	-
\$500M - \$1B	-	-	-	-	-	-	-
\$1B - \$3B	-	-	-	-	-	-	-
\$3B - \$10B	2	-	-	229885	-	-	229885
\$10B or more	2	-	-	100000	-	-	100000
FTE							
Up to 5	-	-	-	-	-	-	-
5 - 10	-	-	-	-	-	-	-
11 - 20	-	-	-	-	-	-	-
21 - 30	2	-	-	122000	-	-	122000
31 - 50	2	-	-	105000	-	-	105000
51 - 70	-	-	-	-	-	-	-
71 - 100	2	-	-	225000	-	-	225000
101 - 150	-	-	-	-	-	-	-
151 - 200	-	-	-	-	-	-	-
201 - 300	2	-	-	159336	-	-	159336
301 - 400	-	-	-	-	-	-	-
401 - 600	-	-	-	-	-	-	-
601 - 1000	-	-	-	-	-	-	-
1001 - 4000	-	-	-	-	-	-	-
4001 or more	2	-	-	131326	-	-	131326



5.1.167 Combined Results – Deputy Company Secretary (continued)

	No.	10%	25%	Median	75%	90%	Average
		\$	\$	\$	\$	\$	\$
Type of Organisation							
ASX 200 company	2	-	-	262650	-	-	262650
Large - listed	-	-	-	-	-	-	-
Large - public unlisted	2	-	-	98560	-	-	98560
Large - private	-	-	-	-	-	-	-
Medium - listed	-	-	-	-	-	-	-
Medium - public unlisted	2	-	-	225000	-	-	225000
Medium - private	-	-	-	-	-	-	-
Small - listed	-	-	-	-	-	-	-
Small - public unlisted	-	-	-	-	-	-	-
Small - private	-	-	-	-	-	-	-
NFP: Charity	-	-	-	-	-	-	-
NFP: Community housing	2	-	-	121553	-	-	121553
NFP: Disability	-	-	-	-	-	-	-
NFP: Education	-	-	-	-	-	-	-
NFP: Health	-	-	-	-	-	-	-
NFP: Aged Care	-	-	-	-	-	-	-
NFP: Professional/Industry	2	-	-	105000	-	-	105000
NFP: Sport & Recreation	-	-	-	-	-	-	-
NFP: Other	2	-	-	122000	-	-	122000
Government - Large	-	-	-	-	-	-	-
Government - Medium	-	-	-	-	-	-	-
Government - Small	-	-	-	-	-	-	-
Superfunds	-	-	-	-	-	-	-
Type of Industry							
Agriculture, Forestry & Fishing	-	-	-	-	-	-	-
Mining - Junior	-	-	-	-	-	-	-
Mining	-	-	-	-	-	-	-
Manufacturing	-	-	-	-	-	-	-
Electricity, Gas, Water, & Waste	-	-	-	-	-	-	-
Construction	-	-	-	-	-	-	-
Wholesale Trade	-	-	-	-	-	-	-
Retail Trade	-	-	-	-	-	-	-
Accommodation and Food	-	-	-	-	-	-	-
Transport, Postal & Warehousing	2	-	-	262650	-	-	262650
Information Media & Telecoms	2	-	-	61010	-	-	61010
Financial & Insurance	2	-	-	211060	-	-	211060
Rental, Hiring & Real Estate	-	-	-	-	-	-	-
Professional, Scientific & Technical	-	-	-	-	-	-	-
Administrative & Support	-	-	-	-	-	-	-
Public Administration & Safety	-	-	-	-	-	-	-
Education & Training	-	-	-	-	-	-	-
Health Care & Social Assistance	2	-	-	113276	-	-	113276
Arts & Recreation	-	-	-	-	-	-	-
Other Services	-	-	-	-	-	-	-
Super Fund	-	-	-	-	-	-	-
Mutual ADI	-	-	-	-	-	-	-



5.1.18 Combined Results – Risk Manager

	No.	10%	25%	Median	75%	90%	Average
		\$	\$	\$	\$	\$	\$
Overall	70	108500	131439	150000	179250	214600	165820
Revenue							
Up to 1M	2	-	-	215000	-	-	215000
\$1M - \$5M	2	-	-	95195	-	-	95195
\$5M - \$10M	3	-	100000	110000	131000	-	117333
\$10M - \$20M	9	94000	120000	135000	144000	146527	126629
\$20M - \$40M	14	96000	117808	153550	182250	209350	152059
\$40M - \$80M	16	127740	141005	146962	162538	186384	150732
\$80M - \$120M	6	153000	162000	182500	189500	200500	178667
\$120M - \$160M	3	-	139842	147458	152379	-	145661
\$160M - \$240M	4	125495	129148	154088	183250	194500	158309
\$240M - \$400M	2	-	-	129994	-	-	129994
\$400M - \$800M	4	160400	164000	193000	227500	241000	198500
\$800M - \$1B	2	-	-	540000	-	-	540000
\$1B - \$4B	3	-	235817	305000	440000	-	348878
\$4B or more	-	-	-	-	-	-	-
Assets							
Up to 1M	3	-	165000	180000	188875	-	175917
\$1M - \$4M	3	-	100000	110000	130000	-	116667
\$4M - \$8M	2	-	-	105000	-	-	105000
\$8M - \$12M	2	-	-	152500	-	-	152500
\$12M - \$20M	3	-	112938	115877	136446	-	127630
\$20M - \$40M	5	140501	145000	148091	185000	206000	167119
\$40M - \$60M	2	-	-	87500	-	-	87500
\$60M - \$100M	5	91162	115360	156000	157300	194920	144738
\$100M - \$200M	5	97224	123060	140000	210000	234000	160612
\$200M - \$500M	2	-	-	127525	-	-	127525
\$500M - \$1B	3	-	150000	180000	215000	-	183333
\$1B - \$3B	7	134744	142636	151000	184717	337680	209901
\$3B - \$10B	9	134235	144000	147458	152000	166800	148840
\$10B or more	17	135639	145659	174000	198500	250400	198606
FTE							
Up to 5	-	-	-	-	-	-	-
5 - 10	2	-	-	75030	-	-	75030
11 - 20	2	-	-	182680	-	-	182680
21 - 30	2	-	-	197000	-	-	197000
31 - 50	9	107000	135000	144000	157300	176560	145567
51 - 70	4	139181	141700	144380	148498	153608	145819
71 - 100	5	98000	110000	160050	164000	194000	147610
101 - 150	13	96000	120000	135481	142173	170014	132698
151 - 200	2	-	-	116546	-	-	116546
201 - 300	10	127002	146642	149278	171500	186350	153011
301 - 400	4	158800	179500	200500	212500	217000	191500
401 - 600	6	113887	124408	163500	183000	191375	156254
601 - 1000	6	125588	137383	161000	193000	253500	180030
1001 - 4000	3	-	169000	180000	360000	-	292667
4001 or more	3	-	208317	250000	412500	-	330545



5.1.18 Combined Results – Risk Manager (continued)

	No.	10%	25%	Median	75%	90%	Average
		\$	\$	\$	\$	\$	\$
Type of Organisation							
ASX 200 company	2	-	-	277500	-	-	277500
Large - listed	2	-	-	151000	-	-	151000
Large - public unlisted	10	129249	135761	147506	156250	206900	186668
Large - private	4	185000	185000	197500	212500	217000	200000
Medium - listed	2	-	-	250000	-	-	250000
Medium - public unlisted	9	111288	120000	123600	143100	149933	129743
Medium - private	3	-	132500	180000	200000	-	161667
Small - listed	-	-	-	-	-	-	-
Small - public unlisted	2	-	-	75030	-	-	75030
Small - private	-	-	-	-	-	-	-
NFP: Charity	5	100351	115877	145000	157014	184486	142138
NFP: Community housing	-	-	-	-	-	-	-
NFP: Disability	3	-	130000	150000	165000	-	146667
NFP: Education	3	-	85000	90000	315000	-	236667
NFP: Health	3	-	146751	156000	176875	-	163751
NFP: Aged Care	3	-	105000	120000	130000	-	116667
NFP: Professional/Industry	2	-	-	160050	-	-	160050
NFP: Sport & Recreation	2	-	-	110000	-	-	110000
NFP: Other	2	-	-	166634	-	-	166634
Government - Large	-	-	-	-	-	-	-
Government - Medium	2	-	-	120000	-	-	120000
Government - Small	-	-	-	-	-	-	-
Superfunds	17	135639	144000	170000	177000	199900	167494
Type of Industry							
Agriculture, Forestry & Fishing	2	-	-	250000	-	-	250000
Mining - Junior	2	-	-	210000	-	-	210000
Mining	-	-	-	-	-	-	-
Manufacturing	-	-	-	-	-	-	-
Electricity, Gas, Water, & Waste	-	-	-	-	-	-	-
Construction	-	-	-	-	-	-	-
Wholesale Trade	-	-	-	-	-	-	-
Retail Trade	-	-	-	-	-	-	-
Accommodation and Food	-	-	-	-	-	-	-
Transport, Postal & Warehousing	2	-	-	180000	-	-	180000
Information Media & Telecoms	-	-	-	-	-	-	-
Financial & Insurance	10	131308	147689	153650	192112	228500	174608
Rental, Hiring & Real Estate	-	-	-	-	-	-	-
Professional, Scientific & Technical	2	-	-	185000	-	-	185000
Administrative & Support	2	-	-	137502	-	-	137502
Public Administration & Safety	2	-	-	115000	-	-	115000
Education & Training	6	85000	90000	170000	467500	557500	270833
Health Care & Social Assistance	12	92000	114408	132500	156254	177701	135553
Arts & Recreation	-	-	-	-	-	-	-
Other Services	3	-	153317	166634	193317	-	175545
Super Fund	18	135666	144415	170000	176504	199550	166633
Mutual ADI	13	98379	115360	142173	147458	156600	131243



5.1.19 Combined Results – Compliance Manager

	No.	10%	25%	Median	75%	90%	Average
		\$	\$	\$	\$	\$	\$
Overall	79	95800	124300	143100	172000	210034	156895
Revenue							
Up to 1M	5	96000	150000	160000	180000	192000	150000
\$1M - \$5M	4	74100	95250	125000	157250	182900	127500
\$5M - \$10M	2	-	-	140500	-	-	140500
\$10M - \$20M	10	77764	91250	117000	143100	154314	116379
\$20M - \$40M	15	87200	124572	134000	161500	181500	135455
\$40M - \$80M	10	135332	141820	143500	150000	191829	153449
\$80M - \$120M	9	102106	114000	140000	150000	178800	143292
\$120M - \$160M	6	111250	125000	142077	144788	147088	133472
\$160M - \$240M	4	117898	125678	130588	135883	144353	130972
\$240M - \$400M	3	-	150756	166651	183326	-	167171
\$400M - \$800M	6	146000	174250	225500	261933	309222	226907
\$800M - \$1B	2	-	-	380000	-	-	380000
\$1B - \$4B	3	-	255900	335000	455000	-	362267
\$4B or more	-	-	-	-	-	-	-
Assets							
Up to 1M	6	60000	80750	146500	172500	190000	132167
\$1M - \$4M	2	-	-	105000	-	-	105000
\$4M - \$8M	5	87200	98000	106000	107000	126800	106200
\$8M - \$12M	-	-	-	-	-	-	-
\$12M - \$20M	6	69000	89886	126309	136769	146841	114050
\$20M - \$40M	2	-	-	124431	-	-	124431
\$40M - \$60M	2	-	-	173734	-	-	173734
\$60M - \$100M	5	144000	150000	150000	150000	222746	172249
\$100M - \$200M	5	136000	145000	150000	150000	174000	153000
\$200M - \$500M	5	83383	95000	112712	120000	198000	130670
\$500M - \$1B	2	-	-	114000	-	-	114000
\$1B - \$3B	10	132960	142380	146138	170850	350480	189205
\$3B - \$10B	11	125000	130588	141703	174500	186500	152470
\$10B or more	14	131326	148000	163826	202970	299600	203233
FTE							
Up to 5	2	-	-	110000	-	-	110000
5 - 10	2	-	-	200000	-	-	200000
11 - 20	2	-	-	111500	-	-	111500
21 - 30	3	-	67820	75639	97820	-	85213
31 - 50	7	101600	118000	143000	174500	179600	144214
51 - 70	4	109100	112250	128550	147325	154930	131025
71 - 100	5	117844	125543	130000	153000	153409	134987
101 - 150	10	76200	98400	131662	146144	152000	122456
151 - 200	4	109059	125646	137431	142294	146422	130509
201 - 300	14	109250	129306	142852	172140	201905	149875
301 - 400	3	-	155500	161000	216122	-	194081
401 - 600	10	112963	132500	150000	162488	191000	149428
601 - 1000	6	131588	135250	189500	246000	292500	204530
1001 - 4000	5	136000	160000	180000	347200	366880	237440
4001 or more	3	-	188400	200000	387500	-	317267



5.1.19 Combined Results – Compliance Manager (continued)

	No.	10%	25%	Median	75%	90%	Average
		\$	\$	\$	\$	\$	\$
Type of Organisation							
ASX 200 company	2	-	-	335000	-	-	335000
Large - listed	6	150000	156250	187500	212750	282100	206533
Large - public unlisted	11	103632	128088	141703	163326	234000	183256
Large - private	6	122000	135000	150000	157500	215622	162541
Medium - listed	2	-	-	151428	-	-	151428
Medium - public unlisted	13	79511	112712	125543	134862	142915	118741
Medium - private	3	-	110000	140000	145000	-	123333
Small - listed	-	-	-	-	-	-	-
Small - public unlisted	-	-	-	-	-	-	-
Small - private	2	-	-	130000	-	-	130000
NFP: Charity	4	94800	102000	123000	140750	142100	119750
NFP: Community housing	2	-	-	120000	-	-	120000
NFP: Disability	4	118400	135500	162500	185000	194000	158000
NFP: Education	4	84900	122250	146500	207500	311000	183250
NFP: Health	-	-	-	-	-	-	-
NFP: Aged Care	5	114800	140000	147467	190000	226000	165093
NFP: Professional/Industry	2	-	-	127075	-	-	127075
NFP: Sport & Recreation	-	-	-	-	-	-	-
NFP: Other	2	-	-	127400	-	-	127400
Government - Large	2	-	-	120000	-	-	120000
Government - Medium	-	-	-	-	-	-	-
Government - Small	-	-	-	-	-	-	-
Superfunds	13	129458	136000	161000	179520	186900	158587
Type of Industry							
Agriculture, Forestry & Fishing	-	-	-	-	-	-	-
Mining - Junior	-	-	-	-	-	-	-
Mining	-	-	-	-	-	-	-
Manufacturing	3	-	140000	150000	175000	-	160000
Electricity, Gas, Water, & Waste	2	-	-	140000	-	-	140000
Construction	2	-	-	135000	-	-	135000
Wholesale Trade	2	-	-	80000	-	-	80000
Retail Trade	2	-	-	150000	-	-	150000
Accommodation and Food	-	-	-	-	-	-	-
Transport, Postal & Warehousing	2	-	-	78000	-	-	78000
Information Media & Telecoms	-	-	-	-	-	-	-
Financial & Insurance	14	116561	136572	149588	212750	315873	184544
Rental, Hiring & Real Estate	-	-	-	-	-	-	-
Professional, Scientific & Technical	3	-	60000	60000	87000	-	78000
Administrative & Support	-	-	-	-	-	-	-
Public Administration & Safety	-	-	-	-	-	-	-
Education & Training	6	75000	103250	146500	322500	477500	233000
Health Care & Social Assistance	14	106300	121769	142500	175000	197000	150753
Arts & Recreation	-	-	-	-	-	-	-
Other Services	2	-	-	158400	-	-	158400
Super Fund	14	129526	138000	165500	178390	186850	159760
Mutual ADI	16	99316	121200	133000	146366	163326	136070



5.1.20 Listed Results – Managing Director

	No.	10%	25%	Median	75%	90%	Average
		\$	\$	\$	\$	\$	\$
Overall	191	300000	380500	610000	1150481	1915000	929885
Revenue							
Up to 1M	47	269566	311750	364650	435500	547020	434796
\$1M - \$5M	15	272000	276550	346500	570264	574530	410964
\$5M - \$10M	6	241582	302372	364250	424450	559050	388294
\$10M - \$20M	6	300000	322500	395000	457434	501290	398763
\$20M - \$40M	11	300000	387500	512220	641320	756000	551215
\$40M - \$80M	10	312500	418750	499125	607874	886327	592242
\$80M - \$120M	7	362094	459745	575000	730000	951000	628856
\$120M - \$160M	5	636420	757050	884000	890000	1029373	841868
\$160M - \$240M	10	368500	533375	650000	661475	815400	611840
\$240M - \$400M	14	591850	755750	811320	927750	1082049	890576
\$400M - \$800M	17	666800	800000	978000	1600000	2140000	1833042
\$800M - \$1B	3	-	1321625	1643250	1724505	-	1483003
\$1B - \$4B	24	1020810	1286934	1644800	1906800	2182000	1603404
\$4B or more	16	1434825	1840725	2236500	2382500	2510000	2063117
Assets							
Up to 1M	8	249200	293750	625000	1125000	1565115	778881
\$1M - \$4M	8	261375	307500	365000	1003750	1628800	704656
\$4M - \$8M	9	253928	270000	386500	443100	525200	370890
\$8M - \$12M	10	282347	300500	344000	435000	736832	552286
\$12M - \$20M	11	262800	281550	300000	352500	390000	326362
\$20M - \$40M	21	308500	345000	400000	460000	682640	478443
\$40M - \$60M	10	393726	406250	507125	544500	573826	480016
\$60M - \$100M	14	257124	331045	374245	503854	599500	540261
\$100M - \$200M	14	392950	465555	587500	735750	858800	615305
\$200M - \$500M	17	371000	530000	648500	800000	876469	649206
\$500M - \$1B	15	651200	714250	800000	1099675	1191470	930586
\$1B - \$3B	20	917900	988500	1119750	1549253	1930500	1833686
\$3B - \$10B	21	930000	1262100	1800000	1927200	2380000	1659575
\$10B or more	13	1396170	1915000	2140000	2310000	2376640	1980262
FTE							
Up to 5	21	262500	271003	325000	390000	420000	324360
5 - 10	13	282480	308500	325000	420000	498000	384263
11 - 20	17	242000	347000	410000	450000	707400	501880
21 - 30	5	278265	283163	526000	564000	570600	444633
31 - 50	15	306000	333630	385000	470000	784681	460776
51 - 70	4	390000	435000	495000	568160	636848	508160
71 - 100	5	475632	476579	600000	800000	892400	661116
101 - 150	9	336000	381000	445000	526000	605360	478328
151 - 200	10	372150	428055	649250	674375	832229	618701
201 - 300	10	482849	588874	853525	994500	1146247	840151
301 - 400	8	553000	596500	732500	986834	1647136	928667
401 - 600	8	623500	838750	960500	1321575	1711500	1092888
601 - 1000	15	431200	651950	785000	935858	1431470	860462
1001 - 4000	23	908080	1083192	1312500	1758525	2288000	1947870
4001 or more	26	1144825	1710000	1913600	2292000	2445000	1879792



5.1.20 Listed Public Results – Managing Director (continued)

	No.	10%	25%	Median	75%	90%	Average
		\$	\$	\$	\$	\$	\$
Type of Organisation							
ASX 200	58	803500	1000000	1661625	2000000	2340240	1583286
Large - Listed	32	386141	570250	799350	1184006	1529103	1229309
Medium - Listed	61	300000	360000	445000	573826	800000	493805
Small - Listed	32	263261	283275	326500	392500	429900	336161
Type of Industry							
Agriculture, Forestry & Fishing	3	-	605000	610000	711850	-	674567
Mining - Junior	27	250608	472500	805000	1000000	1591402	842889
Mining	36	273002	301500	341130	405829	441550	351327
Manufacturing	13	314698	400000	1067033	1497750	1820000	1047314
Electricity, Gas, Water, & Waste	3	-	436913	573826	1420913	-	1047275
Construction	6	500450	688175	900500	1234625	1846250	1082400
Wholesale Trade	7	344000	432500	553000	602749	818039	571121
Retail Trade	8	609500	796250	1284150	1610812	1811775	1225194
Accommodation and Food	2	-	-	1260500	-	-	1260500
Transport, Postal & Warehousing	5	847624	885100	1534043	1800000	2040000	1448357
Information Media & Telecoms	11	375000	400000	526000	993750	1900000	862611
Financial & Insurance	27	436000	573000	978000	1800000	2320000	1579758
Rental, Hiring & Real Estate	3	-	596250	682500	1298750	-	1035833
Professional, Scientific & Technical	5	345400	368500	400000	420000	438000	393700
Administrative & Support	2	-	-	1927200	-	-	1927200
Public Administration & Safety	-	-	-	-	-	-	-
Education & Training	4	278775	413438	794125	1276440	1594032	895752
Health Care & Social Assistance	7	296000	390000	575000	899926	1599608	811150
Arts & Recreation	2	-	-	1696000	-	-	1696000
Other Services	12	538800	648676	873000	1925725	2293000	1264775



5.1.21 Listed Results – Chief Executive Officer

	No.	10%	25%	Median	75%	90%	Average
		\$	\$	\$	\$	\$	\$
Overall	39	224800	317500	475000	835743	1371300	645652
Revenue							
Up to 1M	9	158600	250000	310000	451101	643000	398345
\$1M - \$5M	3	-	268000	300000	407500	-	350333
\$5M - \$10M	2	-	-	526500	-	-	526500
\$10M - \$20M	-	-	-	-	-	-	-
\$20M - \$40M	3	-	265000	350000	382500	-	315000
\$40M - \$80M	3	-	220000	315000	332500	-	263333
\$80M - \$120M	3	-	580913	821486	835743	-	670609
\$120M - \$160M	-	-	-	-	-	-	-
\$160M - \$240M	-	-	-	-	-	-	-
\$240M - \$400M	4	324800	332000	368000	496250	669500	460250
\$400M - \$800M	4	527500	606250	719726	986214	1340386	872738
\$800M - \$1B	-	-	-	-	-	-	-
\$1B - \$4B	3	-	1004992	1027725	1063862	-	1036662
\$4B or more	5	869400	1320000	1684800	1750000	1887257	1460512
Assets							
Up to 1M	2	-	-	497500	-	-	497500
\$1M - \$4M	4	240200	246500	519726	839839	930536	566613
\$4M - \$8M	2	-	-	365000	-	-	365000
\$8M - \$12M	2	-	-	992400	-	-	992400
\$12M - \$20M	2	-	-	306550	-	-	306550
\$20M - \$40M	3	-	325000	350000	439000	-	392667
\$40M - \$60M	2	-	-	415000	-	-	415000
\$60M - \$100M	6	265000	366250	470000	747364	1198993	644664
\$100M - \$200M	2	-	-	232670	-	-	232670
\$200M - \$500M	2	-	-	360000	-	-	360000
\$500M - \$1B	2	-	-	785000	-	-	785000
\$1B - \$3B	3	-	405500	475000	751362	-	612908
\$3B - \$10B	4	728300	967250	1425000	1807190	1910133	1349440
\$10B or more	4	584200	626500	816130	1066695	1218678	877065
FTE							
Up to 5	5	151800	162000	250000	420000	438661	285620
5 - 10	3	-	180500	236000	268000	-	220333
11 - 20	3	-	305000	310000	417500	-	378333
21 - 30	-	-	-	-	-	-	-
31 - 50	2	-	-	315000	-	-	315000
51 - 70	-	-	-	-	-	-	-
71 - 100	2	-	-	521500	-	-	521500
101 - 150	3	-	297500	415000	485500	-	383667
151 - 200	2	-	-	821486	-	-	821486
201 - 300	5	344204	350000	475000	650000	733671	520958
301 - 400	-	-	-	-	-	-	-
401 - 600	3	-	343000	350000	600000	-	512000
601 - 1000	2	-	-	360000	-	-	360000
1001 - 4000	4	846800	939500	1009362	1164919	1411868	1095056
4001 or more	7	816956	1041130	1320000	1717400	1841505	1340689



5.1.21 Listed Public Results – Chief Executive (continued)

	No.	10%	25%	Median	75%	90%	Average
		\$	\$	\$	\$	\$	\$
Type of Organisation							
ASX 200	11	475000	677000	1100000	1630650	1750000	1140120
Large - Listed	11	340340	375000	650000	920500	1027725	691556
Medium - Listed	12	301000	313750	433050	525750	553200	438882
Small - Listed	7	137000	153500	236000	275000	348000	234000
Type of Industry							
Agriculture, Forestry & Fishing	-	-	-	-	-	-	-
Mining - Junior	3	-	300000	475000	515500	-	385333
Mining	4	188400	228000	275000	356250	457500	309250
Manufacturing	5	355000	415000	451101	515000	822635	544765
Electricity, Gas, Water, & Waste	4	312102	330255	1012570	1758290	1890573	1075976
Construction	2	-	-	569000	-	-	569000
Wholesale Trade	-	-	-	-	-	-	-
Retail Trade	2	-	-	375000	-	-	375000
Accommodation and Food	2	-	-	336000	-	-	336000
Transport, Postal & Warehousing	2	-	-	320000	-	-	320000
Information Media & Telecoms	2	-	-	674743	-	-	674743
Financial & Insurance	5	704000	785000	789452	850000	1285900	930190
Rental, Hiring & Real Estate	-	-	-	-	-	-	-
Professional, Scientific & Technical	2	-	-	293000	-	-	293000
Administrative & Support	2	-	-	1100000	-	-	1100000
Public Administration & Safety	-	-	-	-	-	-	-
Education & Training	-	-	-	-	-	-	-
Health Care & Social Assistance	3	-	365000	420000	870000	-	683333
Arts & Recreation	2	-	-	991000	-	-	991000
Other Services	4	155500	171250	581130	1174195	1519678	764315



5.1.22 Listed Results – Chief Finance Officer

	No.	10%	25%	Median	75%	90%	Average
		\$	\$	\$	\$	\$	\$
Overall	153	212360	315000	450000	716000	959400	533266
Revenue							
Up to 1M	28	127000	208400	278425	353719	389500	284162
\$1M - \$5M	8	155600	189500	232500	470250	473504	299168
\$5M - \$10M	5	111000	150000	300000	370000	546922	313974
\$10M - \$20M	4	202400	206000	232068	258352	262341	232284
\$20M - \$40M	8	271000	295000	313550	334125	429000	341575
\$40M - \$80M	4	286600	314500	333000	427944	593444	409444
\$80M - \$120M	8	268100	312500	366660	497750	755960	457565
\$120M - \$160M	4	323300	373250	403552	445079	515232	414776
\$160M - \$240M	9	310946	350000	385000	460000	537579	407684
\$240M - \$400M	13	383800	430000	552985	628000	701200	554614
\$400M - \$800M	19	354480	394500	560000	725000	848120	633184
\$800M - \$1B	3	-	665000	805000	822500	-	723333
\$1B - \$4B	22	599595	658466	747440	863000	995750	777154
\$4B or more	18	552800	856740	940836	1097250	1168500	937436
Assets							
Up to 1M	8	155600	249500	325000	612500	681620	405425
\$1M - \$4M	6	235500	251250	311084	445042	635500	394028
\$4M - \$8M	5	173200	208000	300000	370000	434200	301000
\$8M - \$12M	5	131000	200000	200000	244000	745600	361800
\$12M - \$20M	6	181550	246359	273068	361250	432174	295597
\$20M - \$40M	16	97500	244488	267500	335250	365000	282161
\$40M - \$60M	5	198000	300000	315600	330000	400200	304520
\$60M - \$100M	9	202960	217000	336000	358800	1067910	461013
\$100M - \$200M	12	312900	335950	393375	483750	558300	415640
\$200M - \$500M	13	309800	350000	385000	419000	638400	441023
\$500M - \$1B	14	375000	430650	492500	609310	682600	521299
\$1B - \$3B	19	395284	535862	628000	705000	894700	625562
\$3B - \$10B	23	599640	708500	840000	958264	1237304	886049
\$10B or more	12	570765	735023	893336	1008638	1154055	868696
FTE							
Up to 5	10	133500	233465	314000	351750	371500	280895
5 - 10	7	60000	115000	200000	250600	365739	210078
11 - 20	12	162200	232325	283500	344125	638383	348456
21 - 30	5	111000	150000	208000	352625	423050	253125
31 - 50	9	186000	221000	265000	350000	427200	309000
51 - 70	2	-	-	511500	-	-	511500
71 - 100	6	262068	276000	335000	373750	448362	348477
101 - 150	6	284925	289888	302800	348000	460400	349375
151 - 200	8	324450	342427	378052	437500	460000	386772
201 - 300	11	320000	359584	386750	628381	797650	502957
301 - 400	8	327600	394500	448500	615312	749674	514031
401 - 600	7	503400	541500	599550	625000	789000	628721
601 - 1000	12	340274	348710	425801	580500	649200	474406
1001 - 4000	23	445896	575000	700000	755888	1013800	726530
4001 or more	27	597048	754116	905000	1080000	1173000	901074



5.1.22 Listed Public Results – Chief Finance Officer (continued)

	No.	10%	25%	Median	75%	90%	Average
		\$	\$	\$	\$	\$	\$
Type of Organisation							
ASX 200	60	444912	581000	759375	938754	1140150	781721
Large - Listed	28	300500	380542	454801	612500	719556	506543
Medium - Listed	46	179000	245500	305750	359700	495862	323559
Small - Listed	15	126000	185000	289850	346500	379000	267210
Type of Industry							
Agriculture, Forestry & Fishing	2	-	-	308500	-	-	308500
Mining - Junior	21	350000	375000	521724	599550	664870	507773
Mining	18	127000	177500	262500	311250	353938	251826
Manufacturing	8	386821	558150	707746	901125	1029150	712199
Electricity, Gas, Water, & Waste	4	256025	340062	733375	1080000	1080000	686688
Construction	4	350103	366108	482500	760220	1066616	643828
Wholesale Trade	6	175000	217000	294000	394250	559500	342833
Retail Trade	7	495000	532500	650000	787500	903000	676786
Accommodation and Food	2	-	-	679000	-	-	679000
Transport, Postal & Warehousing	5	351440	355100	600000	701000	830571	584410
Information Media & Telecoms	12	291000	308625	347204	533750	866000	474076
Financial & Insurance	30	287500	361792	625500	785738	1007880	598893
Rental, Hiring & Real Estate	2	-	-	696500	-	-	696500
Professional, Scientific & Technical	3	-	235500	250000	250000	-	240333
Administrative & Support	2	-	-	1372800	-	-	1372800
Public Administration & Safety	-	-	-	-	-	-	-
Education & Training	3	-	391874	625747	715374	-	529582
Health Care & Social Assistance	5	238000	370000	470000	628000	813203	510934
Arts & Recreation	2	-	-	255000	-	-	255000
Other Services	12	337400	356600	622500	902720	1128995	715922



5.1.23 Listed Results – Company Secretary

	No.	10%	25%	Median	75%	90%	Average
		\$	\$	\$	\$	\$	\$
Overall	67	80000	120000	210000	337600	399005	228603
Revenue							
Up to 1M	20	80000	84000	120500	216750	356112	170310
\$1M - \$5M	3	-	60000	90000	211750	-	151167
\$5M - \$10M	4	118300	190750	240500	253750	260500	204000
\$10M - \$20M	2	-	-	165000	-	-	165000
\$20M - \$40M	2	-	-	45000	-	-	45000
\$40M - \$80M	3	-	182500	200000	299171	-	254447
\$80M - \$120M	2	-	-	190000	-	-	190000
\$120M - \$160M	3	-	307500	315000	347500	-	331667
\$160M - \$240M	5	142000	175000	186900	195000	309000	212380
\$240M - \$400M	7	78000	100000	160000	210000	274000	166429
\$400M - \$800M	5	175000	205000	333250	355100	490040	325670
\$800M - \$1B	2	-	-	400000	-	-	400000
\$1B - \$4B	7	301021	345850	350000	456025	486540	386443
\$4B or more	3	-	341000	367000	403500	-	374000
Assets							
Up to 1M	5	50000	80000	210000	250000	340000	194000
\$1M - \$4M	5	84000	90000	121000	212000	294800	170600
\$4M - \$8M	4	73000	77500	120000	177750	209700	135250
\$8M - \$12M	3	-	115125	120000	177200	-	154883
\$12M - \$20M	2	-	-	157500	-	-	157500
\$20M - \$40M	9	104000	120000	197000	210000	388260	206120
\$40M - \$60M	3	-	107000	130000	147500	-	126333
\$60M - \$100M	2	-	-	422500	-	-	422500
\$100M - \$200M	4	-	52500	185000	312625	-	184387
\$200M - \$500M	8	102000	170175	247500	325025	364070	239625
\$500M - \$1B	2	-	-	135000	-	-	135000
\$1B - \$3B	6	157500	213750	277500	363750	410000	281667
\$3B - \$10B	8	220500	303750	350125	417500	482405	352700
\$10B or more	4	211010	295026	345850	373012	414435	322188
FTE							
Up to 5	9	70000	80000	110250	169000	231000	126250
5 - 10	3	-	91250	174700	270800	-	187350
11 - 20	6	77000	93000	120000	228750	325370	174123
21 - 30	3	-	181750	333500	343160	-	238773
31 - 50	8	87000	112500	202500	220000	272500	185000
51 - 70	-	-	-	-	-	-	-
71 - 100	2	-	-	190000	-	-	190000
101 - 150	2	-	-	181000	-	-	181000
151 - 200	2	-	-	385000	-	-	385000
201 - 300	7	96000	137500	240000	324125	359287	231656
301 - 400	3	-	152500	175000	237500	-	201667
401 - 600	6	180000	266250	357500	400000	455675	331058
601 - 1000	4	69000	82500	138450	227675	301070	171725
1001 - 4000	6	208500	247775	397550	441538	511025	372358
4001 or more	6	200000	265425	345850	362750	418500	321450



5.1.24 Listed Public Results – Company Secretary (continued)

	No.	10%	25%	Median	75%	90%	Average
		\$	\$	\$	\$	\$	\$
Type of Organisation	16	207500	296250	350000	410000	456025	347125
ASX 200	16	115000	158750	231000	329525	399171	253731
Large - Listed	23	72000	87000	180000	257500	348956	187611
Medium - Listed	12	35000	80000	118000	205500	231000	134888
Small - Listed							
Type of Industry	2	-	-	120000	-	-	120000
Agriculture, Forestry & Fishing	9	102000	186900	300000	400000	454270	285361
Mining - Junior	14	91875	116250	183000	233550	326474	188301
Mining	3	-	199500	315000	357500	-	266333
Manufacturing	2	-	-	367000	-	-	367000
Electricity, Gas, Water, & Waste	2	-	-	180000	-	-	180000
Construction	4	75000	82000	90000	140000	176000	102500
Wholesale Trade	2	-	-	315000	-	-	315000
Retail Trade	2	-	-	230000	-	-	230000
Accommodation and Food	2	-	-	297550	-	-	297550
Transport, Postal & Warehousing	2	-	-	210000	-	-	210000
Information Media & Telecoms	15	163000	207500	325000	365000	441337	302886
Financial & Insurance	-	-	-	-	-	-	-
Rental, Hiring & Real Estate	4	66000	75000	85000	130000	202000	120000
Professional, Scientific & Technical	-	-	-	-	-	-	-
Administrative & Support	-	-	-	-	-	-	-
Public Administration & Safety	2	-	-	165000	-	-	165000
Education & Training	3	-	75000	80000	206750	-	161167
Health Care & Social Assistance	2	-	-	212000	-	-	212000
Arts & Recreation	2	-	-	261025	-	-	261025
Other Services	2	-	-	321000	-	-	321000



5.1.24 Listed Results – General Counsel & Company Secretary

	No.	10%	25%	Median	75%	90%	Average
		\$	\$	\$	\$	\$	\$
Overall	32	210112	265000	377405	457000	545000	389544
Revenue							
Up to 1M	2	-	-	187000	-	-	187000
\$1M - \$5M	2	-	-	399750	-	-	399750
\$5M - \$10M	2	-	-	108000	-	-	108000
\$10M - \$20M	-	-	-	-	-	-	-
\$20M - \$40M	4	147000	187500	230000	253750	260500	211250
\$40M - \$80M	-	-	-	-	-	-	-
\$80M - \$120M	2	-	-	550000	-	-	550000
\$120M - \$160M	2	-	-	360230	-	-	360230
\$160M - \$240M	4	332827	406867	452500	457000	457000	411367
\$240M - \$400M	6	238060	268750	346000	429250	451125	345062
\$400M - \$800M	4	362080	381700	396300	409000	425200	394400
\$800M - \$1B	-	-	-	-	-	-	-
\$1B - \$4B	3	-	315418	362210	556875	-	460792
\$4B or more	3	-	700000	900000	946320	-	797547
Assets							
Up to 1M	3	-	335000	550000	650770	-	473847
\$1M - \$4M	2	-	-	336000	-	-	336000
\$4M - \$8M	2	-	-	265000	-	-	265000
\$8M - \$12M	2	-	-	576320	-	-	576320
\$12M - \$20M	2	-	-	463500	-	-	463500
\$20M - \$40M	3	-	161000	214000	239500	-	195667
\$40M - \$60M	-	-	-	-	-	-	-
\$60M - \$100M	2	-	-	210000	-	-	210000
\$100M - \$200M	2	-	-	362734	-	-	362734
\$200M - \$500M	2	-	-	230560	-	-	230560
\$500M - \$1B	9	335200	392600	435000	457000	459050	408206
\$1B - \$3B	5	272559	278459	362210	412000	433600	353859
\$3B - \$10B	2	-	-	500000	-	-	500000
\$10B or more	2	-	-	900000	-	-	900000
FTE							
Up to 5	2	-	-	160000	-	-	160000
5 - 10	2	-	-	463500	-	-	463500
11 - 20	2	-	-	214000	-	-	214000
21 - 30	-	-	-	-	-	-	-
31 - 50	-	-	-	-	-	-	-
51 - 70	2	-	-	265000	-	-	265000
71 - 100	3	-	179000	250000	349000	-	268667
101 - 150	3	-	165000	210000	326000	-	257333
151 - 200	4	332021	412365	457000	459562	464175	414927
201 - 300	2	-	-	412000	-	-	412000
301 - 400	2	-	-	349000	-	-	349000
401 - 600	2	-	-	443000	-	-	443000
601 - 1000	4	231784	262780	281734	321350	389540	302397
1001 - 4000	5	306059	362210	400000	436000	625324	443675
4001 or more	5	316040	392600	500000	900000	955584	610048



5.1.24 Listed Public Results – General Counsel & Company Secretary (cont.)

	No.	10%	25%	Median	75%	90%	Average
		\$	\$	\$	\$	\$	\$
Type of Organisation							
ASX 200	13	338600	362210	435000	747481	870308	525045
Large - Listed	5	266450	268625	283467	400000	490000	353418
Medium - Listed	10	118800	211000	257500	401115	449925	280271
Small - Listed	2	-	-	311750	-	-	311750
Type of Industry							
Agriculture, Forestry & Fishing	-	-	-	-	-	-	-
Mining - Junior	5	341200	349000	362210	442000	445600	387442
Mining	3	-	187000	214000	338750	-	279167
Manufacturing	3	-	165000	210000	239312	-	199542
Electricity, Gas, Water, & Waste	2	-	-	992640	-	-	992640
Construction	2	-	-	283467	-	-	283467
Wholesale Trade	2	-	-	436000	-	-	436000
Retail Trade	-	-	-	-	-	-	-
Accommodation and Food	-	-	-	-	-	-	-
Transport, Postal & Warehousing	2	-	-	479300	-	-	479300
Information Media & Telecoms	2	-	-	254000	-	-	254000
Financial & Insurance	7	259000	271730	412000	650770	810924	486714
Rental, Hiring & Real Estate	2	-	-	467250	-	-	467250
Professional, Scientific & Technical	-	-	-	-	-	-	-
Administrative & Support	-	-	-	-	-	-	-
Public Administration & Safety	-	-	-	-	-	-	-
Education & Training	2	-	-	392600	-	-	392600
Health Care & Social Assistance	-	-	-	-	-	-	-
Arts & Recreation	-	-	-	-	-	-	-
Other Services	2	-	-	467500	-	-	467500



5.1.25 Listed Results – Chief Finance Officer & Company Secretary

	No.	10%	25%	Median	75%	90%	Average
		\$	\$	\$	\$	\$	\$
Overall	48	108310	183250	275000	328928	384020	268334
Revenue							
Up to 1M	21	85000	141000	230000	302000	321209	221684
\$1M - \$5M	5	243600	294000	326000	337712	337712	301085
\$5M - \$10M	2	-	-	351000	-	-	351000
\$10M - \$20M	2	-	-	200000	-	-	200000
\$20M - \$40M	4	173500	238750	312500	394670	475075	320920
\$40M - \$80M	6	157210	231290	260500	290250	307500	241737
\$80M - \$120M	2	-	-	358131	-	-	358131
\$120M - \$160M	-	-	-	-	-	-	-
\$160M - \$240M	2	-	-	115000	-	-	115000
\$240M - \$400M	3	-	375700	400400	491546	-	444698
\$400M - \$800M	2	-	-	275000	-	-	275000
\$800M - \$1B	-	-	-	-	-	-	-
\$1B - \$4B	2	-	-	571000	-	-	571000
\$4B or more	2	-	-	214950	-	-	214950
Assets							
Up to 1M	2	-	-	30000	-	-	30000
\$1M - \$4M	4	74500	81250	147500	215000	224000	148750
\$4M - \$8M	3	-	125000	160000	179450	-	149633
\$8M - \$12M	2	-	-	250000	-	-	250000
\$12M - \$20M	2	-	-	302000	-	-	302000
\$20M - \$40M	9	131340	141000	186000	326000	451336	249344
\$40M - \$60M	5	279879	294000	300000	337712	337712	307978
\$60M - \$100M	10	250740	264500	286582	319657	350813	288090
\$100M - \$200M	4	169750	229375	266250	295000	340000	258125
\$200M - \$500M	5	179000	275000	319635	400400	509776	338546
\$500M - \$1B	2	-	-	461000	-	-	461000
\$1B - \$3B	2	-	-	315000	-	-	315000
\$3B - \$10B	-	-	-	-	-	-	-
\$10B or more	2	-	-	377000	-	-	377000
FTE							
Up to 5	7	78000	88500	130000	186950	223740	135700
5 - 10	8	141000	155250	198000	305250	315000	221250
11 - 20	6	180000	275016	295031	315907	345604	273545
21 - 30	-	-	-	-	-	-	-
31 - 50	4	209000	222500	250232	273624	279310	245892
51 - 70	2	-	-	424157	-	-	424157
71 - 100	2	-	-	363000	-	-	363000
101 - 150	2	-	-	363500	-	-	363500
151 - 200	4	163000	235000	287500	306500	318200	254000
201 - 300	2	-	-	289926	-	-	289926
301 - 400	-	-	-	-	-	-	-
401 - 600	2	-	-	260000	-	-	260000
601 - 1000	4	312620	369050	485700	573923	579185	457273
1001 - 4000	2	-	-	221850	-	-	221850
4001 or more	2	-	-	214950	-	-	214950



5.1.25 Listed Public Results – Chief Finance Officer & Company Secretary (cont.)

	No.	10%	25%	Median	75%	90%	Average
		\$	\$	\$	\$	\$	\$
Type of Organisation							
ASX 200	4	195930	238725	306750	363350	385580	295325
Large - Listed	7	170112	240860	275000	464566	575677	337321
Medium - Listed	21	200000	270465	300000	337712	377000	299041
Small - Listed	14	74500	132750	180500	248250	311100	184207
Type of Industry							
Agriculture, Forestry & Fishing	2	-	-	92700	-	-	92700
Mining - Junior	7	124000	200000	319635	351500	459277	302904
Mining	16	77500	155250	214450	293046	318104	214234
Manufacturing	2	-	-	326066	-	-	326066
Electricity, Gas, Water, & Waste	2	-	-	337712	-	-	337712
Construction	2	-	-	423000	-	-	423000
Wholesale Trade	2	-	-	210860	-	-	210860
Retail Trade	2	-	-	261250	-	-	261250
Accommodation and Food	-	-	-	-	-	-	-
Transport, Postal & Warehousing	2	-	-	400400	-	-	400400
Information Media & Telecoms	3	-	287500	300000	366000	-	335667
Financial & Insurance	2	-	-	259200	-	-	259200
Rental, Hiring & Real Estate	2	-	-	315000	-	-	315000
Professional, Scientific & Technical	2	-	-	255000	-	-	255000
Administrative & Support	-	-	-	-	-	-	-
Public Administration & Safety	-	-	-	-	-	-	-
Education & Training	-	-	-	-	-	-	-
Health Care & Social Assistance	2	-	-	309340	-	-	309340
Arts & Recreation	-	-	-	-	-	-	-
Other Services	2	-	-	305500	-	-	305500



5.1.26 Listed Results – General Counsel

	No.	10%	25%	Median	75%	90%	Average
		\$	\$	\$	\$	\$	\$
Overall	26	233000	253919	332000	397000	776580	402924
Revenue							
Up to 1M	4	309678	334956	374500	508290	703212	468746
\$1M - \$5M	-	-	-	-	-	-	-
\$5M - \$10M	2	-	-	230000	-	-	230000
\$10M - \$20M	-	-	-	-	-	-	-
\$20M - \$40M	3	-	277338	295000	340000	-	313225
\$40M - \$80M	2	-	-	250000	-	-	250000
\$80M - \$120M	2	-	-	256000	-	-	256000
\$120M - \$160M	-	-	-	-	-	-	-
\$160M - \$240M	-	-	-	-	-	-	-
\$240M - \$400M	2	-	-	256000	-	-	256000
\$400M - \$800M	4	259150	272875	315250	350500	351400	308125
\$800M - \$1B	2	-	-	450000	-	-	450000
\$1B - \$4B	6	295241	363612	519000	702500	785500	533247
\$4B or more	2	-	-	637692	-	-	637692
Assets							
Up to 1M	2	-	-	330000	-	-	330000
\$1M - \$4M	3	-	257750	280500	556830	-	449553
\$4M - \$8M	-	-	-	-	-	-	-
\$8M - \$12M	-	-	-	-	-	-	-
\$12M - \$20M	-	-	-	-	-	-	-
\$20M - \$40M	2	-	-	295000	-	-	295000
\$40M - \$60M	2	-	-	251000	-	-	251000
\$60M - \$100M	2	-	-	338912	-	-	338912
\$100M - \$200M	2	-	-	244838	-	-	244838
\$200M - \$500M	2	-	-	223500	-	-	223500
\$500M - \$1B	-	-	-	-	-	-	-
\$1B - \$3B	4	325500	341250	351000	352870	354437	343120
\$3B - \$10B	3	-	309500	388000	419000	-	356333
\$10B or more	5	469400	650000	720000	851000	967030	722877
FTE							
Up to 5	-	-	-	-	-	-	-
5 - 10	-	-	-	-	-	-	-
11 - 20	2	-	-	292825	-	-	292825
21 - 30	-	-	-	-	-	-	-
31 - 50	2	-	-	230000	-	-	230000
51 - 70	2	-	-	295000	-	-	295000
71 - 100	-	-	-	-	-	-	-
101 - 150	2	-	-	349000	-	-	349000
151 - 200	3	-	254838	259675	322338	-	298225
201 - 300	2	-	-	316250	-	-	316250
301 - 400	2	-	-	303741	-	-	303741
401 - 600	4	276500	301250	357500	412500	435000	356250
601 - 1000	3	-	223500	250000	450000	-	365667
1001 - 4000	3	-	591580	833160	842080	-	678053
4001 or more	5	232600	235000	388000	720000	914630	523677



5.1.26 Listed Public Results – General Counsel (continued)

	No.	10%	25%	Median	75%	90%	Average
		\$	\$	\$	\$	\$	\$
Type of Organisation							
ASX 200	11	231000	243500	388000	685000	851000	488217
Large - Listed	8	257000	275375	332500	366612	529948	380518
Medium - Listed	7	242000	254838	292825	322000	363400	294500
Small - Listed	-	-	-	-	-	-	-
Type of Industry							
Agriculture, Forestry & Fishing	-	-	-	-	-	-	-
Mining - Junior	4	349900	351250	353741	379112	421645	376620
Mining	2	-	-	292825	-	-	292825
Manufacturing	2	-	-	400000	-	-	400000
Electricity, Gas, Water, & Waste	-	-	-	-	-	-	-
Construction	2	-	-	240500	-	-	240500
Wholesale Trade	-	-	-	-	-	-	-
Retail Trade	-	-	-	-	-	-	-
Accommodation and Food	2	-	-	275000	-	-	275000
Transport, Postal & Warehousing	2	-	-	197000	-	-	197000
Information Media & Telecoms	3	-	254838	259675	322338	-	298225
Financial & Insurance	8	257600	275375	322500	453500	671000	399438
Rental, Hiring & Real Estate	-	-	-	-	-	-	-
Professional, Scientific & Technical	2	-	-	230000	-	-	230000
Administrative & Support	-	-	-	-	-	-	-
Public Administration & Safety	-	-	-	-	-	-	-
Education & Training	-	-	-	-	-	-	-
Health Care & Social Assistance	2	-	-	1044384	-	-	1044384
Arts & Recreation	2	-	-	833160	-	-	833160
Other Services	2	-	-	851000	-	-	851000



5.1.27 Listed Results – Chief Risk Officer

	No.	10%	25%	Median	75%	90%	Average
		\$	\$	\$	\$	\$	\$
Overall	26	177000	221250	465925	693152	1127500	533069
Revenue							
Up to 1M	2	-	-	365000	-	-	365000
\$1M - \$5M	2	-	-	147000	-	-	147000
\$5M - \$10M	2	-	-	265000	-	-	265000
\$10M - \$20M	2	-	-	190000	-	-	190000
\$20M - \$40M	2	-	-	260000	-	-	260000
\$40M - \$80M	-	-	-	-	-	-	-
\$80M - \$120M	4	172200	183000	204500	251250	307500	229750
\$120M - \$160M	-	-	-	-	-	-	-
\$160M - \$240M	2	-	-	606320	-	-	606320
\$240M - \$400M	2	-	-	191000	-	-	191000
\$400M - \$800M	3	-	465925	556850	565925	-	502283
\$800M - \$1B	-	-	-	-	-	-	-
\$1B - \$4B	7	630600	661803	700000	937500	1123600	808229
\$4B or more	4	361575	675562	1002500	1199942	1280839	873005
Assets							
Up to 1M	3	-	183500	220000	410000	-	322333
\$1M - \$4M	2	-	-	775000	-	-	775000
\$4M - \$8M	2	-	-	191000	-	-	191000
\$8M - \$12M	-	-	-	-	-	-	-
\$12M - \$20M	-	-	-	-	-	-	-
\$20M - \$40M	3	-	227500	265000	280000	-	250000
\$40M - \$60M	2	-	-	277000	-	-	277000
\$60M - \$100M	2	-	-	158625	-	-	158625
\$100M - \$200M	-	-	-	-	-	-	-
\$200M - \$500M	2	-	-	285000	-	-	285000
\$500M - \$1B	-	-	-	-	-	-	-
\$1B - \$3B	2	-	-	475000	-	-	475000
\$3B - \$10B	4	571691	593952	882660	1202942	1282039	914235
\$10B or more	6	661803	679454	775000	1037500	1127500	854768
FTE							
Up to 5	-	-	-	-	-	-	-
5 - 10	-	-	-	-	-	-	-
11 - 20	2	-	-	147000	-	-	147000
21 - 30	-	-	-	-	-	-	-
31 - 50	2	-	-	277500	-	-	277500
51 - 70	2	-	-	295000	-	-	295000
71 - 100	2	-	-	245000	-	-	245000
101 - 150	-	-	-	-	-	-	-
151 - 200	2	-	-	165000	-	-	165000
201 - 300	3	-	360000	375000	465925	-	425617
301 - 400	2	-	-	397660	-	-	397660
401 - 600	2	-	-	220000	-	-	220000
601 - 1000	2	-	-	1100000	-	-	1100000
1001 - 4000	4	582500	593750	625500	656402	666124	624652
4001 or more	8	179375	572750	812500	1156000	1211731	789628



5.1.27 Listed Public Results – Chief Risk Officer (continued)

	No.	10%	25%	Median	75%	90%	Average
		\$	\$	\$	\$	\$	\$
Type of Organisation							
ASX 200	14	244800	569218	686303	1037500	1157800	734057
Large - Listed	6	205500	250000	342500	517500	668000	405333
Medium - Listed	7	157800	177500	225000	280000	323000	236000
Small - Listed	-	-	-	-	-	-	-
Type of Industry							
Agriculture, Forestry & Fishing	-	-	-	-	-	-	-
Mining - Junior	2	-	-	375000	-	-	375000
Mining	2	-	-	365000	-	-	365000
Manufacturing	-	-	-	-	-	-	-
Electricity, Gas, Water, & Waste	-	-	-	-	-	-	-
Construction	2	-	-	1334770	-	-	1334770
Wholesale Trade	-	-	-	-	-	-	-
Retail Trade	-	-	-	-	-	-	-
Accommodation and Food	2	-	-	775000	-	-	775000
Transport, Postal & Warehousing	-	-	-	-	-	-	-
Information Media & Telecoms	2	-	-	215000	-	-	215000
Financial & Insurance	16	189500	223750	565925	737500	1127500	561939
Rental, Hiring & Real Estate	-	-	-	-	-	-	-
Professional, Scientific & Technical	-	-	-	-	-	-	-
Administrative & Support	-	-	-	-	-	-	-
Public Administration & Safety	-	-	-	-	-	-	-
Education & Training	2	-	-	147000	-	-	147000
Health Care & Social Assistance	-	-	-	-	-	-	-
Arts & Recreation	-	-	-	-	-	-	-
Other Services	2	-	-	651000	-	-	651000



5.1.28 Listed Results – Chief Operating Officer

	No.	10%	25%	Median	75%	90%	Average
		\$	\$	\$	\$	\$	\$
Overall	98	226635	333885	470500	690791	965100	586342
Revenue							
Up to 1M	15	232360	250000	293930	380000	396800	322357
\$1M - \$5M	4	185100	192750	223500	305000	404000	274250
\$5M - \$10M	5	133280	205700	265000	375100	537040	315160
\$10M - \$20M	4	180000	180000	190000	248750	336500	238750
\$20M - \$40M	3	-	282500	315000	323000	-	298667
\$40M - \$80M	2	-	-	454948	-	-	454948
\$80M - \$120M	4	319342	334255	406770	1491000	3327000	1418485
\$120M - \$160M	2	-	-	594254	-	-	594254
\$160M - \$240M	9	309400	401100	415140	500000	520200	424931
\$240M - \$400M	10	433200	446724	502000	631750	701248	558980
\$400M - \$800M	15	434059	460625	545000	725000	865500	672069
\$800M - \$1B	2	-	-	700000	-	-	700000
\$1B - \$4B	16	449750	513500	707525	871192	995300	721606
\$4B or more	8	787000	901000	1044000	1328875	1400380	1073638
Assets							
Up to 1M	2	-	-	300000	-	-	300000
\$1M - \$4M	4	302780	381949	426466	437750	457100	393233
\$4M - \$8M	5	186800	197000	232050	265000	343000	253810
\$8M - \$12M	4	119500	171250	202850	216775	236710	185175
\$12M - \$20M	2	-	-	180000	-	-	180000
\$20M - \$40M	6	223412	238506	293276	376750	485948	334212
\$40M - \$60M	2	-	-	2440500	-	-	2440500
\$60M - \$100M	6	284465	299198	328770	704385	1101500	571578
\$100M - \$200M	9	325880	350000	380000	600000	637800	447278
\$200M - \$500M	10	239700	359325	390550	489000	517216	404336
\$500M - \$1B	12	415140	433785	448125	525000	613500	467773
\$1B - \$3B	14	500000	507500	545000	784712	982170	665278
\$3B - \$10B	14	601000	703762	725000	956480	1343220	899641
\$10B or more	8	627700	699250	823775	972250	1161556	876509
FTE							
Up to 5	5	211020	232050	232824	250000	259000	235375
5 - 10	3	-	265276	275000	327500	-	303517
11 - 20	6	197000	223000	325000	550000	622500	381500
21 - 30	3	-	207500	330000	362500	-	270000
31 - 50	8	180000	195000	271965	381600	461070	310141
51 - 70	3	-	268350	331000	355500	-	305567
71 - 100	3	-	350000	450000	475000	-	400000
101 - 150	3	-	353500	392000	514000	-	447667
151 - 200	8	275100	339405	415140	455000	515753	392791
201 - 300	8	390972	453170	468500	507500	555469	469310
301 - 400	4	677585	792462	909641	1860000	3474600	1742820
401 - 600	6	410000	478500	602000	711288	1013775	675258
601 - 1000	9	317023	372000	500000	672165	738500	530309
1001 - 4000	16	445941	493125	585000	750000	1254260	747125
4001 or more	13	537400	717150	908000	1020600	1320000	899063



5.1.28 Listed Public Results – Chief Operating Officer (continued)

	No.	10%	25%	Median	75%	90%	Average
		\$	\$	\$	\$	\$	\$
Type of Organisation							
ASX 200	39	456450	531500	717150	966500	1392920	898049
Large - Listed	18	337820	360636	485500	594974	757420	514121
Medium - Listed	29	196000	250000	342540	450000	600200	365513
Small - Listed	9	225040	232824	255552	275000	382400	275492
Type of Industry							
Agriculture, Forestry & Fishing	2	-	-	600000	-	-	600000
Mining - Junior	19	396880	500000	570000	707525	926400	617558
Mining	12	215805	232630	270000	342500	390800	288946
Manufacturing	6	182558	217587	332500	476000	769300	428119
Electricity, Gas, Water, & Waste	2	-	-	279700	-	-	279700
Construction	2	-	-	400000	-	-	400000
Wholesale Trade	2	-	-	200000	-	-	200000
Retail Trade	3	-	682500	892500	1102500	-	892500
Accommodation and Food	2	-	-	465500	-	-	465500
Transport, Postal & Warehousing	5	361860	372000	717150	916951	948780	666240
Information Media & Telecoms	7	298000	336270	395000	452625	515400	403256
Financial & Insurance	21	331000	462250	579896	725000	915920	784197
Rental, Hiring & Real Estate	2	-	-	701500	-	-	701500
Professional, Scientific & Technical	2	-	-	312550	-	-	312550
Administrative & Support	-	-	-	-	-	-	-
Public Administration & Safety	-	-	-	-	-	-	-
Education & Training	2	-	-	615000	-	-	615000
Health Care & Social Assistance	2	-	-	205700	-	-	205700
Arts & Recreation	-	-	-	-	-	-	-
Other Services	6	593500	673388	1110075	1517040	1776260	1159945



5.1.29 Listed Results – Chief Information Officer

	No.	10%	25%	Median	75%	90%	Average
		\$	\$	\$	\$	\$	\$
Overall	42	230500	250500	420125	685633	979800	756196
Revenue							
Up to 1M	2	-	-	280000	-	-	280000
\$1M - \$5M	2	-	-	170000	-	-	170000
\$5M - \$10M	2	-	-	85000	-	-	85000
\$10M - \$20M	2	-	-	268182	-	-	268182
\$20M - \$40M	2	-	-	260000	-	-	260000
\$40M - \$80M	2	-	-	350000	-	-	350000
\$80M - \$120M	2	-	-	252000	-	-	252000
\$120M - \$160M	-	-	-	-	-	-	-
\$160M - \$240M	2	-	-	566000	-	-	566000
\$240M - \$400M	5	239000	245000	245000	250000	328000	271000
\$400M - \$800M	8	221000	357500	407000	479955	681624	464852
\$800M - \$1B	2	-	-	415000	-	-	415000
\$1B - \$4B	11	250000	432625	650000	702650	863100	590674
\$4B or more	8	551200	628000	855000	1283700	4479360	2160350
Assets							
Up to 1M	3	-	250000	280000	490000	-	400000
\$1M - \$4M	3	-	200000	230000	388125	-	315417
\$4M - \$8M	2	-	-	235000	-	-	235000
\$8M - \$12M	2	-	-	85000	-	-	85000
\$12M - \$20M	2	-	-	268182	-	-	268182
\$20M - \$40M	2	-	-	350000	-	-	350000
\$40M - \$60M	2	-	-	252000	-	-	252000
\$60M - \$100M	2	-	-	1392400	-	-	1392400
\$100M - \$200M	-	-	-	-	-	-	-
\$200M - \$500M	4	213500	233750	247500	262500	285000	248750
\$500M - \$1B	5	240800	245000	400000	415000	467392	360064
\$1B - \$3B	6	390000	406312	448875	539625	633650	490842
\$3B - \$10B	7	364000	483000	566000	805000	968800	624857
\$10B or more	7	555600	673756	750000	1006550	5090000	2217802
FTE							
Up to 5	-	-	-	-	-	-	-
5 - 10	2	-	-	170000	-	-	170000
11 - 20	2	-	-	250000	-	-	250000
21 - 30	2	-	-	85000	-	-	85000
31 - 50	-	-	-	-	-	-	-
51 - 70	-	-	-	-	-	-	-
71 - 100	3	-	256591	268182	284091	-	271061
101 - 150	2	-	-	220000	-	-	220000
151 - 200	-	-	-	-	-	-	-
201 - 300	4	266000	320000	365000	388500	403800	343500
301 - 400	2	-	-	409000	-	-	409000
401 - 600	2	-	-	421000	-	-	421000
601 - 1000	6	219000	239750	247500	416875	561250	342583
1001 - 4000	8	400000	418938	698756	744750	934170	661395
4001 or more	13	420000	502320	650000	982000	1577840	1526259



5.1.29 Listed Public Results – Chief Information Officer (continued)

	No.	10%	25%	Median	75%	90%	Average
		\$	\$	\$	\$	\$	\$
Type of Organisation							
ASX 200	25	299333	425250	566000	863100	1130000	1068003
Large - Listed	13	231000	238000	350000	414000	488000	357100
Medium - Listed	5	139000	220000	245000	268182	287273	223636
Small - Listed	2	-	-	170000	-	-	170000
Type of Industry							
Agriculture, Forestry & Fishing	-	-	-	-	-	-	-
Mining - Junior	2	-	-	960000	-	-	960000
Mining	-	-	-	-	-	-	-
Manufacturing	3	-	250000	280000	492650	-	401767
Electricity, Gas, Water, & Waste	2	-	-	526000	-	-	526000
Construction	3	-	219000	238000	241500	-	227667
Wholesale Trade	2	-	-	250000	-	-	250000
Retail Trade	2	-	-	517250	-	-	517250
Accommodation and Food	2	-	-	546250	-	-	546250
Transport, Postal & Warehousing	2	-	-	307666	-	-	307666
Information Media & Telecoms	3	-	325000	400000	5700000	-	3883333
Financial & Insurance	17	243200	300000	414000	700000	1120000	600558
Rental, Hiring & Real Estate	-	-	-	-	-	-	-
Professional, Scientific & Technical	2	-	-	170000	-	-	170000
Administrative & Support	-	-	-	-	-	-	-
Public Administration & Safety	-	-	-	-	-	-	-
Education & Training	2	-	-	458660	-	-	458660
Health Care & Social Assistance	-	-	-	-	-	-	-
Arts & Recreation	-	-	-	-	-	-	-
Other Services	4	429675	436312	545000	703275	799170	594588



5.1.30 Listed Results – Chief People & Culture Officer

	No.	10%	25%	Median	75%	90%	Average
		\$	\$	\$	\$	\$	\$
Overall	55	227824	297825	399000	545362	755200	439937
Revenue							
Up to 1M	5	196600	250000	295650	300000	360000	281330
\$1M - \$5M	2	-	-	225000	-	-	225000
\$5M - \$10M	-	-	-	-	-	-	-
\$10M - \$20M	-	-	-	-	-	-	-
\$20M - \$40M	5	198942	200000	220000	261000	280800	234647
\$40M - \$80M	2	-	-	330000	-	-	330000
\$80M - \$120M	2	-	-	315000	-	-	315000
\$120M - \$160M	3	-	263530	295000	406500	-	348353
\$160M - \$240M	4	310000	310000	312500	350000	413000	347500
\$240M - \$400M	6	290375	294000	303500	375779	423967	339281
\$400M - \$800M	7	288200	348500	375000	468573	535200	403449
\$800M - \$1B	2	-	-	427500	-	-	427500
\$1B - \$4B	10	401700	472681	553000	664512	863500	599077
\$4B or more	9	510400	567000	681000	800000	904098	698999
Assets							
Up to 1M	3	-	275000	300000	500000	-	416667
\$1M - \$4M	2	-	-	450000	-	-	450000
\$4M - \$8M	2	-	-	307000	-	-	307000
\$8M - \$12M	2	-	-	792000	-	-	792000
\$12M - \$20M	-	-	-	-	-	-	-
\$20M - \$40M	2	-	-	227500	-	-	227500
\$40M - \$60M	3	-	280500	300000	315000	-	297000
\$60M - \$100M	3	-	417500	615000	782745	-	595163
\$100M - \$200M	4	206266	218309	312500	429500	482600	335309
\$200M - \$500M	8	200000	269000	295325	347176	413862	307573
\$500M - \$1B	9	297750	310000	347000	402000	460400	360528
\$1B - \$3B	7	281824	345000	399000	447573	489378	393847
\$3B - \$10B	6	427500	480250	598000	670750	833000	619500
\$10B or more	7	541200	554024	567000	825000	867000	677935
FTE							
Up to 5	-	-	-	-	-	-	-
5 - 10	-	-	-	-	-	-	-
11 - 20	3	-	230500	300000	350000	-	287000
21 - 30	2	-	-	225000	-	-	225000
31 - 50	-	-	-	-	-	-	-
51 - 70	2	-	-	294825	-	-	294825
71 - 100	2	-	-	257500	-	-	257500
101 - 150	2	-	-	389500	-	-	389500
151 - 200	7	211295	226030	288750	310000	318000	269864
201 - 300	2	-	-	352500	-	-	352500
301 - 400	2	-	-	375000	-	-	375000
401 - 600	4	265000	287500	350000	439000	509200	376500
601 - 1000	7	255200	296000	398705	425614	489537	370276
1001 - 4000	9	349400	399000	455146	558047	632000	489435
4001 or more	14	451500	493500	660500	837500	933093	669999



5.1.30 Listed Public Results – Chief People & Culture Officer (continued)

	No.	10%	25%	Median	75%	90%	Average
		\$	\$	\$	\$	\$	\$
Type of Organisation							
ASX 200	25	380756	400000	528000	681000	875500	572005
Large - Listed	14	262600	296250	340000	453667	551418	387864
Medium - Listed	15	198942	222500	288750	307500	372000	282580
Small - Listed	-	-	-	-	-	-	-
Type of Industry							
Agriculture, Forestry & Fishing	2	-	-	400000	-	-	400000
Mining - Junior	10	295585	330000	420000	500807	557100	421088
Mining	2	-	-	230500	-	-	230500
Manufacturing	2	-	-	395362	-	-	395362
Electricity, Gas, Water, & Waste	2	-	-	716000	-	-	716000
Construction	2	-	-	301000	-	-	301000
Wholesale Trade	2	-	-	319500	-	-	319500
Retail Trade	2	-	-	399000	-	-	399000
Accommodation and Food	2	-	-	450000	-	-	450000
Transport, Postal & Warehousing	2	-	-	394048	-	-	394048
Information Media & Telecoms	4	204766	214559	275000	335000	344000	274559
Financial & Insurance	16	246530	298500	502573	812500	921495	545515
Rental, Hiring & Real Estate	2	-	-	288750	-	-	288750
Professional, Scientific & Technical	-	-	-	-	-	-	-
Administrative & Support	-	-	-	-	-	-	-
Public Administration & Safety	-	-	-	-	-	-	-
Education & Training	2	-	-	468500	-	-	468500
Health Care & Social Assistance	2	-	-	376500	-	-	376500
Arts & Recreation	-	-	-	-	-	-	-
Other Services	2	-	-	490500	-	-	490500



5.1.31 Listed Results – Chief Marketing Officer

	No.	10%	25%	Median	75%	90%	Average
		\$	\$	\$	\$	\$	\$
Overall	17	149018	225000	300000	450275	503700	323992
Revenue							
Up to 1M	2	-	-	283025	-	-	283025
\$1M - \$5M	2	-	-	213750	-	-	213750
\$5M - \$10M	2	-	-	75000	-	-	75000
\$10M - \$20M	2	-	-	225000	-	-	225000
\$20M - \$40M	2	-	-	303625	-	-	303625
\$40M - \$80M	2	-	-	102544	-	-	102544
\$80M - \$120M	2	-	-	189000	-	-	189000
\$120M - \$160M	-	-	-	-	-	-	-
\$160M - \$240M	2	-	-	495000	-	-	495000
\$240M - \$400M	2	-	-	442500	-	-	442500
\$400M - \$800M	2	-	-	300000	-	-	300000
\$800M - \$1B	-	-	-	-	-	-	-
\$1B - \$4B	3	-	479762	509250	592625	-	545175
\$4B or more	-	-	-	-	-	-	-
Assets							
Up to 1M	2	-	-	215000	-	-	215000
\$1M - \$4M	2	-	-	461750	-	-	461750
\$4M - \$8M	-	-	-	-	-	-	-
\$8M - \$12M	2	-	-	75000	-	-	75000
\$12M - \$20M	2	-	-	225000	-	-	225000
\$20M - \$40M	2	-	-	216772	-	-	216772
\$40M - \$60M	2	-	-	189000	-	-	189000
\$60M - \$100M	2	-	-	316050	-	-	316050
\$100M - \$200M	2	-	-	276250	-	-	276250
\$200M - \$500M	-	-	-	-	-	-	-
\$500M - \$1B	3	-	342500	385000	442500	-	395000
\$1B - \$3B	2	-	-	479762	-	-	479762
\$3B - \$10B	2	-	-	495000	-	-	495000
\$10B or more	-	-	-	-	-	-	-
FTE							
Up to 5	-	-	-	-	-	-	-
5 - 10	2	-	-	316050	-	-	316050
11 - 20	-	-	-	-	-	-	-
21 - 30	2	-	-	127500	-	-	127500
31 - 50	2	-	-	247500	-	-	247500
51 - 70	2	-	-	331000	-	-	331000
71 - 100	2	-	-	225000	-	-	225000
101 - 150	-	-	-	-	-	-	-
151 - 200	2	-	-	330625	-	-	330625
201 - 300	2	-	-	102544	-	-	102544
301 - 400	2	-	-	342000	-	-	342000
401 - 600	2	-	-	250000	-	-	250000
601 - 1000	2	-	-	500000	-	-	500000
1001 - 4000	3	-	375138	450275	479762	-	419842
4001 or more	2	-	-	676000	-	-	676000



5.1.31 Listed Public Results – Chief Marketing Officer (continued)

	No.	10%	25%	Median	75%	90%	Average
		\$	\$	\$	\$	\$	\$
Type of Organisation							
ASX 200	5	311400	495000	500000	509250	609300	473850
Large - Listed	5	161526	250000	300000	334750	404065	287514
Medium - Listed	7	138000	202500	247500	303625	352600	245679
Small - Listed	2	-	-	316050	-	-	316050
Type of Industry							
Agriculture, Forestry & Fishing	-	-	-	-	-	-	-
Mining - Junior	-	-	-	-	-	-	-
Mining	2	-	-	316050	-	-	316050
Manufacturing	2	-	-	350138	-	-	350138
Electricity, Gas, Water, & Waste	-	-	-	-	-	-	-
Construction	-	-	-	-	-	-	-
Wholesale Trade	2	-	-	141272	-	-	141272
Retail Trade	2	-	-	509250	-	-	509250
Accommodation and Food	2	-	-	676000	-	-	676000
Transport, Postal & Warehousing	-	-	-	-	-	-	-
Information Media & Telecoms	2	-	-	288125	-	-	288125
Financial & Insurance	5	120600	189000	225000	331000	429400	263000
Rental, Hiring & Real Estate	2	-	-	385000	-	-	385000
Professional, Scientific & Technical	2	-	-	247500	-	-	247500
Administrative & Support	-	-	-	-	-	-	-
Public Administration & Safety	-	-	-	-	-	-	-
Education & Training	-	-	-	-	-	-	-
Health Care & Social Assistance	-	-	-	-	-	-	-
Arts & Recreation	-	-	-	-	-	-	-
Other Services	2	-	-	500000	-	-	500000



5.1.32 Listed Results – Chief Sales Officer

	No.	10%	25%	Median	75%	90%	Average
		\$	\$	\$	\$	\$	\$
Overall	16	206292	300000	412500	571250	800000	487375
Revenue							
Up to 1M	2	-	-	350000	-	-	350000
\$1M - \$5M	2	-	-	172500	-	-	172500
\$5M - \$10M	2	-	-	315000	-	-	315000
\$10M - \$20M	2	-	-	212585	-	-	212585
\$20M - \$40M	2	-	-	562000	-	-	562000
\$40M - \$80M	2	-	-	330000	-	-	330000
\$80M - \$120M	-	-	-	-	-	-	-
\$120M - \$160M	2	-	-	300000	-	-	300000
\$160M - \$240M	-	-	-	-	-	-	-
\$240M - \$400M	2	-	-	632500	-	-	632500
\$400M - \$800M	3	-	387500	475000	532500	-	455000
\$800M - \$1B	-	-	-	-	-	-	-
\$1B - \$4B	3	-	710110	900000	1116600	-	917806
\$4B or more	-	-	-	-	-	-	-
Assets							
Up to 1M	2	-	-	350000	-	-	350000
\$1M - \$4M	2	-	-	145000	-	-	145000
\$4M - \$8M	-	-	-	-	-	-	-
\$8M - \$12M	2	-	-	200000	-	-	200000
\$12M - \$20M	2	-	-	212585	-	-	212585
\$20M - \$40M	2	-	-	315000	-	-	315000
\$40M - \$60M	2	-	-	330000	-	-	330000
\$60M - \$100M	2	-	-	562000	-	-	562000
\$100M - \$200M	-	-	-	-	-	-	-
\$200M - \$500M	2	-	-	300000	-	-	300000
\$500M - \$1B	2	-	-	645000	-	-	645000
\$1B - \$3B	2	-	-	387500	-	-	387500
\$3B - \$10B	2	-	-	949100	-	-	949100
\$10B or more	2	-	-	710110	-	-	710110
FTE							
Up to 5	-	-	-	-	-	-	-
5 - 10	2	-	-	145000	-	-	145000
11 - 20	2	-	-	766600	-	-	766600
21 - 30	-	-	-	-	-	-	-
31 - 50	2	-	-	565000	-	-	565000
51 - 70	-	-	-	-	-	-	-
71 - 100	2	-	-	263792	-	-	263792
101 - 150	-	-	-	-	-	-	-
151 - 200	3	-	315000	330000	446000	-	397333
201 - 300	-	-	-	-	-	-	-
301 - 400	-	-	-	-	-	-	-
401 - 600	2	-	-	350000	-	-	350000
601 - 1000	3	-	500000	700000	800000	-	633333
1001 - 4000	2	-	-	532500	-	-	532500
4001 or more	2	-	-	520219	-	-	520219



5.1.32 Listed Public Results – Chief Sales Officer (continued)

	No.	10%	25%	Median	75%	90%	Average
		\$	\$	\$	\$	\$	\$
Type of Organisation							
ASX 200	4	574153	655055	800000	1008300	1203240	863355
Large - Listed	4	315000	337500	412500	503750	555500	428750
Medium - Listed	7	207551	256292	315000	446000	563200	354941
Small - Listed	2	-	-	145000	-	-	145000
Type of Industry							
Agriculture, Forestry & Fishing	-	-	-	-	-	-	-
Mining - Junior	-	-	-	-	-	-	-
Mining	-	-	-	-	-	-	-
Manufacturing	2	-	-	350000	-	-	350000
Electricity, Gas, Water, & Waste	2	-	-	200000	-	-	200000
Construction	2	-	-	300000	-	-	300000
Wholesale Trade	-	-	-	-	-	-	-
Retail Trade	-	-	-	-	-	-	-
Accommodation and Food	-	-	-	-	-	-	-
Transport, Postal & Warehousing	-	-	-	-	-	-	-
Information Media & Telecoms	5	321000	330000	562000	590000	1035920	626040
Financial & Insurance	6	256292	343750	497610	553805	732500	495467
Rental, Hiring & Real Estate	-	-	-	-	-	-	-
Professional, Scientific & Technical	2	-	-	145000	-	-	145000
Administrative & Support	-	-	-	-	-	-	-
Public Administration & Safety	-	-	-	-	-	-	-
Education & Training	-	-	-	-	-	-	-
Health Care & Social Assistance	-	-	-	-	-	-	-
Arts & Recreation	-	-	-	-	-	-	-
Other Services	2	-	-	700000	-	-	700000



5.1.33 Listed Results – Compliance Manager

	No.	10%	25%	Median	75%	90%	Average
		\$	\$	\$	\$	\$	\$
Overall	9	149835	150000	200000	335000	357760	233562
Revenue							
Up to 1M	-	-	-	-	-	-	-
\$1M - \$5M	-	-	-	-	-	-	-
\$5M - \$10M	-	-	-	-	-	-	-
\$10M - \$20M	-	-	-	-	-	-	-
\$20M - \$40M	-	-	-	-	-	-	-
\$40M - \$80M	2	-	-	150000	-	-	150000
\$80M - \$120M	2	-	-	150000	-	-	150000
\$120M - \$160M	2	-	-	149175	-	-	149175
\$160M - \$240M	-	-	-	-	-	-	-
\$240M - \$400M	-	-	-	-	-	-	-
\$400M - \$800M	2	-	-	282100	-	-	282100
\$800M - \$1B	-	-	-	-	-	-	-
\$1B - \$4B	2	-	-	367500	-	-	367500
\$4B or more	-	-	-	-	-	-	-
Assets							
Up to 1M	3	-	175000	200000	300000	-	250000
\$1M - \$4M	-	-	-	-	-	-	-
\$4M - \$8M	-	-	-	-	-	-	-
\$8M - \$12M	-	-	-	-	-	-	-
\$12M - \$20M	-	-	-	-	-	-	-
\$20M - \$40M	-	-	-	-	-	-	-
\$40M - \$60M	-	-	-	-	-	-	-
\$60M - \$100M	2	-	-	150000	-	-	150000
\$100M - \$200M	-	-	-	-	-	-	-
\$200M - \$500M	-	-	-	-	-	-	-
\$500M - \$1B	-	-	-	-	-	-	-
\$1B - \$3B	2	-	-	248188	-	-	248188
\$3B - \$10B	-	-	-	-	-	-	-
\$10B or more	2	-	-	276000	-	-	276000
FTE							
Up to 5	-	-	-	-	-	-	-
5 - 10	-	-	-	-	-	-	-
11 - 20	-	-	-	-	-	-	-
21 - 30	-	-	-	-	-	-	-
31 - 50	-	-	-	-	-	-	-
51 - 70	-	-	-	-	-	-	-
71 - 100	-	-	-	-	-	-	-
101 - 150	-	-	-	-	-	-	-
151 - 200	2	-	-	149175	-	-	149175
201 - 300	2	-	-	217000	-	-	217000
301 - 400	-	-	-	-	-	-	-
401 - 600	3	-	150000	150000	175000	-	166667
601 - 1000	2	-	-	335000	-	-	335000
1001 - 4000	2	-	-	373600	-	-	373600
4001 or more	-	-	-	-	-	-	-



5.1.33 Listed Public Results – Compliance Manager (continued)

	No.	10%	25%	Median	75%	90%	Average
		\$	\$	\$	\$	\$	\$
Type of Organisation							
ASX 200	2	-	-	335000	-	-	335000
Large - Listed	6	150000	156250	187500	212750	282100	206533
Medium - Listed	2	-	-	151428	-	-	151428
Small - Listed	-	-	-	-	-	-	-
Type of Industry							
Agriculture, Forestry & Fishing	-	-	-	-	-	-	-
Mining - Junior	-	-	-	-	-	-	-
Mining	-	-	-	-	-	-	-
Manufacturing	2	-	-	200000	-	-	200000
Electricity, Gas, Water, & Waste	-	-	-	-	-	-	-
Construction	-	-	-	-	-	-	-
Wholesale Trade	-	-	-	-	-	-	-
Retail Trade	2	-	-	150000	-	-	150000
Accommodation and Food	-	-	-	-	-	-	-
Transport, Postal & Warehousing	-	-	-	-	-	-	-
Information Media & Telecoms	-	-	-	-	-	-	-
Financial & Insurance	6	149588	150920	185341	305500	341100	225343
Rental, Hiring & Real Estate	-	-	-	-	-	-	-
Professional, Scientific & Technical	-	-	-	-	-	-	-
Administrative & Support	-	-	-	-	-	-	-
Public Administration & Safety	-	-	-	-	-	-	-
Education & Training	-	-	-	-	-	-	-
Health Care & Social Assistance	-	-	-	-	-	-	-
Arts & Recreation	-	-	-	-	-	-	-
Other Services	-	-	-	-	-	-	-



5.1.34 Unlisted Results – Managing Director

	No.	10%	25%	Median	75%	90%	Average
		\$	\$	\$	\$	\$	\$
Overall	46	220000	311000	452115	606050	762500	515799
Revenue							
Up to 1M	4	132500	188750	227500	251250	280500	212500
\$1M - \$5M	2	-	-	190500	-	-	190500
\$5M - \$10M	2	-	-	414000	-	-	414000
\$10M - \$20M	4	250000	295000	360000	514755	721314	449755
\$20M - \$40M	6	225000	262500	315000	382500	458152	332717
\$40M - \$80M	6	385000	410000	447115	488558	625000	485705
\$80M - \$120M	7	385500	450000	535762	616360	700000	533176
\$120M - \$160M	4	497420	568550	629033	666864	697218	606380
\$160M - \$240M	3	-	521112	592225	596112	-	547408
\$240M - \$400M	3	-	560230	570461	748106	-	682071
\$400M - \$800M	3	-	680000	750000	801000	-	737333
\$800M - \$1B	-	-	-	-	-	-	-
\$1B - \$4B	2	-	-	1450000	-	-	1450000
\$4B or more	-	-	-	-	-	-	-
Assets							
Up to 1M	2	-	-	95000	-	-	95000
\$1M - \$4M	4	213000	217500	227500	251250	280500	241250
\$4M - \$8M	2	-	-	583510	-	-	583510
\$8M - \$12M	2	-	-	350000	-	-	350000
\$12M - \$20M	3	-	325000	400000	458152	-	388768
\$20M - \$40M	3	-	360000	500000	535230	-	430154
\$40M - \$60M	2	-	-	650000	-	-	650000
\$60M - \$100M	4	209700	267750	375000	450000	450000	342750
\$100M - \$200M	6	371490	470672	535000	593550	629033	511841
\$200M - \$500M	5	400000	400000	450000	600000	606000	492000
\$500M - \$1B	3	-	511360	582720	666360	-	590907
\$1B - \$3B	2	-	-	320000	-	-	320000
\$3B - \$10B	5	595335	600000	717454	775000	821200	707336
\$10B or more	3	-	837876	925752	1612876	-	1325251
FTE							
Up to 5	2	-	-	350000	-	-	350000
5 - 10	3	-	165000	235000	547010	-	396340
11 - 20	3	-	190500	210000	215000	-	200333
21 - 30	2	-	-	264000	-	-	264000
31 - 50	3	-	310000	320000	427881	-	385254
51 - 70	3	-	405000	440000	511360	-	464240
71 - 100	4	215000	237500	290000	360000	414000	307500
101 - 150	5	446522	516304	520000	600000	690000	557261
151 - 200	2	-	-	485230	-	-	485230
201 - 300	6	371490	492689	609033	690590	746227	575583
301 - 400	-	-	-	-	-	-	-
401 - 600	3	-	500000	550000	737876	-	641917
601 - 1000	6	475000	523056	621112	650000	751000	615704
1001 - 4000	3	-	525000	600000	675000	-	600000
4001 or more	2	-	-	2300000	-	-	2300000



5.1.34 Unlisted Public Results – Managing Director (continued)

	No.	10%	25%	Median	75%	90%	Average
		\$	\$	\$	\$	\$	\$
Type of Organisation							
Large - Unlisted	19	450000	477115	608066	733727	866750	693341
Medium - Unlisted	20	209000	287500	385000	517228	584448	395424
Small - Unlisted	4	137000	200000	267500	325000	370000	257500
Type of Industry							
Agriculture, Forestry & Fishing	-	-	-	-	-	-	-
Mining - Junior	2	-	-	220000	-	-	220000
Mining	2	-	-	600000	-	-	600000
Manufacturing	4	210500	226250	261875	368579	512271	332954
Electricity, Gas, Water, & Waste	2	-	-	300000	-	-	300000
Construction	2	-	-	535000	-	-	535000
Wholesale Trade	2	-	-	500000	-	-	500000
Retail Trade	-	-	-	-	-	-	-
Accommodation and Food	-	-	-	-	-	-	-
Transport, Postal & Warehousing	-	-	-	-	-	-	-
Information Media & Telecoms	2	-	-	423152	-	-	423152
Financial & Insurance	12	214000	287500	425000	587040	609000	434848
Rental, Hiring & Real Estate	2	-	-	440000	-	-	440000
Professional, Scientific & Technical	6	385000	412500	452115	601058	650000	495705
Administrative & Support	-	-	-	-	-	-	-
Public Administration & Safety	-	-	-	-	-	-	-
Education & Training	2	-	-	2300000	-	-	2300000
Health Care & Social Assistance	3	-	379000	450000	450000	-	402667
Arts & Recreation	-	-	-	-	-	-	-
Other Services	-	-	-	-	-	-	-
Super Fund	-	-	-	-	-	-	-
Mutual ADI	8	275300	524169	733727	794250	874126	637929



5.1.35 Unlisted Results – Chief Executive Officer

	No.	10%	25%	Median	75%	90%	Average
		\$	\$	\$	\$	\$	\$
Overall	99	200740	261646	365204	528056	608000	409018
Revenue							
Up to 1M	2	-	-	290000	-	-	290000
\$1M - \$5M	13	171148	190000	201000	240950	260000	215023
\$5M - \$10M	12	225409	247663	280146	333849	365368	295822
\$10M - \$20M	21	230000	305000	325000	400000	460000	341538
\$20M - \$40M	17	256000	366450	460000	515000	626775	454213
\$40M - \$80M	10	207294	313828	502017	590000	642006	466746
\$80M - \$120M	6	442881	536308	543974	581875	596250	527702
\$120M - \$160M	6	360000	410790	451579	553750	595000	468860
\$160M - \$240M	7	420210	537030	592225	747500	917242	625984
\$240M - \$400M	-	-	-	-	-	-	-
\$400M - \$800M	2	-	-	832500	-	-	832500
\$800M - \$1B	2	-	-	690014	-	-	690014
\$1B - \$4B	2	-	-	600000	-	-	600000
\$4B or more	-	-	-	-	-	-	-
Assets							
Up to 1M	2	-	-	396250	-	-	396250
\$1M - \$4M	2	-	-	260000	-	-	260000
\$4M - \$8M	2	-	-	307500	-	-	307500
\$8M - \$12M	5	173043	175000	200925	230000	278000	217533
\$12M - \$20M	9	204000	270000	311725	446113	554000	372304
\$20M - \$40M	2	-	-	330000	-	-	330000
\$40M - \$60M	2	-	-	162000	-	-	162000
\$60M - \$100M	5	183000	201000	217656	226525	453610	284236
\$100M - \$200M	6	209000	250118	298185	384975	476855	328013
\$200M - \$500M	19	238313	255146	305000	366396	464070	332556
\$500M - \$1B	14	279000	319000	390725	480018	531572	430258
\$1B - \$3B	16	360000	441268	502191	557150	610000	491938
\$3B - \$10B	8	575942	598056	615004	786250	901000	690022
\$10B or more	2	-	-	850302	-	-	850302
FTE							
Up to 5	4	164400	168000	220000	317500	403000	265500
5 - 10	4	198297	210742	220611	224306	225637	214437
11 - 20	15	179043	200500	263000	319747	372000	273700
21 - 30	9	233785	248000	300000	339900	480000	317987
31 - 50	16	275698	308750	355300	426250	511226	377374
51 - 70	6	321000	349730	426530	473715	544286	430606
71 - 100	11	208105	353000	443158	503441	520350	423268
101 - 150	14	242000	336328	489267	555578	602000	449058
151 - 200	3	-	496250	592500	596250	-	530833
201 - 300	6	561500	588750	615004	720002	882500	686334
301 - 400	4	201500	203750	285014	511422	774932	430158
401 - 600	2	-	-	537947	-	-	537947
601 - 1000	3	-	743612	895000	905000	-	800742
1001 - 4000	3	-	460000	600000	675000	-	556667
4001 or more	-	-	-	-	-	-	-



5.1.35 Unlisted Public Results – Chief Executive Officer (continued)

	No.	10%	25%	Median	75%	90%	Average
		\$	\$	\$	\$	\$	\$
Type of Organisation							
Large - Unlisted	17	274000	537947	600000	750000	929242	614636
Medium - Unlisted	70	207394	264750	347698	483768	556580	377514
Small - Unlisted	7	166800	180000	217656	248262	346000	242312
Type of Industry							
Agriculture, Forestry & Fishing	2	-	-	208105	-	-	208105
Mining - Junior	-	-	-	-	-	-	-
Mining	-	-	-	-	-	-	-
Manufacturing	-	-	-	-	-	-	-
Electricity, Gas, Water, & Waste	3	-	305862	311725	455862	-	403908
Construction	2	-	-	270000	-	-	270000
Wholesale Trade	2	-	-	330000	-	-	330000
Retail Trade	-	-	-	-	-	-	-
Accommodation and Food	-	-	-	-	-	-	-
Transport, Postal & Warehousing	-	-	-	-	-	-	-
Information Media & Telecoms	2	-	-	310556	-	-	310556
Financial & Insurance	28	285000	361271	460000	561532	612502	474719
Rental, Hiring & Real Estate	-	-	-	-	-	-	-
Professional, Scientific & Technical	2	-	-	280500	-	-	280500
Administrative & Support	2	-	-	330000	-	-	330000
Public Administration & Safety	-	-	-	-	-	-	-
Education & Training	2	-	-	295000	-	-	295000
Health Care & Social Assistance	4	158000	185000	215000	297500	419000	267500
Arts & Recreation	2	-	-	200925	-	-	200925
Other Services	2	-	-	269950	-	-	269950
Super Fund	-	-	-	-	-	-	-
Mutual ADI	46	220611	257426	365827	537987	685000	420567



5.1.36 Unlisted Results – Chief Finance Officer

	No.	10%	25%	Median	75%	90%	Average
		\$	\$	\$	\$	\$	\$
Overall	104	160000	197488	250553	322413	383466	283241
Revenue							
Up to 1M	2	-	-	205000	-	-	205000
\$1M - \$5M	6	102658	105097	112718	143500	158951	124776
\$5M - \$10M	9	158000	175000	192500	232334	276000	206204
\$10M - \$20M	15	167660	183075	210000	252077	277000	231959
\$20M - \$40M	20	168779	205875	222500	309300	334453	249650
\$40M - \$80M	13	188800	225000	251106	342153	369960	275696
\$80M - \$120M	10	238000	262500	305875	369548	382065	309587
\$120M - \$160M	9	216085	240000	291083	330000	380015	291509
\$160M - \$240M	9	238600	300000	321016	382000	417890	326164
\$240M - \$400M	3	-	290776	321551	364430	-	329620
\$400M - \$800M	4	334000	415000	461250	464375	467750	418125
\$800M - \$1B	2	-	-	309908	-	-	309908
\$1B - \$4B	2	-	-	1225000	-	-	1225000
\$4B or more	-	-	-	-	-	-	-
Assets							
Up to 1M	2	-	-	311750	-	-	311750
\$1M - \$4M	2	-	-	205000	-	-	205000
\$4M - \$8M	4	126300	158250	223000	341550	470340	276800
\$8M - \$12M	4	105453	108656	180218	270000	306000	198438
\$12M - \$20M	6	160000	175000	222500	337144	415818	266106
\$20M - \$40M	2	-	-	235776	-	-	235776
\$40M - \$60M	2	-	-	380000	-	-	380000
\$60M - \$100M	6	134000	159750	240000	318750	327500	233833
\$100M - \$200M	9	158008	260000	291083	329600	375396	274075
\$200M - \$500M	16	183075	198125	220000	242500	290000	228093
\$500M - \$1B	14	165261	175750	214000	280000	358866	240121
\$1B - \$3B	17	209400	225000	250000	296854	315000	258605
\$3B - \$10B	11	300000	321076	380077	416000	462500	373684
\$10B or more	4	408074	409224	434932	882500	1643000	856793
FTE							
Up to 5	2	-	-	235000	-	-	235000
5 - 10	4	143690	149675	156500	259050	437340	252225
11 - 20	5	112262	115000	180000	181000	216400	165287
21 - 30	9	103054	172010	176000	192500	214000	175220
31 - 50	14	161471	182322	221167	262288	316500	230454
51 - 70	9	159206	170000	250000	266034	322739	238140
71 - 100	11	210000	220000	225000	318008	330000	261451
101 - 150	15	193200	222500	251106	300000	323760	262294
151 - 200	5	248433	291083	296854	311750	317631	288248
201 - 300	11	260000	290000	362000	378528	381840	339364
301 - 400	3	-	179408	198817	304340	-	256227
401 - 600	4	263000	267500	285000	326827	375116	309327
601 - 1000	7	355000	377500	382000	456250	465500	406357
1001 - 4000	4	226000	235000	270000	340000	412000	305000
4001 or more	2	-	-	2150000	-	-	2150000



5.1.36 Unlisted Public Results – Chief Finance Officer (continued)

	No.	10%	25%	Median	75%	90%	Average
		\$	\$	\$	\$	\$	\$
Type of Organisation							
Large - Unlisted	30	238000	272500	366975	400981	460250	398450
Medium - Unlisted	63	160980	187719	225000	298427	327990	237629
Small - Unlisted	5	145020	153000	160000	220000	238000	184540
Type of Industry							
Agriculture, Forestry & Fishing	-	-	-	-	-	-	-
Mining - Junior	-	-	-	-	-	-	-
Mining	2	-	-	300000	-	-	300000
Manufacturing	2	-	-	210000	-	-	210000
Electricity, Gas, Water, & Waste	2	-	-	250000	-	-	250000
Construction	3	-	226500	260000	280000	-	251000
Wholesale Trade	-	-	-	-	-	-	-
Retail Trade	-	-	-	-	-	-	-
Accommodation and Food	-	-	-	-	-	-	-
Transport, Postal & Warehousing	-	-	-	-	-	-	-
Information Media & Telecoms	2	-	-	393556	-	-	393556
Financial & Insurance	30	196935	221250	267500	321417	355324	272952
Rental, Hiring & Real Estate	-	-	-	-	-	-	-
Professional, Scientific & Technical	7	220000	235000	325000	375990	378188	306711
Administrative & Support	2	-	-	150000	-	-	150000
Public Administration & Safety	-	-	-	-	-	-	-
Education & Training	2	-	-	1195000	-	-	1195000
Health Care & Social Assistance	5	127000	160000	176000	220000	268000	192200
Arts & Recreation	2	-	-	103317	-	-	103317
Other Services	2	-	-	172010	-	-	172010
Super Fund	-	-	-	-	-	-	-
Mutual ADI	41	160000	189288	247000	362000	409863	267679



5.1.37 Unlisted Results – Company Secretary

	No.	10%	25%	Median	75%	90%	Average
		\$	\$	\$	\$	\$	\$
Overall	36	86200	145000	196000	236250	286672	220696
Revenue							
Up to 1M	3	-	45000	80000	115000	-	80000
\$1M - \$5M	2	-	-	102500	-	-	102500
\$5M - \$10M	4	102000	120000	163500	202750	213100	159250
\$10M - \$20M	5	199215	205537	240000	250000	328660	254327
\$20M - \$40M	6	116650	129000	165500	178750	243700	175283
\$40M - \$80M	3	-	143700	205000	242470	-	189113
\$80M - \$120M	5	169775	184438	201210	230000	242000	205130
\$120M - \$160M	2	-	-	204172	-	-	204172
\$160M - \$240M	2	-	-	198000	-	-	198000
\$240M - \$400M	2	-	-	201376	-	-	201376
\$400M - \$800M	2	-	-	245500	-	-	245500
\$800M - \$1B	-	-	-	-	-	-	-
\$1B - \$4B	2	-	-	1450000	-	-	1450000
\$4B or more	-	-	-	-	-	-	-
Assets							
Up to 1M	2	-	-	105605	-	-	105605
\$1M - \$4M	3	-	87500	150000	165000	-	118333
\$4M - \$8M	2	-	-	289050	-	-	289050
\$8M - \$12M	-	-	-	-	-	-	-
\$12M - \$20M	2	-	-	100000	-	-	100000
\$20M - \$40M	2	-	-	130000	-	-	130000
\$40M - \$60M	-	-	-	-	-	-	-
\$60M - \$100M	2	-	-	288343	-	-	288343
\$100M - \$200M	3	-	97850	113300	166650	-	138567
\$200M - \$500M	3	-	142500	195000	222500	-	178333
\$500M - \$1B	6	170500	186384	217768	237500	245000	211090
\$1B - \$3B	6	138000	160750	190000	261204	293670	207223
\$3B - \$10B	4	167331	178328	209719	247500	270000	216110
\$10B or more	3	-	203688	206000	828000	-	619125
FTE							
Up to 5	2	-	-	115000	-	-	115000
5 - 10	3	-	17500	25000	203050	-	138700
11 - 20	2	-	-	215000	-	-	215000
21 - 30	3	-	101650	113300	155150	-	133433
31 - 50	5	156000	195000	205537	240000	269006	211776
51 - 70	2	-	-	278700	-	-	278700
71 - 100	2	-	-	175000	-	-	175000
101 - 150	7	141600	158500	180000	225000	249976	192420
151 - 200	2	-	-	201210	-	-	201210
201 - 300	3	-	133419	184438	194719	-	157279
301 - 400	-	-	-	-	-	-	-
401 - 600	2	-	-	180688	-	-	180688
601 - 1000	2	-	-	260000	-	-	260000
1001 - 4000	2	-	-	163000	-	-	163000
4001 or more	2	-	-	1450000	-	-	1450000



5.1.37 Unlisted Public Results – Company Secretary (continued)

	No.	10%	25%	Median	75%	90%	Average
		\$	\$	\$	\$	\$	\$
Type of Organisation							
Large - Unlisted	10	116240	166110	203188	227750	401500	312921
Medium - Unlisted	22	113970	157250	196000	237500	276945	190670
Small - Unlisted	3	-	75000	80000	115000	-	80000
Type of Industry							
Agriculture, Forestry & Fishing	-	-	-	-	-	-	-
Mining - Junior	-	-	-	-	-	-	-
Mining	-	-	-	-	-	-	-
Manufacturing	-	-	-	-	-	-	-
Electricity, Gas, Water, & Waste	2	-	-	165000	-	-	165000
Construction	2	-	-	190500	-	-	190500
Wholesale Trade	-	-	-	-	-	-	-
Retail Trade	-	-	-	-	-	-	-
Accommodation and Food	-	-	-	-	-	-	-
Transport, Postal & Warehousing	-	-	-	-	-	-	-
Information Media & Telecoms	-	-	-	-	-	-	-
Financial & Insurance	12	125000	157500	203374	242500	250000	180591
Rental, Hiring & Real Estate	-	-	-	-	-	-	-
Professional, Scientific & Technical	2	-	-	101200	-	-	101200
Administrative & Support	2	-	-	130000	-	-	130000
Public Administration & Safety	-	-	-	-	-	-	-
Education & Training	3	-	100000	120000	785000	-	550000
Health Care & Social Assistance	-	-	-	-	-	-	-
Arts & Recreation	-	-	-	-	-	-	-
Other Services	2	-	-	113300	-	-	113300
Super Fund	-	-	-	-	-	-	-
Mutual ADI	12	161500	182078	203188	246235	284494	215846



5.1.38 Unlisted Results – General Counsel & Company Secretary

	No.	10%	25%	Median	75%	90%	Average
		\$	\$	\$	\$	\$	\$
Overall	22	181900	200602	260000	298077	347564	257393
Revenue							
Up to 1M	-	-	-	-	-	-	-
\$1M - \$5M	-	-	-	-	-	-	-
\$5M - \$10M	-	-	-	-	-	-	-
\$10M - \$20M	2	-	-	200000	-	-	200000
\$20M - \$40M	5	103400	140000	190000	292307	296923	200261
\$40M - \$80M	5	193972	213430	244544	349448	367779	273684
\$80M - \$120M	2	-	-	325000	-	-	325000
\$120M - \$160M	5	194963	202408	280000	288343	289987	250367
\$160M - \$240M	3	-	255240	260000	295304	-	280363
\$240M - \$400M	-	-	-	-	-	-	-
\$400M - \$800M	2	-	-	260000	-	-	260000
\$800M - \$1B	-	-	-	-	-	-	-
\$1B - \$4B	2	-	-	415000	-	-	415000
\$4B or more	-	-	-	-	-	-	-
Assets							
Up to 1M	-	-	-	-	-	-	-
\$1M - \$4M	-	-	-	-	-	-	-
\$4M - \$8M	-	-	-	-	-	-	-
\$8M - \$12M	-	-	-	-	-	-	-
\$12M - \$20M	2	-	-	200000	-	-	200000
\$20M - \$40M	-	-	-	-	-	-	-
\$40M - \$60M	2	-	-	280000	-	-	280000
\$60M - \$100M	2	-	-	294172	-	-	294172
\$100M - \$200M	2	-	-	308042	-	-	308042
\$200M - \$500M	2	-	-	260000	-	-	260000
\$500M - \$1B	2	-	-	336154	-	-	336154
\$1B - \$3B	5	103400	140000	181000	190000	222726	166909
\$3B - \$10B	5	206817	213430	250481	260000	313669	255153
\$10B or more	2	-	-	372804	-	-	372804
FTE							
Up to 5	2	-	-	190000	-	-	190000
5 - 10	-	-	-	-	-	-	-
11 - 20	-	-	-	-	-	-	-
21 - 30	-	-	-	-	-	-	-
31 - 50	2	-	-	294172	-	-	294172
51 - 70	2	-	-	292307	-	-	292307
71 - 100	2	-	-	190000	-	-	190000
101 - 150	3	-	109500	140000	260000	-	199667
151 - 200	2	-	-	267814	-	-	267814
201 - 300	5	189563	202408	213430	260000	313669	241257
301 - 400	2	-	-	265304	-	-	265304
401 - 600	-	-	-	-	-	-	-
601 - 1000	4	253337	257620	270000	291250	311500	278870
1001 - 4000	2	-	-	415000	-	-	415000
4001 or more	-	-	-	-	-	-	-



5.1.38 Unlisted Public Results – General Counsel & Company Secretary (cont.)

	No.	10%	25%	Median	75%	90%	Average
		\$	\$	\$	\$	\$	\$
Type of Organisation							
Large - Unlisted	12	200241	210674	260000	326402	347564	272281
Medium - Unlisted	8	121700	177500	266444	294230	324000	239274
Small - Unlisted	2	-	-	190000	-	-	190000
Type of Industry							
Agriculture, Forestry & Fishing	-	-	-	-	-	-	-
Mining - Junior	-	-	-	-	-	-	-
Mining	-	-	-	-	-	-	-
Manufacturing	-	-	-	-	-	-	-
Electricity, Gas, Water, & Waste	-	-	-	-	-	-	-
Construction	-	-	-	-	-	-	-
Wholesale Trade	-	-	-	-	-	-	-
Retail Trade	-	-	-	-	-	-	-
Accommodation and Food	-	-	-	-	-	-	-
Transport, Postal & Warehousing	-	-	-	-	-	-	-
Information Media & Telecoms	-	-	-	-	-	-	-
Financial & Insurance	8	190000	242500	294172	357086	390500	296599
Rental, Hiring & Real Estate	-	-	-	-	-	-	-
Professional, Scientific & Technical	3	-	240000	280000	302500	-	268333
Administrative & Support	-	-	-	-	-	-	-
Public Administration & Safety	-	-	-	-	-	-	-
Education & Training	-	-	-	-	-	-	-
Health Care & Social Assistance	-	-	-	-	-	-	-
Arts & Recreation	-	-	-	-	-	-	-
Other Services	-	-	-	-	-	-	-
Super Fund	-	-	-	-	-	-	-
Mutual ADI	10	133900	186352	228987	257620	296137	219378



5.1.39 Unlisted Results – Chief Finance Officer & Company Secretary

	No.	10%	25%	Median	75%	90%	Average
		\$	\$	\$	\$	\$	\$
Overall	17	150000	155000	218500	280890	335000	226787
Revenue							
Up to 1M	3	-	150000	150000	150000	-	150000
\$1M - \$5M	2	-	-	155000	-	-	155000
\$5M - \$10M	2	-	-	230000	-	-	230000
\$10M - \$20M	2	-	-	205118	-	-	205118
\$20M - \$40M	3	-	149975	169950	204975	-	179983
\$40M - \$80M	4	223188	242971	267426	283964	289496	259509
\$80M - \$120M	-	-	-	-	-	-	-
\$120M - \$160M	2	-	-	341078	-	-	341078
\$160M - \$240M	2	-	-	350000	-	-	350000
\$240M - \$400M	-	-	-	-	-	-	-
\$400M - \$800M	-	-	-	-	-	-	-
\$800M - \$1B	-	-	-	-	-	-	-
\$1B - \$4B	-	-	-	-	-	-	-
\$4B or more	-	-	-	-	-	-	-
Assets							
Up to 1M	-	-	-	-	-	-	-
\$1M - \$4M	4	150000	150000	152500	173750	207500	171250
\$4M - \$8M	2	-	-	191735	-	-	191735
\$8M - \$12M	2	-	-	195000	-	-	195000
\$12M - \$20M	-	-	-	-	-	-	-
\$20M - \$40M	2	-	-	249695	-	-	249695
\$40M - \$60M	-	-	-	-	-	-	-
\$60M - \$100M	2	-	-	325000	-	-	325000
\$100M - \$200M	2	-	-	263554	-	-	263554
\$200M - \$500M	2	-	-	280000	-	-	280000
\$500M - \$1B	2	-	-	293185	-	-	293185
\$1B - \$3B	2	-	-	253961	-	-	253961
\$3B - \$10B	-	-	-	-	-	-	-
\$10B or more	-	-	-	-	-	-	-
FTE							
Up to 5	2	-	-	150000	-	-	150000
5 - 10	2	-	-	191735	-	-	191735
11 - 20	3	-	152500	155000	192500	-	178333
21 - 30	2	-	-	194225	-	-	194225
31 - 50	2	-	-	150000	-	-	150000
51 - 70	2	-	-	293185	-	-	293185
71 - 100	3	-	170000	210000	225000	-	193333
101 - 150	2	-	-	301980	-	-	301980
151 - 200	-	-	-	-	-	-	-
201 - 300	2	-	-	357157	-	-	357157
301 - 400	-	-	-	-	-	-	-
401 - 600	-	-	-	-	-	-	-
601 - 1000	2	-	-	302945	-	-	302945
1001 - 4000	-	-	-	-	-	-	-
4001 or more	-	-	-	-	-	-	-



5.1.39 Unlisted Public Results–Chief Finance Officer & Company Secretary (cont.)

	No.	10%	25%	Median	75%	90%	Average
		\$	\$	\$	\$	\$	\$
Type of Organisation							
Large - Unlisted	3	-	302945	325000	341078	-	321016
Medium - Unlisted	11	150000	152500	210000	246980	293185	212009
Small - Unlisted	2	-	-	150000	-	-	150000
Type of Industry							
Agriculture, Forestry & Fishing	2	-	-	210000	-	-	210000
Mining - Junior	2	-	-	150000	-	-	150000
Mining	2	-	-	350000	-	-	350000
Manufacturing	2	-	-	243578	-	-	243578
Electricity, Gas, Water, & Waste	2	-	-	150000	-	-	150000
Construction	-	-	-	-	-	-	-
Wholesale Trade	2	-	-	255445	-	-	255445
Retail Trade	-	-	-	-	-	-	-
Accommodation and Food	-	-	-	-	-	-	-
Transport, Postal & Warehousing	-	-	-	-	-	-	-
Information Media & Telecoms	2	-	-	240000	-	-	240000
Financial & Insurance	3	-	152500	155000	204480	-	186320
Rental, Hiring & Real Estate	2	-	-	293185	-	-	293185
Professional, Scientific & Technical	2	-	-	325000	-	-	325000
Administrative & Support	-	-	-	-	-	-	-
Public Administration & Safety	-	-	-	-	-	-	-
Education & Training	-	-	-	-	-	-	-
Health Care & Social Assistance	-	-	-	-	-	-	-
Arts & Recreation	-	-	-	-	-	-	-
Other Services	2	-	-	169950	-	-	169950
Super Fund	-	-	-	-	-	-	-
Mutual ADI	-	-	-	-	-	-	-



5.1.40 Unlisted Results – General Counsel

	No.	10%	25%	Median	75%	90%	Average
		\$	\$	\$	\$	\$	\$
Overall	10	182000	220000	265000	300000	319700	244300
Revenue							
Up to 1M	-	-	-	-	-	-	-
\$1M - \$5M	-	-	-	-	-	-	-
\$5M - \$10M	2	-	-	260000	-	-	260000
\$10M - \$20M	2	-	-	220000	-	-	220000
\$20M - \$40M	-	-	-	-	-	-	-
\$40M - \$80M	-	-	-	-	-	-	-
\$80M - \$120M	2	-	-	318000	-	-	318000
\$120M - \$160M	2	-	-	210000	-	-	210000
\$160M - \$240M	2	-	-	300000	-	-	300000
\$240M - \$400M	2	-	-	270000	-	-	270000
\$400M - \$800M	-	-	-	-	-	-	-
\$800M - \$1B	2	-	-	335000	-	-	335000
\$1B - \$4B	-	-	-	-	-	-	-
\$4B or more	-	-	-	-	-	-	-
Assets							
Up to 1M	2	-	-	318000	-	-	318000
\$1M - \$4M	-	-	-	-	-	-	-
\$4M - \$8M	-	-	-	-	-	-	-
\$8M - \$12M	-	-	-	-	-	-	-
\$12M - \$20M	-	-	-	-	-	-	-
\$20M - \$40M	-	-	-	-	-	-	-
\$40M - \$60M	-	-	-	-	-	-	-
\$60M - \$100M	2	-	-	200000	-	-	200000
\$100M - \$200M	2	-	-	265000	-	-	265000
\$200M - \$500M	3	-	260000	300000	300000	-	273333
\$500M - \$1B	2	-	-	335000	-	-	335000
\$1B - \$3B	2	-	-	220000	-	-	220000
\$3B - \$10B	-	-	-	-	-	-	-
\$10B or more	-	-	-	-	-	-	-
FTE							
Up to 5	-	-	-	-	-	-	-
5 - 10	-	-	-	-	-	-	-
11 - 20	2	-	-	220000	-	-	220000
21 - 30	-	-	-	-	-	-	-
31 - 50	-	-	-	-	-	-	-
51 - 70	2	-	-	300000	-	-	300000
71 - 100	-	-	-	-	-	-	-
101 - 150	2	-	-	280000	-	-	280000
151 - 200	2	-	-	318000	-	-	318000
201 - 300	2	-	-	335000	-	-	335000
301 - 400	-	-	-	-	-	-	-
401 - 600	2	-	-	270000	-	-	270000
601 - 1000	2	-	-	200000	-	-	200000
1001 - 4000	2	-	-	220000	-	-	220000
4001 or more	-	-	-	-	-	-	-



5.1.40 Unlisted Public Results – General Counsel (continued)

	No.	10%	25%	Median	75%	90%	Average
		\$	\$	\$	\$	\$	\$
Type of Organisation							
Large - Unlisted	4	206000	215000	245000	286250	315500	256250
Medium - Unlisted	6	120000	230000	280000	300000	309000	236333
Small - Unlisted	-	-	-	-	-	-	-
Type of Industry							
Agriculture, Forestry & Fishing	-	-	-	-	-	-	-
Mining - Junior	-	-	-	-	-	-	-
Mining	2	-	-	300000	-	-	300000
Manufacturing	-	-	-	-	-	-	-
Electricity, Gas, Water, & Waste	2	-	-	300000	-	-	300000
Construction	2	-	-	265000	-	-	265000
Wholesale Trade	-	-	-	-	-	-	-
Retail Trade	-	-	-	-	-	-	-
Accommodation and Food	-	-	-	-	-	-	-
Transport, Postal & Warehousing	-	-	-	-	-	-	-
Information Media & Telecoms	-	-	-	-	-	-	-
Financial & Insurance	4	80000	170000	269000	322250	329900	223250
Rental, Hiring & Real Estate	-	-	-	-	-	-	-
Professional, Scientific & Technical	2	-	-	200000	-	-	200000
Administrative & Support	-	-	-	-	-	-	-
Public Administration & Safety	-	-	-	-	-	-	-
Education & Training	2	-	-	220000	-	-	220000
Health Care & Social Assistance	-	-	-	-	-	-	-
Arts & Recreation	-	-	-	-	-	-	-
Other Services	-	-	-	-	-	-	-
Super Fund	-	-	-	-	-	-	-
Mutual ADI	-	-	-	-	-	-	-



5.1.41 Unlisted Results – Chief Risk Officer

	No.	10%	25%	Median	75%	90%	Average
		\$	\$	\$	\$	\$	\$
Overall	60	160000	180156	223831	312795	381165	263253
Revenue							
Up to 1M	-	-	-	-	-	-	-
\$1M - \$5M	2	-	-	173522	-	-	173522
\$5M - \$10M	4	122358	142544	175218	203758	216503	171084
\$10M - \$20M	8	149116	162541	171050	235050	240470	189029
\$20M - \$40M	11	166000	179255	200000	222750	267120	206758
\$40M - \$80M	9	211937	220439	311060	366064	468166	335025
\$80M - \$120M	7	192400	212905	270000	304000	326569	260605
\$120M - \$160M	6	165000	171225	176262	296601	350957	230740
\$160M - \$240M	6	220980	251384	287972	338852	379474	296142
\$240M - \$400M	2	-	-	393074	-	-	393074
\$400M - \$800M	3	-	296165	375000	395000	-	335777
\$800M - \$1B	2	-	-	298000	-	-	298000
\$1B - \$4B	2	-	-	885000	-	-	885000
\$4B or more	-	-	-	-	-	-	-
Assets							
Up to 1M	2	-	-	318000	-	-	318000
\$1M - \$4M	2	-	-	190000	-	-	190000
\$4M - \$8M	-	-	-	-	-	-	-
\$8M - \$12M	-	-	-	-	-	-	-
\$12M - \$20M	2	-	-	237500	-	-	237500
\$20M - \$40M	2	-	-	378841	-	-	378841
\$40M - \$60M	-	-	-	-	-	-	-
\$60M - \$100M	2	-	-	336260	-	-	336260
\$100M - \$200M	3	-	177950	181000	191480	-	185953
\$200M - \$500M	11	135000	154462	196677	221165	240000	190215
\$500M - \$1B	10	165194	169550	212255	277500	341450	265156
\$1B - \$3B	14	167200	199553	220220	237549	297878	230076
\$3B - \$10B	8	317600	339067	360327	375535	407264	356636
\$10B or more	4	315786	353852	391154	526731	741692	489429
FTE							
Up to 5	2	-	-	160000	-	-	160000
5 - 10	-	-	-	-	-	-	-
11 - 20	3	-	144380	153759	171880	-	159586
21 - 30	2	-	-	166950	-	-	166950
31 - 50	10	156857	167750	211244	238350	251034	212692
51 - 70	5	166620	167400	225500	240000	256272	213224
71 - 100	6	175555	193332	210000	261250	280268	221941
101 - 150	9	191600	201960	212421	222662	378500	272021
151 - 200	5	188940	210000	318000	378841	392786	296765
201 - 300	9	180325	217330	311060	339423	365736	288240
301 - 400	2	-	-	290409	-	-	290409
401 - 600	2	-	-	338654	-	-	338654
601 - 1000	3	-	379474	403949	409474	-	391316
1001 - 4000	3	-	185000	200000	287500	-	248333
4001 or more	2	-	-	885000	-	-	885000



5.1.41 Unlisted Public Results – Chief Risk Officer (continued)

	No.	10%	25%	Median	75%	90%	Average
		\$	\$	\$	\$	\$	\$
Type of Organisation							
Large - Unlisted	19	180325	243665	338000	370532	408846	335043
Medium - Unlisted	38	156481	169550	216210	241174	323478	233954
Small - Unlisted	2	-	-	160000	-	-	160000
Type of Industry							
Agriculture, Forestry & Fishing	-	-	-	-	-	-	-
Mining - Junior	-	-	-	-	-	-	-
Mining	-	-	-	-	-	-	-
Manufacturing	2	-	-	181000	-	-	181000
Electricity, Gas, Water, & Waste	2	-	-	240000	-	-	240000
Construction	-	-	-	-	-	-	-
Wholesale Trade	-	-	-	-	-	-	-
Retail Trade	-	-	-	-	-	-	-
Accommodation and Food	-	-	-	-	-	-	-
Transport, Postal & Warehousing	-	-	-	-	-	-	-
Information Media & Telecoms	-	-	-	-	-	-	-
Financial & Insurance	24	164800	197500	225405	292000	357123	260198
Rental, Hiring & Real Estate	-	-	-	-	-	-	-
Professional, Scientific & Technical	-	-	-	-	-	-	-
Administrative & Support	-	-	-	-	-	-	-
Public Administration & Safety	-	-	-	-	-	-	-
Education & Training	2	-	-	527500	-	-	527500
Health Care & Social Assistance	2	-	-	200000	-	-	200000
Arts & Recreation	-	-	-	-	-	-	-
Other Services	-	-	-	-	-	-	-
Super Fund	-	-	-	-	-	-	-
Mutual ADI	29	156669	167400	225500	339423	402455	258460



5.1.42 Unlisted Results – Chief Operating Officer

	No.	10%	25%	Median	75%	90%	Average
		\$	\$	\$	\$	\$	\$
Overall	54	178842	220000	260500	350000	400000	299186
Revenue							
Up to 1M	2	-	-	150000	-	-	150000
\$1M - \$5M	5	105251	122128	150000	174060	195624	150038
\$5M - \$10M	2	-	-	154000	-	-	154000
\$10M - \$20M	7	220400	230508	256000	291550	323000	265159
\$20M - \$40M	9	212022	220000	250100	284850	330380	264001
\$40M - \$80M	9	214000	221300	255573	282923	370000	276241
\$80M - \$120M	7	214396	255000	350000	380500	387000	317570
\$120M - \$160M	4	226570	236425	253450	280000	307000	262975
\$160M - \$240M	4	267212	288290	347000	423037	475304	364327
\$240M - \$400M	3	-	370682	378749	389374	-	380455
\$400M - \$800M	2	-	-	316000	-	-	316000
\$800M - \$1B	2	-	-	504000	-	-	504000
\$1B - \$4B	2	-	-	845000	-	-	845000
\$4B or more	-	-	-	-	-	-	-
Assets							
Up to 1M	2	-	-	150000	-	-	150000
\$1M - \$4M	2	-	-	210000	-	-	210000
\$4M - \$8M	2	-	-	180000	-	-	180000
\$8M - \$12M	4	102438	115096	136064	170000	206000	149032
\$12M - \$20M	2	-	-	294925	-	-	294925
\$20M - \$40M	2	-	-	298383	-	-	298383
\$40M - \$60M	-	-	-	-	-	-	-
\$60M - \$100M	2	-	-	325000	-	-	325000
\$100M - \$200M	5	233264	253160	282220	350000	380000	301076
\$200M - \$500M	8	220910	247325	289050	324500	359000	290175
\$500M - \$1B	9	187700	230000	255573	350000	405600	292083
\$1B - \$3B	8	209075	219312	240558	275600	341870	262883
\$3B - \$10B	5	327354	394000	396000	400000	430000	384585
\$10B or more	3	-	444449	510149	900074	-	726299
FTE							
Up to 5	2	-	-	350000	-	-	350000
5 - 10	2	-	-	206000	-	-	206000
11 - 20	3	-	136064	150000	180000	-	160709
21 - 30	2	-	-	124000	-	-	124000
31 - 50	6	162030	182042	217995	230761	254558	211528
51 - 70	5	231550	253000	255573	307400	351560	282845
71 - 100	8	211333	220975	235950	263212	313395	253145
101 - 150	7	226060	251630	290000	325000	378920	293651
151 - 200	3	-	220000	220000	291308	-	267539
201 - 300	6	282572	291192	356000	436500	477000	371857
301 - 400	2	-	-	407574	-	-	407574
401 - 600	2	-	-	389374	-	-	389374
601 - 1000	4	261405	302288	337500	361000	380800	325788
1001 - 4000	3	-	242500	265000	332500	-	295000
4001 or more	2	-	-	1290000	-	-	1290000



5.1.42 Unlisted Public Results – Chief Operating Officer (continued)

	No.	10%	25%	Median	75%	90%	Average
		\$	\$	\$	\$	\$	\$
Type of Organisation							
Large - Unlisted	18	255745	288442	364374	400000	505845	405733
Medium - Unlisted	32	156006	208998	240558	292500	369262	252588
Small - Unlisted	2	-	-	350000	-	-	350000
Type of Industry							
Agriculture, Forestry & Fishing	2	-	-	221300	-	-	221300
Mining - Junior	-	-	-	-	-	-	-
Mining	2	-	-	300000	-	-	300000
Manufacturing	-	-	-	-	-	-	-
Electricity, Gas, Water, & Waste	-	-	-	-	-	-	-
Construction	2	-	-	400000	-	-	400000
Wholesale Trade	2	-	-	234150	-	-	234150
Retail Trade	-	-	-	-	-	-	-
Accommodation and Food	-	-	-	-	-	-	-
Transport, Postal & Warehousing	-	-	-	-	-	-	-
Information Media & Telecoms	2	-	-	230000	-	-	230000
Financial & Insurance	20	204391	227500	287425	364462	382900	300432
Rental, Hiring & Real Estate	2	-	-	255573	-	-	255573
Professional, Scientific & Technical	5	266488	282220	305000	325000	340000	303644
Administrative & Support	-	-	-	-	-	-	-
Public Administration & Safety	-	-	-	-	-	-	-
Education & Training	2	-	-	777500	-	-	777500
Health Care & Social Assistance	2	-	-	187000	-	-	187000
Arts & Recreation	2	-	-	94000	-	-	94000
Other Services	2	-	-	150000	-	-	150000
Super Fund	-	-	-	-	-	-	-
Mutual ADI	14	198952	222754	280200	395500	441690	313938



5.1.43 Unlisted Results – Chief Information Officer

	No.	10%	25%	Median	75%	90%	Average
		\$	\$	\$	\$	\$	\$
Overall	50	173570	216725	251571	314091	361500	277068
Revenue							
Up to 1M	-	-	-	-	-	-	-
\$1M - \$5M	-	-	-	-	-	-	-
\$5M - \$10M	2	-	-	260000	-	-	260000
\$10M - \$20M	6	167300	198200	217500	242500	266500	217100
\$20M - \$40M	12	174500	179075	215650	228250	301960	223158
\$40M - \$80M	8	224910	232982	277082	321678	341159	279734
\$80M - \$120M	4	181400	225500	257500	292500	342000	260500
\$120M - \$160M	6	163500	180250	240944	281547	306312	236918
\$160M - \$240M	5	245264	284660	308363	336810	350724	301767
\$240M - \$400M	2	-	-	237846	-	-	237846
\$400M - \$800M	4	295000	317500	352500	386250	406500	351250
\$800M - \$1B	2	-	-	332000	-	-	332000
\$1B - \$4B	2	-	-	1190000	-	-	1190000
\$4B or more	-	-	-	-	-	-	-
Assets							
Up to 1M	2	-	-	250000	-	-	250000
\$1M - \$4M	-	-	-	-	-	-	-
\$4M - \$8M	-	-	-	-	-	-	-
\$8M - \$12M	2	-	-	215000	-	-	215000
\$12M - \$20M	2	-	-	323412	-	-	323412
\$20M - \$40M	2	-	-	238811	-	-	238811
\$40M - \$60M	2	-	-	220000	-	-	220000
\$60M - \$100M	2	-	-	288100	-	-	288100
\$100M - \$200M	5	181200	225000	260000	261887	329755	254777
\$200M - \$500M	3	-	249500	280000	282330	-	261220
\$500M - \$1B	8	126110	164975	209000	237146	301200	208774
\$1B - \$3B	14	177410	199468	227500	252862	313420	236500
\$3B - \$10B	8	290700	318822	333405	344032	364500	328970
\$10B or more	3	-	364182	420000	805000	-	639454
FTE							
Up to 5	-	-	-	-	-	-	-
5 - 10	-	-	-	-	-	-	-
11 - 20	-	-	-	-	-	-	-
21 - 30	-	-	-	-	-	-	-
31 - 50	5	198560	200000	245000	288000	288060	243740
51 - 70	7	122480	177500	219000	236598	274760	207899
71 - 100	4	186510	204825	217500	236165	265262	223490
101 - 150	8	178890	198805	225650	254338	305547	242118
151 - 200	4	250208	250519	256290	283134	321378	277363
201 - 300	8	162500	251750	308858	326393	334013	276494
301 - 400	2	-	-	271682	-	-	271682
401 - 600	2	-	-	245000	-	-	245000
601 - 1000	7	224158	278465	336810	367500	375000	317677
1001 - 4000	2	-	-	290000	-	-	290000
4001 or more	2	-	-	1190000	-	-	1190000



5.1.403 Unlisted Public Results – Chief Information Officer (continued)

	No.	10%	25%	Median	75%	90%	Average
		\$	\$	\$	\$	\$	\$
Type of Organisation							
Large - Unlisted	22	172300	228948	312182	338235	375000	329048
Medium - Unlisted	26	175300	203750	227598	258250	297750	236438
Small - Unlisted	-	-	-	-	-	-	-
Type of Industry							
Agriculture, Forestry & Fishing	-	-	-	-	-	-	-
Mining - Junior	-	-	-	-	-	-	-
Mining	-	-	-	-	-	-	-
Manufacturing	2	-	-	152000	-	-	152000
Electricity, Gas, Water, & Waste	2	-	-	219000	-	-	219000
Construction	2	-	-	242500	-	-	242500
Wholesale Trade	2	-	-	226930	-	-	226930
Retail Trade	-	-	-	-	-	-	-
Accommodation and Food	-	-	-	-	-	-	-
Transport, Postal & Warehousing	-	-	-	-	-	-	-
Information Media & Telecoms	2	-	-	313412	-	-	313412
Financial & Insurance	11	200000	250346	280000	288050	301715	263147
Rental, Hiring & Real Estate	2	-	-	220195	-	-	220195
Professional, Scientific & Technical	3	-	227500	235000	305000	-	276667
Administrative & Support	-	-	-	-	-	-	-
Public Administration & Safety	-	-	-	-	-	-	-
Education & Training	2	-	-	675000	-	-	675000
Health Care & Social Assistance	-	-	-	-	-	-	-
Arts & Recreation	-	-	-	-	-	-	-
Other Services	-	-	-	-	-	-	-
Super Fund	-	-	-	-	-	-	-
Mutual ADI	24	174900	211625	259000	331702	356062	265912



5.1.44 Unlisted Results – Chief People & Culture Officer

	No.	10%	25%	Median	75%	90%	Average
		\$	\$	\$	\$	\$	\$
Overall	60	149165	174032	216212	261810	316500	237841
Revenue							
Up to 1M	-	-	-	-	-	-	-
\$1M - \$5M	2	-	-	143000	-	-	143000
\$5M - \$10M	3	-	133790	135000	197500	-	175860
\$10M - \$20M	6	124500	164525	173050	183750	192500	163350
\$20M - \$40M	13	126000	151000	183058	200000	248310	186527
\$40M - \$80M	10	149985	175324	233318	265430	282496	226832
\$80M - \$120M	6	199202	218971	238336	290318	308379	248639
\$120M - \$160M	5	191882	230629	240000	241880	246752	225712
\$160M - \$240M	7	183000	199510	230862	281278	309194	244063
\$240M - \$400M	3	-	224466	248932	328120	-	285413
\$400M - \$800M	4	249050	286625	318750	342750	365700	310625
\$800M - \$1B	2	-	-	299000	-	-	299000
\$1B - \$4B	2	-	-	1200000	-	-	1200000
\$4B or more	-	-	-	-	-	-	-
Assets							
Up to 1M	2	-	-	218404	-	-	218404
\$1M - \$4M	-	-	-	-	-	-	-
\$4M - \$8M	2	-	-	85000	-	-	85000
\$8M - \$12M	2	-	-	175000	-	-	175000
\$12M - \$20M	5	126000	135000	150000	200000	212930	165310
\$20M - \$40M	2	-	-	199391	-	-	199391
\$40M - \$60M	-	-	-	-	-	-	-
\$60M - \$100M	2	-	-	250000	-	-	250000
\$100M - \$200M	7	208412	222324	256000	263620	286344	248984
\$200M - \$500M	6	156290	181250	197500	220500	227431	193740
\$500M - \$1B	8	148600	160750	173050	185650	221020	184462
\$1B - \$3B	11	170829	179079	190344	255818	260000	217362
\$3B - \$10B	9	237639	271233	301758	336000	347168	297223
\$10B or more	4	302927	320331	368654	605481	962192	557158
FTE							
Up to 5	-	-	-	-	-	-	-
5 - 10	-	-	-	-	-	-	-
11 - 20	-	-	-	-	-	-	-
21 - 30	-	-	-	-	-	-	-
31 - 50	5	133549	135000	143000	180000	183000	155116
51 - 70	7	158400	165050	180000	185329	235520	191165
71 - 100	7	138000	150500	200000	226206	240517	189773
101 - 150	10	116500	165557	180050	189960	218618	175290
151 - 200	5	213362	218404	230629	248932	253554	232920
201 - 300	10	218205	245410	263620	293312	305453	263089
301 - 400	2	-	-	245662	-	-	245662
401 - 600	3	-	210336	220673	313990	-	275994
601 - 1000	7	209940	260616	307500	325500	354000	287226
1001 - 4000	3	-	210000	240000	285000	-	250000
4001 or more	2	-	-	1200000	-	-	1200000



5.1.44 Unlisted Public Results – Chief People & Culture Officer (continued)

	No.	10%	25%	Median	75%	90%	Average
		\$	\$	\$	\$	\$	\$
Type of Organisation							
Large - Unlisted	26	190000	228000	269236	313125	359855	304261
Medium - Unlisted	32	132823	150750	181529	215116	254393	185584
Small - Unlisted	-	-	-	-	-	-	-
Type of Industry							
Agriculture, Forestry & Fishing	-	-	-	-	-	-	-
Mining - Junior	-	-	-	-	-	-	-
Mining	2	-	-	185000	-	-	185000
Manufacturing	2	-	-	188000	-	-	188000
Electricity, Gas, Water, & Waste	2	-	-	180000	-	-	180000
Construction	2	-	-	230000	-	-	230000
Wholesale Trade	2	-	-	149850	-	-	149850
Retail Trade	-	-	-	-	-	-	-
Accommodation and Food	-	-	-	-	-	-	-
Transport, Postal & Warehousing	-	-	-	-	-	-	-
Information Media & Telecoms	2	-	-	200000	-	-	200000
Financial & Insurance	13	168840	185000	218404	230862	270786	217236
Rental, Hiring & Real Estate	-	-	-	-	-	-	-
Professional, Scientific & Technical	6	135000	162500	225000	262930	291120	217040
Administrative & Support	-	-	-	-	-	-	-
Public Administration & Safety	-	-	-	-	-	-	-
Education & Training	2	-	-	720000	-	-	720000
Health Care & Social Assistance	2	-	-	132500	-	-	132500
Arts & Recreation	-	-	-	-	-	-	-
Other Services	-	-	-	-	-	-	-
Super Fund	-	-	-	-	-	-	-
Mutual ADI	27	147800	168464	241880	304579	337084	239530



5.1.45 Unlisted Results – Chief Marketing Officer

	No.	10%	25%	Median	75%	90%	Average
		\$	\$	\$	\$	\$	\$
Overall	43	140000	180000	235327	300156	366053	250673
Revenue							
Up to 1M	2	-	-	140000	-	-	140000
\$1M - \$5M	-	-	-	-	-	-	-
\$5M - \$10M	3	-	130350	132000	148500	-	141900
\$10M - \$20M	5	112572	146430	150000	230000	258200	178686
\$20M - \$40M	10	147800	184250	198000	232437	268237	219167
\$40M - \$80M	6	230193	279712	300937	311718	382500	304543
\$80M - \$120M	2	-	-	220156	-	-	220156
\$120M - \$160M	5	180000	180000	227806	256708	269949	224658
\$160M - \$240M	5	274784	290960	300000	365000	365790	317255
\$240M - \$400M	2	-	-	180000	-	-	180000
\$400M - \$800M	3	-	290000	340000	340000	-	306667
\$800M - \$1B	2	-	-	376000	-	-	376000
\$1B - \$4B	2	-	-	675000	-	-	675000
\$4B or more	-	-	-	-	-	-	-
Assets							
Up to 1M	-	-	-	-	-	-	-
\$1M - \$4M	2	-	-	140000	-	-	140000
\$4M - \$8M	2	-	-	111000	-	-	111000
\$8M - \$12M	-	-	-	-	-	-	-
\$12M - \$20M	4	154500	161250	180000	256368	366832	237618
\$20M - \$40M	-	-	-	-	-	-	-
\$40M - \$60M	-	-	-	-	-	-	-
\$60M - \$100M	2	-	-	229388	-	-	229388
\$100M - \$200M	6	160000	191952	242257	268890	281955	228071
\$200M - \$500M	4	159090	204675	235000	255000	282000	224675
\$500M - \$1B	4	160200	175500	230500	301750	346300	246750
\$1B - \$3B	10	181143	190827	229548	287275	303187	234494
\$3B - \$10B	6	282156	310233	340000	358750	407500	343218
\$10B or more	2	-	-	520658	-	-	520658
FTE							
Up to 5	-	-	-	-	-	-	-
5 - 10	2	-	-	128000	-	-	128000
11 - 20	2	-	-	185000	-	-	185000
21 - 30	2	-	-	130350	-	-	130350
31 - 50	4	152001	160358	221000	277444	278244	216802
51 - 70	3	-	186884	223768	236434	-	207623
71 - 100	2	-	-	189500	-	-	189500
101 - 150	10	144000	185609	218164	297740	314047	238020
151 - 200	2	-	-	264840	-	-	264840
201 - 300	9	172000	240000	272950	315000	390800	281219
301 - 400	2	-	-	366316	-	-	366316
401 - 600	2	-	-	180000	-	-	180000
601 - 1000	5	213600	264000	340000	340000	355000	297800
1001 - 4000	-	-	-	-	-	-	-
4001 or more	2	-	-	675000	-	-	675000



5.1.45 Unlisted Public Results – Chief Marketing Officer (continued)

	No.	10%	25%	Median	75%	90%	Average
		\$	\$	\$	\$	\$	\$
Type of Organisation							
Large - Unlisted	17	180000	240000	300311	365000	405600	308311
Medium - Unlisted	25	135200	150000	195000	277000	300000	213861
Small - Unlisted	2	-	-	128000	-	-	128000
Type of Industry							
Agriculture, Forestry & Fishing	-	-	-	-	-	-	-
Mining - Junior	2	-	-	140000	-	-	140000
Mining	2	-	-	300000	-	-	300000
Manufacturing	2	-	-	198354	-	-	198354
Electricity, Gas, Water, & Waste	-	-	-	-	-	-	-
Construction	2	-	-	180000	-	-	180000
Wholesale Trade	-	-	-	-	-	-	-
Retail Trade	-	-	-	-	-	-	-
Accommodation and Food	-	-	-	-	-	-	-
Transport, Postal & Warehousing	-	-	-	-	-	-	-
Information Media & Telecoms	2	-	-	440474	-	-	440474
Financial & Insurance	11	155000	187500	240000	277888	290960	235976
Rental, Hiring & Real Estate	-	-	-	-	-	-	-
Professional, Scientific & Technical	3	-	165000	180000	226475	-	200983
Administrative & Support	-	-	-	-	-	-	-
Public Administration & Safety	-	-	-	-	-	-	-
Education & Training	2	-	-	675000	-	-	675000
Health Care & Social Assistance	2	-	-	111000	-	-	111000
Arts & Recreation	-	-	-	-	-	-	-
Other Services	-	-	-	-	-	-	-
Super Fund	-	-	-	-	-	-	-
Mutual ADI	20	149643	184750	256550	321250	365132	258147



5.1.46 Unlisted Results – Chief Digital Officer

	No.	10%	25%	Median	75%	90%	Average
		\$	\$	\$	\$	\$	\$
Overall	8	209170	252775	269444	325014	881238	496505
Revenue							
Up to 1M	-	-	-	-	-	-	-
\$1M - \$5M	-	-	-	-	-	-	-
\$5M - \$10M	-	-	-	-	-	-	-
\$10M - \$20M	3	-	249550	256000	266500	-	258700
\$20M - \$40M	-	-	-	-	-	-	-
\$40M - \$80M	2	-	-	320000	-	-	320000
\$80M - \$120M	2	-	-	340055	-	-	340055
\$120M - \$160M	2	-	-	261887	-	-	261887
\$160M - \$240M	-	-	-	-	-	-	-
\$240M - \$400M	-	-	-	-	-	-	-
\$400M - \$800M	-	-	-	-	-	-	-
\$800M - \$1B	-	-	-	-	-	-	-
\$1B - \$4B	2	-	-	1077000	-	-	1077000
\$4B or more	-	-	-	-	-	-	-
Assets							
Up to 1M	-	-	-	-	-	-	-
\$1M - \$4M	-	-	-	-	-	-	-
\$4M - \$8M	-	-	-	-	-	-	-
\$8M - \$12M	-	-	-	-	-	-	-
\$12M - \$20M	-	-	-	-	-	-	-
\$20M - \$40M	-	-	-	-	-	-	-
\$40M - \$60M	-	-	-	-	-	-	-
\$60M - \$100M	-	-	-	-	-	-	-
\$100M - \$200M	2	-	-	290944	-	-	290944
\$200M - \$500M	2	-	-	256000	-	-	256000
\$500M - \$1B	2	-	-	260050	-	-	260050
\$1B - \$3B	-	-	-	-	-	-	-
\$3B - \$10B	2	-	-	340055	-	-	340055
\$10B or more	2	-	-	1077000	-	-	1077000
FTE							
Up to 5	-	-	-	-	-	-	-
5 - 10	-	-	-	-	-	-	-
11 - 20	-	-	-	-	-	-	-
21 - 30	-	-	-	-	-	-	-
31 - 50	2	-	-	260050	-	-	260050
51 - 70	-	-	-	-	-	-	-
71 - 100	2	-	-	256000	-	-	256000
101 - 150	-	-	-	-	-	-	-
151 - 200	2	-	-	261887	-	-	261887
201 - 300	2	-	-	330028	-	-	330028
301 - 400	-	-	-	-	-	-	-
401 - 600	-	-	-	-	-	-	-
601 - 1000	-	-	-	-	-	-	-
1001 - 4000	-	-	-	-	-	-	-
4001 or more	2	-	-	1077000	-	-	1077000



5.1.46 Unlisted Public Results – Chief Digital Officer (continued)

	No.	10%	25%	Median	75%	90%	Average
		\$	\$	\$	\$	\$	\$
Type of Organisation							
Large - Unlisted	3	-	330028	340055	1077000	-	387000
Medium - Unlisted	4	163930	214825	249550	261250	270700	226525
Small - Unlisted	-	-	-	-	-	-	-
Type of Industry							
Agriculture, Forestry & Fishing	-	-	-	-	-	-	-
Mining - Junior	-	-	-	-	-	-	-
Mining	-	-	-	-	-	-	-
Manufacturing	-	-	-	-	-	-	-
Electricity, Gas, Water, & Waste	-	-	-	-	-	-	-
Construction	-	-	-	-	-	-	-
Wholesale Trade	-	-	-	-	-	-	-
Retail Trade	-	-	-	-	-	-	-
Accommodation and Food	-	-	-	-	-	-	-
Transport, Postal & Warehousing	-	-	-	-	-	-	-
Information Media & Telecoms	-	-	-	-	-	-	-
Financial & Insurance	2	-	-	260050	-	-	260050
Rental, Hiring & Real Estate	-	-	-	-	-	-	-
Professional, Scientific & Technical	3	-	193000	256000	288000	-	235333
Administrative & Support	-	-	-	-	-	-	-
Public Administration & Safety	-	-	-	-	-	-	-
Education & Training	2	-	-	1077000	-	-	1077000
Health Care & Social Assistance	-	-	-	-	-	-	-
Arts & Recreation	-	-	-	-	-	-	-
Other Services	-	-	-	-	-	-	-
Super Fund	-	-	-	-	-	-	-
Mutual ADI	2	-	-	340055	-	-	340055



5.1.47 Unlisted Results – Chief Sales Officer

	No.	10%	25%	Median	75%	90%	Average
		\$	\$	\$	\$	\$	\$
Overall	22	160500	171250	252500	361750	394454	276340
Revenue							
Up to 1M	-	-	-	-	-	-	-
\$1M - \$5M	2	-	-	140000	-	-	140000
\$5M - \$10M	2	-	-	162500	-	-	162500
\$10M - \$20M	3	-	162296	170000	172500	-	166531
\$20M - \$40M	4	207500	218750	240000	290356	353998	269106
\$40M - \$80M	6	227500	254075	273150	323100	344734	281794
\$80M - \$120M	2	-	-	270852	-	-	270852
\$120M - \$160M	-	-	-	-	-	-	-
\$160M - \$240M	2	-	-	365000	-	-	365000
\$240M - \$400M	-	-	-	-	-	-	-
\$400M - \$800M	2	-	-	398000	-	-	398000
\$800M - \$1B	-	-	-	-	-	-	-
\$1B - \$4B	2	-	-	645000	-	-	645000
\$4B or more	-	-	-	-	-	-	-
Assets							
Up to 1M	2	-	-	376705	-	-	376705
\$1M - \$4M	-	-	-	-	-	-	-
\$4M - \$8M	-	-	-	-	-	-	-
\$8M - \$12M	2	-	-	250000	-	-	250000
\$12M - \$20M	3	-	182500	200000	298213	-	253809
\$20M - \$40M	2	-	-	266300	-	-	266300
\$40M - \$60M	-	-	-	-	-	-	-
\$60M - \$100M	2	-	-	140000	-	-	140000
\$100M - \$200M	2	-	-	258500	-	-	258500
\$200M - \$500M	3	-	167500	175000	227500	-	205000
\$500M - \$1B	3	-	162296	170000	212500	-	193197
\$1B - \$3B	3	-	215000	225000	281234	-	255822
\$3B - \$10B	3	-	367500	370000	398000	-	387000
\$10B or more	2	-	-	645000	-	-	645000
FTE							
Up to 5	-	-	-	-	-	-	-
5 - 10	2	-	-	140000	-	-	140000
11 - 20	-	-	-	-	-	-	-
21 - 30	2	-	-	160000	-	-	160000
31 - 50	4	157714	162398	167500	171250	173500	166148
51 - 70	2	-	-	252500	-	-	252500
71 - 100	2	-	-	225000	-	-	225000
101 - 150	3	-	268734	337467	366946	-	311298
151 - 200	2	-	-	328352	-	-	328352
201 - 300	3	-	185000	205000	278500	-	240667
301 - 400	-	-	-	-	-	-	-
401 - 600	-	-	-	-	-	-	-
601 - 1000	4	295910	340325	367500	384000	409200	356825
1001 - 4000	-	-	-	-	-	-	-
4001 or more	2	-	-	645000	-	-	645000



5.1.47 Unlisted Public Results – Chief Sales Officer (continued)

	No.	10%	25%	Median	75%	90%	Average
		\$	\$	\$	\$	\$	\$
Type of Organisation							
Large - Unlisted	8	193000	250975	358500	384000	491700	349288
Medium - Unlisted	14	161500	171250	212500	273750	364934	238228
Small - Unlisted	2	-	-	140000	-	-	140000
Type of Industry							
Agriculture, Forestry & Fishing	-	-	-	-	-	-	-
Mining - Junior	-	-	-	-	-	-	-
Mining	-	-	-	-	-	-	-
Manufacturing	2	-	-	165000	-	-	165000
Electricity, Gas, Water, & Waste	-	-	-	-	-	-	-
Construction	-	-	-	-	-	-	-
Wholesale Trade	2	-	-	266300	-	-	266300
Retail Trade	-	-	-	-	-	-	-
Accommodation and Food	-	-	-	-	-	-	-
Transport, Postal & Warehousing	-	-	-	-	-	-	-
Information Media & Telecoms	2	-	-	396426	-	-	396426
Financial & Insurance	6	162296	175000	235000	323100	357086	251461
Rental, Hiring & Real Estate	-	-	-	-	-	-	-
Professional, Scientific & Technical	3	-	225000	250000	301000	-	267333
Administrative & Support	-	-	-	-	-	-	-
Public Administration & Safety	-	-	-	-	-	-	-
Education & Training	2	-	-	645000	-	-	645000
Health Care & Social Assistance	-	-	-	-	-	-	-
Arts & Recreation	-	-	-	-	-	-	-
Other Services	-	-	-	-	-	-	-
Super Fund	-	-	-	-	-	-	-
Mutual ADI	10	158000	167500	215000	337500	375600	248600



5.1.48 Unlisted Results – Risk Manager

	No.	10%	25%	Median	75%	90%	Average
		\$	\$	\$	\$	\$	\$
Overall	20	110207	122295	142636	148818	158800	155470
Revenue							
Up to 1M	-	-	-	-	-	-	-
\$1M - \$5M	-	-	-	-	-	-	-
\$5M - \$10M	-	-	-	-	-	-	-
\$10M - \$20M	2	-	-	107500	-	-	107500
\$20M - \$40M	2	-	-	133350	-	-	133350
\$40M - \$80M	4	143432	145321	146962	148416	149966	146774
\$80M - \$120M	-	-	-	-	-	-	-
\$120M - \$160M	3	-	139842	147458	152379	-	145661
\$160M - \$240M	2	-	-	127118	-	-	127118
\$240M - \$400M	2	-	-	129994	-	-	129994
\$400M - \$800M	2	-	-	162000	-	-	162000
\$800M - \$1B	-	-	-	-	-	-	-
\$1B - \$4B	2	-	-	575000	-	-	575000
\$4B or more	-	-	-	-	-	-	-
Assets							
Up to 1M	-	-	-	-	-	-	-
\$1M - \$4M	-	-	-	-	-	-	-
\$4M - \$8M	-	-	-	-	-	-	-
\$8M - \$12M	2	-	-	120000	-	-	120000
\$12M - \$20M	-	-	-	-	-	-	-
\$20M - \$40M	2	-	-	148091	-	-	148091
\$40M - \$60M	-	-	-	-	-	-	-
\$60M - \$100M	3	-	95195	115360	136330	-	115897
\$100M - \$200M	2	-	-	123060	-	-	123060
\$200M - \$500M	2	-	-	95000	-	-	95000
\$500M - \$1B	-	-	-	-	-	-	-
\$1B - \$3B	4	129172	137530	142636	145075	148630	139968
\$3B - \$10B	5	137254	146370	147458	147555	158622	147712
\$10B or more	3	-	134948	158000	366500	-	281632
FTE							
Up to 5	-	-	-	-	-	-	-
5 - 10	-	-	-	-	-	-	-
11 - 20	2	-	-	115360	-	-	115360
21 - 30	-	-	-	-	-	-	-
31 - 50	2	-	-	126150	-	-	126150
51 - 70	2	-	-	143100	-	-	143100
71 - 100	-	-	-	-	-	-	-
101 - 150	4	120918	122295	123330	128243	136601	127208
151 - 200	2	-	-	148091	-	-	148091
201 - 300	5	137883	146370	147458	147555	149622	144922
301 - 400	-	-	-	-	-	-	-
401 - 600	2	-	-	111897	-	-	111897
601 - 1000	2	-	-	148588	-	-	148588
1001 - 4000	2	-	-	158000	-	-	158000
4001 or more	2	-	-	575000	-	-	575000



5.1.48 Unlisted Public Results – Risk Manager (continued)

	No.	10%	25%	Median	75%	90%	Average
		\$	\$	\$	\$	\$	\$
Type of Organisation							
Large - Unlisted	10	129249	135761	147506	156250	206900	186668
Medium - Unlisted	9	111288	120000	123600	143100	149933	129743
Small - Unlisted	-	-	-	-	-	-	-
Type of Industry							
Agriculture, Forestry & Fishing	-	-	-	-	-	-	-
Mining - Junior	-	-	-	-	-	-	-
Mining	-	-	-	-	-	-	-
Manufacturing	-	-	-	-	-	-	-
Electricity, Gas, Water, & Waste	-	-	-	-	-	-	-
Construction	-	-	-	-	-	-	-
Wholesale Trade	-	-	-	-	-	-	-
Retail Trade	-	-	-	-	-	-	-
Accommodation and Food	-	-	-	-	-	-	-
Transport, Postal & Warehousing	-	-	-	-	-	-	-
Information Media & Telecoms	-	-	-	-	-	-	-
Financial & Insurance	5	126726	132225	147555	148091	153616	141646
Rental, Hiring & Real Estate	-	-	-	-	-	-	-
Professional, Scientific & Technical	-	-	-	-	-	-	-
Administrative & Support	-	-	-	-	-	-	-
Public Administration & Safety	-	-	-	-	-	-	-
Education & Training	2	-	-	300000	-	-	300000
Health Care & Social Assistance	2	-	-	120000	-	-	120000
Arts & Recreation	-	-	-	-	-	-	-
Other Services	-	-	-	-	-	-	-
Super Fund	-	-	-	-	-	-	-
Mutual ADI	13	98379	115360	142173	147458	156600	131243



5.1.49 Unlisted Results – Compliance Manager

	No.	10%	25%	Median	75%	90%	Average
		\$	\$	\$	\$	\$	\$
Overall	24	97250	113678	131588	143364	164656	148310
Revenue							
Up to 1M	-	-	-	-	-	-	-
\$1M - \$5M	-	-	-	-	-	-	-
\$5M - \$10M	-	-	-	-	-	-	-
\$10M - \$20M	3	-	85320	95000	104500	-	94880
\$20M - \$40M	7	98160	124572	130000	138550	147060	124178
\$40M - \$80M	2	-	-	141938	-	-	141938
\$80M - \$120M	2	-	-	114316	-	-	114316
\$120M - \$160M	2	-	-	123327	-	-	123327
\$160M - \$240M	2	-	-	121944	-	-	121944
\$240M - \$400M	2	-	-	150756	-	-	150756
\$400M - \$800M	3	-	146000	160000	197000	-	175333
\$800M - \$1B	-	-	-	-	-	-	-
\$1B - \$4B	2	-	-	575000	-	-	575000
\$4B or more	-	-	-	-	-	-	-
Assets							
Up to 1M	-	-	-	-	-	-	-
\$1M - \$4M	-	-	-	-	-	-	-
\$4M - \$8M	-	-	-	-	-	-	-
\$8M - \$12M	-	-	-	-	-	-	-
\$12M - \$20M	2	-	-	92772	-	-	92772
\$20M - \$40M	2	-	-	134862	-	-	134862
\$40M - \$60M	-	-	-	-	-	-	-
\$60M - \$100M	-	-	-	-	-	-	-
\$100M - \$200M	-	-	-	-	-	-	-
\$200M - \$500M	3	-	85320	95000	103856	-	94450
\$500M - \$1B	2	-	-	114000	-	-	114000
\$1B - \$3B	5	127760	134000	142173	143100	149040	139175
\$3B - \$10B	7	116453	128088	132000	142928	180092	144524
\$10B or more	3	-	163326	166651	370826	-	300550
FTE							
Up to 5	-	-	-	-	-	-	-
5 - 10	-	-	-	-	-	-	-
11 - 20	-	-	-	-	-	-	-
21 - 30	2	-	-	75639	-	-	75639
31 - 50	2	-	-	95000	-	-	95000
51 - 70	2	-	-	128550	-	-	128550
71 - 100	4	116561	122335	127772	135750	146100	130314
101 - 150	4	79080	107700	128800	136043	139721	114943
151 - 200	2	-	-	134862	-	-	134862
201 - 300	4	109250	119375	133352	142316	143419	128339
301 - 400	-	-	-	-	-	-	-
401 - 600	2	-	-	135142	-	-	135142
601 - 1000	3	-	131588	132000	183000	-	165726
1001 - 4000	2	-	-	160000	-	-	160000
4001 or more	2	-	-	575000	-	-	575000



5.1.49 Unlisted Public Results – Compliance Manager (continued)

	No.	10%	25%	Median	75%	90%	Average
		\$	\$	\$	\$	\$	\$
Type of Organisation							
Large - Unlisted	11	103632	128088	141703	163326	234000	183256
Medium - Unlisted	13	79511	112712	125543	134862	142915	118741
Small - Unlisted	-	-	-	-	-	-	-
Type of Industry							
Agriculture, Forestry & Fishing	-	-	-	-	-	-	-
Mining - Junior	-	-	-	-	-	-	-
Mining	-	-	-	-	-	-	-
Manufacturing	2	-	-	130000	-	-	130000
Electricity, Gas, Water, & Waste	-	-	-	-	-	-	-
Construction	-	-	-	-	-	-	-
Wholesale Trade	-	-	-	-	-	-	-
Retail Trade	-	-	-	-	-	-	-
Accommodation and Food	-	-	-	-	-	-	-
Transport, Postal & Warehousing	-	-	-	-	-	-	-
Information Media & Telecoms	-	-	-	-	-	-	-
Financial & Insurance	5	106585	112712	125543	134862	138967	123464
Rental, Hiring & Real Estate	-	-	-	-	-	-	-
Professional, Scientific & Technical	2	-	-	60000	-	-	60000
Administrative & Support	-	-	-	-	-	-	-
Public Administration & Safety	-	-	-	-	-	-	-
Education & Training	2	-	-	575000	-	-	575000
Health Care & Social Assistance	-	-	-	-	-	-	-
Arts & Recreation	-	-	-	-	-	-	-
Other Services	-	-	-	-	-	-	-
Super Fund	-	-	-	-	-	-	-
Mutual ADI	16	99316	121200	133000	146366	163326	136070



5.1.50 Private Results – Managing Director

	No.	10%	25%	Median	75%	90%	Average
		\$	\$	\$	\$	\$	\$
Overall	97	133000	200000	300000	450000	600000	343145
Revenue							
Up to 1M	17	98000	127500	144000	250000	314800	190206
\$1M - \$5M	18	117500	176250	215000	267500	473400	250994
\$5M - \$10M	9	212000	235000	300000	400000	445600	326119
\$10M - \$20M	9	212000	240000	250000	300000	326400	265556
\$20M - \$40M	9	227000	260000	303685	450000	780000	436076
\$40M - \$80M	11	250000	348264	400000	556500	603500	434702
\$80M - \$120M	7	301000	340550	382000	443500	585636	416313
\$120M - \$160M	6	110500	253750	475742	569121	925000	503747
\$160M - \$240M	5	368000	470000	500000	540000	542578	470859
\$240M - \$400M	4	325500	363750	400146	492144	630478	455748
\$400M - \$800M	2	-	-	794255	-	-	794255
\$800M - \$1B	-	-	-	-	-	-	-
\$1B - \$4B	2	-	-	594000	-	-	594000
\$4B or more	-	-	-	-	-	-	-
Assets							
Up to 1M	20	99500	137500	203750	321250	411300	241800
\$1M - \$4M	14	132450	163125	241700	377000	488600	279600
\$4M - \$8M	19	155000	190000	245000	286842	434000	305829
\$8M - \$12M	3	-	181000	262000	381000	-	287333
\$12M - \$20M	8	138300	232500	323050	400000	565000	327138
\$20M - \$40M	7	215878	244898	300000	375500	529560	338528
\$40M - \$60M	2	-	-	400000	-	-	400000
\$60M - \$100M	6	340764	355396	428500	518878	623798	464354
\$100M - \$200M	13	307400	350000	470000	563000	658800	462344
\$200M - \$500M	2	-	-	667128	-	-	667128
\$500M - \$1B	3	-	275000	300000	422148	-	364766
\$1B - \$3B	2	-	-	1250000	-	-	1250000
\$3B - \$10B	-	-	-	-	-	-	-
\$10B or more	-	-	-	-	-	-	-
FTE							
Up to 5	19	91000	128750	149000	238750	276000	169684
5 - 10	5	193000	220000	250000	300000	330000	259000
11 - 20	9	160200	200000	260000	348075	469600	280731
21 - 30	10	122500	209600	272500	405250	458350	299890
31 - 50	10	178000	193750	319898	602625	710000	449830
51 - 70	6	187500	241250	272500	306000	344000	268000
71 - 100	6	237500	253000	331000	586675	681496	416665
101 - 150	8	187300	288250	343500	430219	482500	333662
151 - 200	6	276842	311514	340764	508882	581500	399702
201 - 300	7	329200	383500	470000	612500	722702	500894
301 - 400	2	-	-	431742	-	-	431742
401 - 600	6	323050	372075	475000	533223	569148	455733
601 - 1000	2	-	-	722700	-	-	722700
1001 - 4000	2	-	-	540000	-	-	540000
4001 or more	2	-	-	1200000	-	-	1200000



5.1.50 Private Results – Managing Director (continued)

	No.	10%	25%	Median	75%	90%	Average
		\$	\$	\$	\$	\$	\$
Type of Organisation							
Large - Private	18	341300	385500	488242	583000	744166	532208
Medium - Private	57	165400	238400	301000	415292	600000	348233
Small - Private	23	96000	135000	175000	238750	267500	176043
Type of Industry							
Agriculture, Forestry & Fishing	3	-	225000	300000	420000	-	330000
Mining - Junior	2	-	-	387000	-	-	387000
Mining	2	-	-	533504	-	-	533504
Manufacturing	10	178900	247348	318000	349132	416070	329602
Electricity, Gas, Water, & Waste	4	315000	337500	425000	675000	990000	587500
Construction	7	150000	199200	337000	430742	527290	333626
Wholesale Trade	11	240000	252500	415292	519000	594000	404654
Retail Trade	2	-	-	470000	-	-	470000
Accommodation and Food	2	-	-	175000	-	-	175000
Transport, Postal & Warehousing	2	-	-	145500	-	-	145500
Information Media & Telecoms	2	-	-	487046	-	-	487046
Financial & Insurance	9	169000	200000	300000	407000	594289	346514
Rental, Hiring & Real Estate	-	-	-	-	-	-	-
Professional, Scientific & Technical	31	140000	177500	250000	379500	550000	312054
Administrative & Support	2	-	-	100000	-	-	100000
Public Administration & Safety	2	-	-	130000	-	-	130000
Education & Training	2	-	-	225000	-	-	225000
Health Care & Social Assistance	2	-	-	675000	-	-	675000
Arts & Recreation	2	-	-	75000	-	-	75000
Other Services	8	179250	275625	350000	425000	530000	353438



5.1.51 Private Results – Chief Executive Officer

	No.	10%	25%	Median	75%	90%	Average
		\$	\$	\$	\$	\$	\$
Overall	67	183859	240000	308000	435000	643767	397527
Revenue							
Up to 1M	6	135000	221250	327500	347500	391000	284500
\$1M - \$5M	8	168700	170332	195000	232500	279000	210972
\$5M - \$10M	8	235249	265000	287500	308975	362000	294516
\$10M - \$20M	7	160500	168574	210000	251670	289404	215427
\$20M - \$40M	7	216000	225000	350000	370000	618000	391429
\$40M - \$80M	9	274000	280000	308000	465000	526000	372536
\$80M - \$120M	6	287500	341250	420000	525000	607209	438236
\$120M - \$160M	5	258400	271000	315000	350000	410000	327200
\$160M - \$240M	2	-	-	441000	-	-	441000
\$240M - \$400M	4	411400	428500	519000	725000	950000	634500
\$400M - \$800M	5	389113	500000	700000	1272000	1708800	957438
\$800M - \$1B	-	-	-	-	-	-	-
\$1B - \$4B	2	-	-	1250965	-	-	1250965
\$4B or more	-	-	-	-	-	-	-
Assets							
Up to 1M	10	190000	205000	275000	330000	433200	361200
\$1M - \$4M	3	-	194500	221000	248000	-	221333
\$4M - \$8M	13	159800	170776	250000	300000	566400	317817
\$8M - \$12M	4	212254	268662	325000	355000	364000	298662
\$12M - \$20M	4	265090	287725	307650	328750	353500	308825
\$20M - \$40M	4	242000	260000	275000	297500	329000	282500
\$40M - \$60M	2	-	-	337500	-	-	337500
\$60M - \$100M	13	272800	292825	350000	450000	540000	389897
\$100M - \$200M	3	-	300250	438000	444000	-	350167
\$200M - \$500M	4	324732	339047	423500	541104	615093	456652
\$500M - \$1B	4	292000	355000	407500	593750	897500	541250
\$1B - \$3B	2	-	-	1250965	-	-	1250965
\$3B - \$10B	2	-	-	1315000	-	-	1315000
\$10B or more	-	-	-	-	-	-	-
FTE							
Up to 5	5	222000	270000	300000	315000	330000	283000
5 - 10	2	-	-	326500	-	-	326500
11 - 20	10	167450	174250	200416	242500	267500	223533
21 - 30	5	136000	220000	230000	275000	311000	228000
31 - 50	6	166074	198486	285000	300225	325150	258741
51 - 70	2	-	-	325000	-	-	325000
71 - 100	3	-	246170	282340	373670	-	319113
101 - 150	8	226233	265750	342500	541104	1065093	567649
151 - 200	7	234000	265000	300000	400000	510000	348571
201 - 300	6	297594	328891	385000	512500	590000	424198
301 - 400	5	298895	308000	350000	390000	576000	408165
401 - 600	2	-	-	450000	-	-	450000
601 - 1000	4	374300	415250	439500	455750	482300	431500
1001 - 4000	2	-	-	1186000	-	-	1186000
4001 or more	2	-	-	1120482	-	-	1120482



5.1.51 Private Results – Chief Executive Officer (continued)

	No.	10%	25%	Median	75%	90%	Average
		\$	\$	\$	\$	\$	\$
Type of Organisation							
Large - Private	21	292825	347000	438000	600000	1100000	549285
Medium - Private	40	168900	207708	270500	338750	462300	326508
Small - Private	6	245500	277500	307500	333750	382500	311833
Type of Industry							
Agriculture, Forestry & Fishing	5	252600	300000	325000	350000	410000	329200
Mining - Junior	-	-	-	-	-	-	-
Mining	-	-	-	-	-	-	-
Manufacturing	7	170066	225388	370000	444000	490000	346825
Electricity, Gas, Water, & Waste	2	-	-	595416	-	-	595416
Construction	2	-	-	213750	-	-	213750
Wholesale Trade	6	235000	250000	260500	330250	407500	301000
Retail Trade	3	-	329000	350000	375000	-	352667
Accommodation and Food	2	-	-	396412	-	-	396412
Transport, Postal & Warehousing	3	-	282500	315000	407500	-	355000
Information Media & Telecoms	-	-	-	-	-	-	-
Financial & Insurance	10	154250	320141	407500	565500	667976	413411
Rental, Hiring & Real Estate	-	-	-	-	-	-	-
Professional, Scientific & Technical	11	210000	275000	315000	401000	1100000	459727
Administrative & Support	-	-	-	-	-	-	-
Public Administration & Safety	-	-	-	-	-	-	-
Education & Training	3	-	260000	300000	300150	-	273433
Health Care & Social Assistance	5	180789	190000	210000	275000	318200	239330
Arts & Recreation	2	-	-	190000	-	-	190000
Other Services	7	218000	240000	282340	845982	1550579	664901



5.1.52 Private Results – Chief Finance Officer

	No.	10%	25%	Median	75%	90%	Average
		\$	\$	\$	\$	\$	\$
Overall	81	125000	165000	235000	350000	420000	261270
Revenue							
Up to 1M	10	122500	136875	227500	299500	346600	243250
\$1M - \$5M	9	87000	113983	160000	175000	224016	167667
\$5M - \$10M	5	118000	130000	175000	190000	196000	161000
\$10M - \$20M	9	141000	150000	175000	180000	198000	169444
\$20M - \$40M	8	128500	133750	167500	260000	309500	208750
\$40M - \$80M	13	152580	210000	295000	300000	340146	260301
\$80M - \$120M	5	208000	220000	300000	350000	363998	288666
\$120M - \$160M	4	196500	221250	277500	390000	516000	333750
\$160M - \$240M	6	289570	355725	387500	415000	445000	374023
\$240M - \$400M	6	322882	352323	371625	407288	437650	377386
\$400M - \$800M	5	294000	390000	400000	430000	532000	410000
\$800M - \$1B	-	-	-	-	-	-	-
\$1B - \$4B	2	-	-	500685	-	-	500685
\$4B or more	-	-	-	-	-	-	-
Assets							
Up to 1M	11	125000	152500	200000	270000	360000	240909
\$1M - \$4M	9	98000	127500	175000	180000	232000	178058
\$4M - \$8M	13	110797	125000	150000	175000	296800	185768
\$8M - \$12M	2	-	-	265000	-	-	265000
\$12M - \$20M	7	165000	177500	185000	222500	261000	205000
\$20M - \$40M	7	133000	186229	265000	310000	332000	248208
\$40M - \$60M	3	-	165000	200000	247500	-	208333
\$60M - \$100M	9	204145	229840	300000	350000	422000	308588
\$100M - \$200M	8	286800	343323	379125	405000	421500	359627
\$200M - \$500M	4	272999	337498	386665	417500	449000	368332
\$500M - \$1B	4	215000	237500	299650	365800	395500	303650
\$1B - \$3B	2	-	-	550342	-	-	550342
\$3B - \$10B	2	-	-	362500	-	-	362500
\$10B or more	-	-	-	-	-	-	-
FTE							
Up to 5	7	116500	128750	175000	227500	265000	181071
5 - 10	4	168000	172500	187500	226500	274200	211500
11 - 20	7	96000	117500	140000	217510	324000	186431
21 - 30	4	100500	116250	192500	332500	463000	256250
31 - 50	8	136500	157500	182500	258094	404000	242182
51 - 70	5	135000	150000	175000	185000	224000	177000
71 - 100	5	162000	180000	200000	265000	283000	218000
101 - 150	12	140000	196250	279500	350000	370997	271340
151 - 200	7	142000	165000	180000	260364	364437	231533
201 - 300	9	295800	300000	350000	400000	421000	349556
301 - 400	2	-	-	265362	-	-	265362
401 - 600	4	314790	336975	362150	381250	392500	356075
601 - 1000	3	-	229920	230000	306625	-	281030
1001 - 4000	3	-	442650	470000	535000	-	495100
4001 or more	2	-	-	500685	-	-	500685



5.1.52 Private Results – Chief Finance Officer (continued)

	No.	10%	25%	Median	75%	90%	Average
		\$	\$	\$	\$	\$	\$
Type of Organisation							
Large - Private	23	243200	300000	375000	417650	468000	365787
Medium - Private	49	122797	150000	185000	295000	354666	227353
Small - Private	9	122000	130000	175000	200000	260000	181389
Type of Industry							
Agriculture, Forestry & Fishing	3	-	137500	175000	322500	-	248333
Mining - Junior	-	-	-	-	-	-	-
Mining	2	-	-	550000	-	-	550000
Manufacturing	9	130797	185000	220000	300000	317232	231713
Electricity, Gas, Water, & Waste	2	-	-	387500	-	-	387500
Construction	5	96000	105000	125000	324000	345600	200800
Wholesale Trade	10	137000	156250	260000	287500	322976	232476
Retail Trade	2	-	-	358000	-	-	358000
Accommodation and Food	2	-	-	185362	-	-	185362
Transport, Postal & Warehousing	3	-	217500	235000	292500	-	261667
Information Media & Telecoms	-	-	-	-	-	-	-
Financial & Insurance	8	177500	237500	361315	392500	418000	318454
Rental, Hiring & Real Estate	-	-	-	-	-	-	-
Professional, Scientific & Technical	20	159000	178750	290000	350000	438000	291340
Administrative & Support	-	-	-	-	-	-	-
Public Administration & Safety	-	-	-	-	-	-	-
Education & Training	3	-	162500	175000	177500	-	168333
Health Care & Social Assistance	2	-	-	277500	-	-	277500
Arts & Recreation	2	-	-	75000	-	-	75000
Other Services	10	129500	156255	190000	222380	437068	232054



5.1.53 Private Results – Company Secretary

	No.	10%	25%	Median	75%	90%	Average
		\$	\$	\$	\$	\$	\$
Overall	25	51600	95000	120000	185000	265838	147877
Revenue							
Up to 1M	3	-	78000	87000	-	-	97250
\$1M - \$5M	5	73000	75000	87200	100000	103000	80640
\$5M - \$10M	2	-	-	95000	-	-	95000
\$10M - \$20M	3	-	102500	105000	112500	-	108333
\$20M - \$40M	2	-	-	213500	-	-	213500
\$40M - \$80M	-	-	-	-	-	-	-
\$80M - \$120M	2	-	-	160000	-	-	160000
\$120M - \$160M	2	-	-	207500	-	-	207500
\$160M - \$240M	2	-	-	120000	-	-	120000
\$240M - \$400M	3	-	157500	185000	191500	-	171000
\$400M - \$800M	2	-	-	344865	-	-	344865
\$800M - \$1B	-	-	-	-	-	-	-
\$1B - \$4B	-	-	-	-	-	-	-
\$4B or more	-	-	-	-	-	-	-
Assets							
Up to 1M	2	-	-	75000	-	-	75000
\$1M - \$4M	3	-	91100	95000	100000	-	95733
\$4M - \$8M	3	-	76500	102500	116250	-	108833
\$8M - \$12M	2	-	-	133500	-	-	133500
\$12M - \$20M	-	-	-	-	-	-	-
\$20M - \$40M	2	-	-	125000	-	-	125000
\$40M - \$60M	-	-	-	-	-	-	-
\$60M - \$100M	3	-	220000	242000	255865	-	236577
\$100M - \$200M	2	-	-	125000	-	-	125000
\$200M - \$500M	2	-	-	170000	-	-	170000
\$500M - \$1B	2	-	-	167500	-	-	167500
\$1B - \$3B	2	-	-	290000	-	-	290000
\$3B - \$10B	2	-	-	420000	-	-	420000
\$10B or more	-	-	-	-	-	-	-
FTE							
Up to 5	-	-	-	-	-	-	-
5 - 10	-	-	-	-	-	-	-
11 - 20	4	78660	84150	96100	143750	213500	131800
21 - 30	4	75000	79250	97500	135500	199400	117250
31 - 50	4	111000	68000	146000	197750	253100	171750
51 - 70	2	-	-	100000	-	-	100000
71 - 100	2	-	-	120000	-	-	120000
101 - 150	3	-	160000	170000	295000	-	246667
151 - 200	-	-	-	-	-	-	-
201 - 300	2	-	-	198000	-	-	198000
301 - 400	2	-	-	269730	-	-	269730
401 - 600	2	-	-	120000	-	-	120000
601 - 1000	2	-	-	130000	-	-	130000
1001 - 4000	2	-	-	185000	-	-	185000
4001 or more	-	-	-	-	-	-	-



5.1. 53 Private Results – Company Secretary (continued)

	No.	10%	25%	Median	75%	90%	Average
		\$	\$	\$	\$	\$	\$
Type of Organisation							
Large - Private	5	124000	130000	185000	198000	241038	180546
Medium - Private	17	82320	100000	120000	170000	272000	155482
Small - Private	-	-	-	-	-	-	-
Type of Industry							
Agriculture, Forestry & Fishing	-	-	-	-	-	-	-
Mining - Junior	-	-	-	-	-	-	-
Mining	2	-	-	242000	-	-	242000
Manufacturing	2	-	-	130000	-	-	130000
Electricity, Gas, Water, & Waste	2	-	-	120000	-	-	120000
Construction	2	-	-	105000	-	-	105000
Wholesale Trade	3	-	112500	125000	192500	-	161667
Retail Trade	2	-	-	182500	-	-	182500
Accommodation and Food	2	-	-	100000	-	-	100000
Transport, Postal & Warehousing	2	-	-	150000	-	-	150000
Information Media & Telecoms	-	-	-	-	-	-	-
Financial & Insurance	4	76500	85000	101000	194932	239811	124182
Rental, Hiring & Real Estate	-	-	-	-	-	-	-
Professional, Scientific & Technical	6	88600	91250	100000	165000	237500	142033
Administrative & Support	-	-	-	-	-	-	-
Public Administration & Safety	-	-	-	-	-	-	-
Education & Training	-	-	-	-	-	-	-
Health Care & Social Assistance	-	-	-	-	-	-	-
Arts & Recreation	2	-	-	75000	-	-	75000
Other Services	2	-	-	270000	-	-	270000



5.1.54 Private Results – General Counsel & Company Secretary

	No.	10%	25%	Median	75%	90%	Average
		\$	\$	\$	\$	\$	\$
Overall	15	123000	161500	295000	362500	413576	269722
Revenue							
Up to 1M	2	-	-	1800	-	-	1800
\$1M - \$5M	-	-	-	-	-	-	-
\$5M - \$10M	2	-	-	375000	-	-	375000
\$10M - \$20M	2	-	-	105000	-	-	105000
\$20M - \$40M	4	194900	236750	342500	428750	435500	323000
\$40M - \$80M	3	-	307000	319000	334500	-	321333
\$80M - \$120M	2	-	-	150000	-	-	150000
\$120M - \$160M	-	-	-	-	-	-	-
\$160M - \$240M	2	-	-	248492	-	-	248492
\$240M - \$400M	-	-	-	-	-	-	-
\$400M - \$800M	2	-	-	330520	-	-	330520
\$800M - \$1B	-	-	-	-	-	-	-
\$1B - \$4B	-	-	-	-	-	-	-
\$4B or more	-	-	-	-	-	-	-
Assets							
Up to 1M	2	-	-	396440	-	-	396440
\$1M - \$4M	2	-	-	319000	-	-	319000
\$4M - \$8M	3	-	79200	182500	305000	-	201700
\$8M - \$12M	2	-	-	158500	-	-	158500
\$12M - \$20M	-	-	-	-	-	-	-
\$20M - \$40M	-	-	-	-	-	-	-
\$40M - \$60M	-	-	-	-	-	-	-
\$60M - \$100M	2	-	-	253000	-	-	253000
\$100M - \$200M	2	-	-	425000	-	-	425000
\$200M - \$500M	2	-	-	264600	-	-	264600
\$500M - \$1B	2	-	-	357992	-	-	357992
\$1B - \$3B	-	-	-	-	-	-	-
\$3B - \$10B	2	-	-	295000	-	-	295000
\$10B or more	-	-	-	-	-	-	-
FTE							
Up to 5	-	-	-	-	-	-	-
5 - 10	-	-	-	-	-	-	-
11 - 20	2	-	-	317500	-	-	317500
21 - 30	2	-	-	1800	-	-	1800
31 - 50	3	-	136000	167000	243000	-	197000
51 - 70	-	-	-	-	-	-	-
71 - 100	-	-	-	-	-	-	-
101 - 150	2	-	-	250000	-	-	250000
151 - 200	-	-	-	-	-	-	-
201 - 300	3	-	279800	295000	360000	-	328200
301 - 400	-	-	-	-	-	-	-
401 - 600	2	-	-	340985	-	-	340985
601 - 1000	2	-	-	156000	-	-	156000
1001 - 4000	2	-	-	396440	-	-	396440
4001 or more	2	-	-	440000	-	-	440000



5.1.54 Private Results – General Counsel & Company Secretary (continued)

	No.	10%	25%	Median	75%	90%	Average
		\$	\$	\$	\$	\$	\$
Type of Organisation							
Large - Private	7	173302	224718	340985	410720	431000	315409
Medium - Private	7	63720	127500	167000	289500	331400	193257
Small - Private	2	-	-	375000	-	-	375000
Type of Industry							
Agriculture, Forestry & Fishing	-	-	-	-	-	-	-
Mining - Junior	-	-	-	-	-	-	-
Mining	-	-	-	-	-	-	-
Manufacturing	-	-	-	-	-	-	-
Electricity, Gas, Water, & Waste	2	-	-	440000	-	-	440000
Construction	2	-	-	212000	-	-	212000
Wholesale Trade	2	-	-	260000	-	-	260000
Retail Trade	2	-	-	167000	-	-	167000
Accommodation and Food	-	-	-	-	-	-	-
Transport, Postal & Warehousing	2	-	-	350000	-	-	350000
Information Media & Telecoms	-	-	-	-	-	-	-
Financial & Insurance	4	80640	198900	302792	349489	364796	245596
Rental, Hiring & Real Estate	-	-	-	-	-	-	-
Professional, Scientific & Technical	3	-	167418	184836	290638	-	243759
Administrative & Support	-	-	-	-	-	-	-
Public Administration & Safety	-	-	-	-	-	-	-
Education & Training	-	-	-	-	-	-	-
Health Care & Social Assistance	2	-	-	425000	-	-	425000
Arts & Recreation	-	-	-	-	-	-	-
Other Services	2	-	-	156000	-	-	156000



5.1.55 Private Results – Chief Finance Officer & Company Secretary

	No.	10%	25%	Median	75%	90%	Average
		\$	\$	\$	\$	\$	\$
Overall	31	125000	147500	205000	272500	330000	213890
Revenue							
Up to 1M	2	-	-	131250	-	-	131250
\$1M - \$5M	3	-	162500	165000	257500	-	225000
\$5M - \$10M	3	-	140000	150000	152852	-	145235
\$10M - \$20M	4	109439	116098	122399	126750	129900	120450
\$20M - \$40M	3	-	168294	181337	185668	-	175529
\$40M - \$80M	7	184000	230000	315000	330000	347200	279000
\$80M - \$120M	5	214000	220000	250000	251000	259400	239200
\$120M - \$160M	4	227500	261250	290000	303750	310500	275000
\$160M - \$240M	-	-	-	-	-	-	-
\$240M - \$400M	-	-	-	-	-	-	-
\$400M - \$800M	-	-	-	-	-	-	-
\$800M - \$1B	-	-	-	-	-	-	-
\$1B - \$4B	-	-	-	-	-	-	-
\$4B or more	-	-	-	-	-	-	-
Assets							
Up to 1M	2	-	-	155000	-	-	155000
\$1M - \$4M	3	-	131250	137500	243750	-	204167
\$4M - \$8M	5	113000	125000	145000	165000	174802	144267
\$8M - \$12M	2	-	-	125899	-	-	125899
\$12M - \$20M	2	-	-	210000	-	-	210000
\$20M - \$40M	5	140100	155250	190000	205000	280000	202050
\$40M - \$60M	2	-	-	330000	-	-	330000
\$60M - \$100M	8	193711	217500	250500	303750	315000	252088
\$100M - \$200M	4	254500	261250	272500	303250	345100	292000
\$200M - \$500M	-	-	-	-	-	-	-
\$500M - \$1B	-	-	-	-	-	-	-
\$1B - \$3B	-	-	-	-	-	-	-
\$3B - \$10B	-	-	-	-	-	-	-
\$10B or more	-	-	-	-	-	-	-
FTE							
Up to 5	2	-	-	133750	-	-	133750
5 - 10	2	-	-	160000	-	-	160000
11 - 20	2	-	-	252852	-	-	252852
21 - 30	4	132500	143750	157500	171250	182500	157500
31 - 50	2	-	-	112399	-	-	112399
51 - 70	2	-	-	135000	-	-	135000
71 - 100	4	158400	198000	275000	330000	330000	253000
101 - 150	3	-	182625	210000	262500	-	226750
151 - 200	5	192802	210000	250000	315000	349800	265867
201 - 300	2	-	-	251000	-	-	251000
301 - 400	4	218500	238750	257500	268750	275500	250000
401 - 600	2	-	-	300000	-	-	300000
601 - 1000	-	-	-	-	-	-	-
1001 - 4000	-	-	-	-	-	-	-
4001 or more	-	-	-	-	-	-	-



5.1.55 Private Results – Chief Finance Officer & Company Secretary (cont.)

	No.	10%	25%	Median	75%	90%	Average
		\$	\$	\$	\$	\$	\$
Type of Organisation							
Large - Private	6	227500	250250	258000	276250	290000	258500
Medium - Private	23	125000	147500	190000	285096	330000	213360
Small - Private	3	-	133750	137500	148750	-	142500
Type of Industry							
Agriculture, Forestry & Fishing	2	-	-	250000	-	-	250000
Mining - Junior	2	-	-	265000	-	-	265000
Mining	-	-	-	-	-	-	-
Manufacturing	6	182625	210000	230500	287750	307500	240208
Electricity, Gas, Water, & Waste	2	-	-	155704	-	-	155704
Construction	2	-	-	192500	-	-	192500
Wholesale Trade	6	175000	232500	322500	330000	351500	283000
Retail Trade	2	-	-	250000	-	-	250000
Accommodation and Food	-	-	-	-	-	-	-
Transport, Postal & Warehousing	-	-	-	-	-	-	-
Information Media & Telecoms	2	-	-	220000	-	-	220000
Financial & Insurance	3	-	131250	137500	196346	-	172564
Rental, Hiring & Real Estate	-	-	-	-	-	-	-
Professional, Scientific & Technical	5	127800	132000	150000	160000	172802	149667
Administrative & Support	-	-	-	-	-	-	-
Public Administration & Safety	-	-	-	-	-	-	-
Education & Training	2	-	-	165000	-	-	165000
Health Care & Social Assistance	2	-	-	119798	-	-	119798
Arts & Recreation	-	-	-	-	-	-	-
Other Services	3	-	160000	190000	270000	-	223333



5.1.56 Private Results – General Counsel

	No.	10%	25%	Median	75%	90%	Average
		\$	\$	\$	\$	\$	\$
Overall	7	45095	88412	184000	262655	316612	180381
Revenue							
Up to 1M	-	-	-	-	-	-	-
\$1M - \$5M	-	-	-	-	-	-	-
\$5M - \$10M	-	-	-	-	-	-	-
\$10M - \$20M	2	-	-	105000	-	-	105000
\$20M - \$40M	-	-	-	-	-	-	-
\$40M - \$80M	-	-	-	-	-	-	-
\$80M - \$120M	2	-	-	280000	-	-	280000
\$120M - \$160M	-	-	-	-	-	-	-
\$160M - \$240M	-	-	-	-	-	-	-
\$240M - \$400M	2	-	-	245310	-	-	245310
\$400M - \$800M	2	-	-	371530	-	-	371530
\$800M - \$1B	-	-	-	-	-	-	-
\$1B - \$4B	-	-	-	-	-	-	-
\$4B or more	-	-	-	-	-	-	-
Assets							
Up to 1M	-	-	-	-	-	-	-
\$1M - \$4M	-	-	-	-	-	-	-
\$4M - \$8M	2	-	-	88412	-	-	88412
\$8M - \$12M	-	-	-	-	-	-	-
\$12M - \$20M	2	-	-	184000	-	-	184000
\$20M - \$40M	-	-	-	-	-	-	-
\$40M - \$60M	-	-	-	-	-	-	-
\$60M - \$100M	2	-	-	325765	-	-	325765
\$100M - \$200M	-	-	-	-	-	-	-
\$200M - \$500M	-	-	-	-	-	-	-
\$500M - \$1B	2	-	-	245310	-	-	245310
\$1B - \$3B	-	-	-	-	-	-	-
\$3B - \$10B	-	-	-	-	-	-	-
\$10B or more	-	-	-	-	-	-	-
FTE							
Up to 5	-	-	-	-	-	-	-
5 - 10	-	-	-	-	-	-	-
11 - 20	2	-	-	71825	-	-	71825
21 - 30	2	-	-	-	-	-	-
31 - 50	2	-	-	144500	-	-	144500
51 - 70	-	-	-	-	-	-	-
71 - 100	-	-	-	-	-	-	-
101 - 150	-	-	-	-	-	-	-
151 - 200	-	-	-	-	-	-	-
201 - 300	2	-	-	280000	-	-	280000
301 - 400	2	-	-	371530	-	-	371530
401 - 600	-	-	-	-	-	-	-
601 - 1000	-	-	-	-	-	-	-
1001 - 4000	2	-	-	245310	-	-	245310
4001 or more	-	-	-	-	-	-	-



5.1.56 Private Results – General Counsel (continued)

	No.	10%	25%	Median	75%	90%	Average
		\$	\$	\$	\$	\$	\$
Type of Organisation							
Large - Private	-	-	-	-	-	-	-
Medium - Private	-	-	-	-	-	-	-
Small - Private	-	-	-	-	-	-	-
	2	-	-	280000	-	-	280000
Type of Industry							
Agriculture, Forestry & Fishing	2	-	-	105000	-	-	105000
Mining - Junior	-	-	-	-	-	-	-
Mining	-	-	-	-	-	-	-
Manufacturing	-	-	-	-	-	-	-
Electricity, Gas, Water, & Waste	-	-	-	-	-	-	-
Construction	-	-	-	-	-	-	-
Wholesale Trade	2	-	-	125000	-	-	125000
Retail Trade	-	-	-	-	-	-	-
Accommodation and Food	2	-	-	245310	-	-	245310
Transport, Postal & Warehousing	-	-	-	-	-	-	-
Information Media & Telecoms	-	-	-	-	-	-	-
Financial & Insurance	2	-	-	184000	-	-	184000
Rental, Hiring & Real Estate	-	-	-	-	-	-	-
Professional, Scientific & Technical	-	-	-	-	-	-	-
Administrative & Support	-	-	-	-	-	-	-
Public Administration & Safety	-	-	-	-	-	-	-
Education & Training	-	-	-	-	-	-	-
Health Care & Social Assistance	-	-	-	-	-	-	-
Arts & Recreation	2	-	-	280000	-	-	280000
Other Services	-	-	-	-	-	-	-



5.1.57 Private Results – Chief Risk Officer

	No.	10%	25%	Median	75%	90%	Average
		\$	\$	\$	\$	\$	\$
Overall	15	87353	195000	245000	317200	344400	236567
Revenue							
Up to 1M	3	-	122500	240000	242500	-	163333
\$1M - \$5M	-	-	-	-	-	-	-
\$5M - \$10M	-	-	-	-	-	-	-
\$10M - \$20M	3	-	90294	105000	171070	-	139243
\$20M - \$40M	2	-	-	185000	-	-	185000
\$40M - \$80M	2	-	-	320000	-	-	320000
\$80M - \$120M	2	-	-	205000	-	-	205000
\$120M - \$160M	2	-	-	336000	-	-	336000
\$160M - \$240M	2	-	-	300000	-	-	300000
\$240M - \$400M	2	-	-	314400	-	-	314400
\$400M - \$800M	2	-	-	315191	-	-	315191
\$800M - \$1B	-	-	-	-	-	-	-
\$1B - \$4B	2	-	-	350000	-	-	350000
\$4B or more	-	-	-	-	-	-	-
Assets							
Up to 1M	-	-	-	-	-	-	-
\$1M - \$4M	-	-	-	-	-	-	-
\$4M - \$8M	2	-	-	105000	-	-	105000
\$8M - \$12M	2	-	-	130294	-	-	130294
\$12M - \$20M	-	-	-	-	-	-	-
\$20M - \$40M	-	-	-	-	-	-	-
\$40M - \$60M	-	-	-	-	-	-	-
\$60M - \$100M	2	-	-	353191	-	-	353191
\$100M - \$200M	2	-	-	245000	-	-	245000
\$200M - \$500M	2	-	-	232500	-	-	232500
\$500M - \$1B	2	-	-	307200	-	-	307200
\$1B - \$3B	2	-	-	350000	-	-	350000
\$3B - \$10B	2	-	-	320000	-	-	320000
\$10B or more	-	-	-	-	-	-	-
FTE							
Up to 5	-	-	-	-	-	-	-
5 - 10	-	-	-	-	-	-	-
11 - 20	-	-	-	-	-	-	-
21 - 30	-	-	-	-	-	-	-
31 - 50	2	-	-	90294	-	-	90294
51 - 70	-	-	-	-	-	-	-
71 - 100	2	-	-	237140	-	-	237140
101 - 150	3	-	225000	245000	290500	-	262000
151 - 200	-	-	-	-	-	-	-
201 - 300	3	-	222500	260000	290000	-	255000
301 - 400	2	-	-	370382	-	-	370382
401 - 600	2	-	-	300000	-	-	300000
601 - 1000	-	-	-	-	-	-	-
1001 - 4000	2	-	-	314400	-	-	314400
4001 or more	2	-	-	350000	-	-	350000



5.1.57 Private Results – Chief Risk Officer (continued)

	No.	10%	25%	Median	75%	90%	Average
		\$	\$	\$	\$	\$	\$
Type of Organisation							
Large - Private	6	222500	270000	307200	341100	360191	296630
Medium - Private	8	85000	97647	221070	246875	277550	182654
Small - Private	2	-	-	240000	-	-	240000
Type of Industry							
Agriculture, Forestry & Fishing	-	-	-	-	-	-	-
Mining - Junior	-	-	-	-	-	-	-
Mining	-	-	-	-	-	-	-
Manufacturing	-	-	-	-	-	-	-
Electricity, Gas, Water, & Waste	-	-	-	-	-	-	-
Construction	2	-	-	175000	-	-	175000
Wholesale Trade	2	-	-	336000	-	-	336000
Retail Trade	-	-	-	-	-	-	-
Accommodation and Food	-	-	-	-	-	-	-
Transport, Postal & Warehousing	-	-	-	-	-	-	-
Information Media & Telecoms	-	-	-	-	-	-	-
Financial & Insurance	6	105000	216875	256250	290000	335191	232147
Rental, Hiring & Real Estate	-	-	-	-	-	-	-
Professional, Scientific & Technical	3	-	212500	240000	277200	-	246467
Administrative & Support	-	-	-	-	-	-	-
Public Administration & Safety	-	-	-	-	-	-	-
Education & Training	-	-	-	-	-	-	-
Health Care & Social Assistance	-	-	-	-	-	-	-
Arts & Recreation	-	-	-	-	-	-	-
Other Services	2	-	-	293570	-	-	293570



5.1.58 Private Results – Chief Operating Officer

	No.	10%	25%	Median	75%	90%	Average
		\$	\$	\$	\$	\$	\$
Overall	63	150800	182500	245000	314500	416000	268677
Revenue							
Up to 1M	4	162500	218750	261784	275175	278070	232142
\$1M - \$5M	9	110000	125000	160000	176800	188000	153533
\$5M - \$10M	5	175000	190000	205000	252000	263898	216766
\$10M - \$20M	4	119700	141750	201500	251370	255636	191620
\$20M - \$40M	8	165000	195000	220000	232500	274500	221875
\$40M - \$80M	9	172241	175000	225000	250000	275800	225531
\$80M - \$120M	4	269000	282500	320000	398578	486018	361078
\$120M - \$160M	5	247000	250000	258000	320000	503000	339600
\$160M - \$240M	4	225000	225000	322500	437500	469000	340000
\$240M - \$400M	5	275200	328000	340000	380000	572000	397600
\$400M - \$800M	4	233000	282500	350000	478795	638626	411295
\$800M - \$1B	-	-	-	-	-	-	-
\$1B - \$4B	2	-	-	412850	-	-	412850
\$4B or more	-	-	-	-	-	-	-
Assets							
Up to 1M	8	149500	178750	197500	305000	489554	283772
\$1M - \$4M	4	157300	162250	170900	212350	276340	203700
\$4M - \$8M	14	110000	131250	200000	255110	273046	198134
\$8M - \$12M	3	-	239500	249000	299500	-	276333
\$12M - \$20M	6	177500	195000	242500	250250	286000	235333
\$20M - \$40M	4	187433	208369	230000	242500	247000	220869
\$40M - \$60M	2	-	-	130000	-	-	130000
\$60M - \$100M	5	184380	210000	250000	260000	338000	255460
\$100M - \$200M	8	225000	243750	274000	334750	376210	294588
\$200M - \$500M	5	210000	225000	310000	490000	522587	353862
\$500M - \$1B	2	-	-	560000	-	-	560000
\$1B - \$3B	2	-	-	512500	-	-	512500
\$3B - \$10B	2	-	-	265000	-	-	265000
\$10B or more	-	-	-	-	-	-	-
FTE							
Up to 5	2	-	-	232500	-	-	232500
5 - 10	2	-	-	216784	-	-	216784
11 - 20	5	116000	125000	150000	165000	229098	164366
21 - 30	6	145000	167950	190900	216250	230000	188633
31 - 50	7	146086	181738	200000	285500	441400	266354
51 - 70	3	-	177000	200000	222500	-	199667
71 - 100	2	-	-	253740	-	-	253740
101 - 150	6	175000	241250	247500	325000	447156	289885
151 - 200	7	160000	195000	220000	305000	328000	241429
201 - 300	8	213500	245000	262500	321250	362500	278125
301 - 400	3	-	212650	258000	324000	-	271767
401 - 600	5	225000	225000	250000	420000	423420	309140
601 - 1000	3	-	212500	225000	276500	-	251000
1001 - 4000	3	-	595000	700000	722590	-	645060
4001 or more	2	-	-	400000	-	-	400000



5.1.58 Private Results – Chief Operating Officer (continued)

	No.	10%	25%	Median	75%	90%	Average
		\$	\$	\$	\$	\$	\$
Type of Organisation							
Large - Private	24	207500	228750	290000	392500	470710	334132
Medium - Private	36	125000	165000	215000	253620	319500	230207
Small - Private	3	-	172500	185000	232500	-	208333
Type of Industry							
Agriculture, Forestry & Fishing	3	-	265000	290000	390000	-	340000
Mining - Junior	-	-	-	-	-	-	-
Mining	-	-	-	-	-	-	-
Manufacturing	8	110000	157607	225000	252500	280400	210184
Electricity, Gas, Water, & Waste	2	-	-	225000	-	-	225000
Construction	7	148080	188400	250000	288500	343400	241257
Wholesale Trade	2	-	-	335350	-	-	335350
Retail Trade	-	-	-	-	-	-	-
Accommodation and Food	3	-	176150	185000	192500	-	184100
Transport, Postal & Warehousing	2	-	-	245000	-	-	245000
Information Media & Telecoms	2	-	-	150000	-	-	150000
Financial & Insurance	8	153000	245122	325000	397500	457293	320768
Rental, Hiring & Real Estate	-	-	-	-	-	-	-
Professional, Scientific & Technical	18	163500	192500	239500	278392	647500	302319
Administrative & Support	-	-	-	-	-	-	-
Public Administration & Safety	-	-	-	-	-	-	-
Education & Training	2	-	-	216000	-	-	216000
Health Care & Social Assistance	3	-	177500	225000	290000	-	236667
Arts & Recreation	-	-	-	-	-	-	-
Other Services	5	163000	220000	258480	320000	368000	264696



5.1.59 Private Results – Chief Information Officer

	No.	10%	25%	Median	75%	90%	Average
		\$	\$	\$	\$	\$	\$
Overall	31	125000	160000	200000	294000	360000	228705
Revenue							
Up to 1M	2	-	-	125000	-	-	125000
\$1M - \$5M	2	-	-	290000	-	-	290000
\$5M - \$10M	-	-	-	-	-	-	-
\$10M - \$20M	3	-	103038	105000	137000	-	125026
\$20M - \$40M	4	132400	136000	169000	205000	214000	172000
\$40M - \$80M	4	124170	140775	217500	288750	295500	212025
\$80M - \$120M	3	-	185000	190000	225000	-	210000
\$120M - \$160M	2	-	-	160000	-	-	160000
\$160M - \$240M	5	168000	180000	226000	288000	331200	242800
\$240M - \$400M	3	-	248550	300000	327650	-	284133
\$400M - \$800M	3	-	228646	277293	333646	-	282431
\$800M - \$1B	-	-	-	-	-	-	-
\$1B - \$4B	2	-	-	385000	-	-	385000
\$4B or more	-	-	-	-	-	-	-
Assets							
Up to 1M	-	-	-	-	-	-	-
\$1M - \$4M	2	-	-	350000	-	-	350000
\$4M - \$8M	5	113000	125000	220000	230000	272000	196000
\$8M - \$12M	3	-	135038	169000	184500	-	156692
\$12M - \$20M	2	-	-	145000	-	-	145000
\$20M - \$40M	3	-	144000	150000	225000	-	196000
\$40M - \$60M	-	-	-	-	-	-	-
\$60M - \$100M	5	143860	190000	260000	288000	349200	248220
\$100M - \$200M	5	168000	180000	197100	226000	312400	226620
\$200M - \$500M	2	-	-	228646	-	-	228646
\$500M - \$1B	3	-	267650	355300	357650	-	298433
\$1B - \$3B	2	-	-	400000	-	-	400000
\$3B - \$10B	2	-	-	285000	-	-	285000
\$10B or more	-	-	-	-	-	-	-
FTE							
Up to 5	-	-	-	-	-	-	-
5 - 10	-	-	-	-	-	-	-
11 - 20	3	-	225000	230000	290000	-	266667
21 - 30	2	-	-	131500	-	-	131500
31 - 50	2	-	-	103038	-	-	103038
51 - 70	-	-	-	-	-	-	-
71 - 100	2	-	-	214500	-	-	214500
101 - 150	2	-	-	180000	-	-	180000
151 - 200	4	139000	152500	175000	217500	267000	195000
201 - 300	5	170000	200000	226000	277293	281917	227659
301 - 400	2	-	-	251550	-	-	251550
401 - 600	5	168000	180000	300000	360000	366000	274000
601 - 1000	3	-	188550	197100	242550	-	221700
1001 - 4000	2	-	-	355300	-	-	355300
4001 or more	2	-	-	400000	-	-	400000



5.1.59 Private Results – Chief Information Officer (continued)

	No.	10%	25%	Median	75%	90%	Average
		\$	\$	\$	\$	\$	\$
Type of Organisation							
Large - Private	17	156000	180000	277293	355300	378000	261576
Medium - Private	13	109000	130000	169000	220000	254000	181391
Small - Private	-	-	-	-	-	-	-
Type of Industry							
Agriculture, Forestry & Fishing	-	-	-	-	-	-	-
Mining - Junior	-	-	-	-	-	-	-
Mining	-	-	-	-	-	-	-
Manufacturing	2	-	-	193550	-	-	193550
Electricity, Gas, Water, & Waste	2	-	-	170000	-	-	170000
Construction	2	-	-	105000	-	-	105000
Wholesale Trade	2	-	-	295000	-	-	295000
Retail Trade	2	-	-	226000	-	-	226000
Accommodation and Food	2	-	-	146550	-	-	146550
Transport, Postal & Warehousing	2	-	-	180000	-	-	180000
Information Media & Telecoms	2	-	-	245000	-	-	245000
Financial & Insurance	5	185917	277293	300000	360000	378000	290459
Rental, Hiring & Real Estate	-	-	-	-	-	-	-
Professional, Scientific & Technical	5	157600	169000	200000	300000	333180	234860
Administrative & Support	-	-	-	-	-	-	-
Public Administration & Safety	-	-	-	-	-	-	-
Education & Training	2	-	-	130000	-	-	130000
Health Care & Social Assistance	2	-	-	101077	-	-	101077
Arts & Recreation	-	-	-	-	-	-	-
Other Services	5	146800	160000	288000	350000	380000	267200



5.1.60 Private Results – Chief People & Culture Officer

	No.	10%	25%	Median	75%	90%	Average
		\$	\$	\$	\$	\$	\$
Overall	39	120000	147500	190000	241070	401740	219735
Revenue							
Up to 1M	3	-	125000	150000	185000	-	156667
\$1M - \$5M	2	-	-	127350	-	-	127350
\$5M - \$10M	-	-	-	-	-	-	-
\$10M - \$20M	5	113000	125000	180000	190000	218284	167428
\$20M - \$40M	8	134000	143750	162500	212500	307000	202500
\$40M - \$80M	6	126550	147500	172500	190000	220000	173017
\$80M - \$120M	3	-	187500	200000	217500	-	203333
\$120M - \$160M	3	-	190250	200500	215250	-	203500
\$160M - \$240M	4	129000	142500	227646	331469	378588	246323
\$240M - \$400M	2	-	-	336850	-	-	336850
\$400M - \$800M	3	-	308784	390000	485000	-	399189
\$800M - \$1B	-	-	-	-	-	-	-
\$1B - \$4B	2	-	-	400000	-	-	400000
\$4B or more	-	-	-	-	-	-	-
Assets							
Up to 1M	3	-	150000	150000	365000	-	293333
\$1M - \$4M	2	-	-	157500	-	-	157500
\$4M - \$8M	8	103500	121762	208570	253750	317500	213061
\$8M - \$12M	2	-	-	200000	-	-	200000
\$12M - \$20M	3	-	160000	175000	177500	-	166667
\$20M - \$40M	3	-	140000	140000	167500	-	158333
\$40M - \$60M	2	-	-	145000	-	-	145000
\$60M - \$100M	3	-	144050	175000	282500	-	226033
\$100M - \$200M	4	129000	142500	175250	205375	214150	172625
\$200M - \$500M	4	190770	214426	231284	278750	357500	261892
\$500M - \$1B	2	-	-	356996	-	-	356996
\$1B - \$3B	2	-	-	315000	-	-	315000
\$3B - \$10B	2	-	-	245000	-	-	245000
\$10B or more	-	-	-	-	-	-	-
FTE							
Up to 5	2	-	-	150000	-	-	150000
5 - 10	-	-	-	-	-	-	-
11 - 20	2	-	-	250000	-	-	250000
21 - 30	2	-	-	125000	-	-	125000
31 - 50	3	-	147500	190000	210000	-	175000
51 - 70	2	-	-	125000	-	-	125000
71 - 100	3	-	175000	180000	208570	-	195713
101 - 150	6	133675	141250	172500	215000	227500	177892
151 - 200	5	142000	175000	175000	180000	231000	183000
201 - 300	5	144000	150000	200000	227568	238027	192514
301 - 400	3	-	156800	200500	295250	-	234533
401 - 600	3	-	157500	195000	250146	-	206764
601 - 1000	2	-	-	175000	-	-	175000
1001 - 4000	3	-	409350	410000	495000	-	466233
4001 or more	2	-	-	420000	-	-	420000



5.1.60 Private Results – Chief People & Culture Officer (continued)

	No.	10%	25%	Median	75%	90%	Average
		\$	\$	\$	\$	\$	\$
Type of Organisation							
Large - Private	19	136000	162500	220000	395000	416000	267903
Medium - Private	21	120000	140000	175000	200000	235000	172897
Small - Private	-	-	-	-	-	-	-
Type of Industry							
Agriculture, Forestry & Fishing	2	-	-	410000	-	-	410000
Mining - Junior	-	-	-	-	-	-	-
Mining	-	-	-	-	-	-	-
Manufacturing	4	131145	136838	142500	152500	166000	146838
Electricity, Gas, Water, & Waste	2	-	-	280000	-	-	280000
Construction	3	-	152750	200500	210250	-	175167
Wholesale Trade	3	-	160000	170000	210000	-	190000
Retail Trade	2	-	-	150000	-	-	150000
Accommodation and Food	2	-	-	113100	-	-	113100
Transport, Postal & Warehousing	-	-	-	-	-	-	-
Information Media & Telecoms	-	-	-	-	-	-	-
Financial & Insurance	7	145804	201954	235000	285146	339175	242743
Rental, Hiring & Real Estate	-	-	-	-	-	-	-
Professional, Scientific & Technical	10	138500	183750	200000	227500	425830	247870
Administrative & Support	-	-	-	-	-	-	-
Public Administration & Safety	-	-	-	-	-	-	-
Education & Training	2	-	-	175000	-	-	175000
Health Care & Social Assistance	3	-	135000	150000	162500	-	148333
Arts & Recreation	-	-	-	-	-	-	-
Other Services	4	183000	187500	213570	277855	351142	251785



5.1.61 Private Results – Chief Marketing Officer

	No.	10%	25%	Median	75%	90%	Average
		\$	\$	\$	\$	\$	\$
Overall	40	103300	137500	175000	250000	330078	208400
Revenue							
Up to 1M	2	-	-	155000	-	-	155000
\$1M - \$5M	7	72800	106500	130000	135000	146000	116857
\$5M - \$10M	3	-	162000	184000	194712	-	176475
\$10M - \$20M	4	106500	108750	117500	137500	160000	128750
\$20M - \$40M	6	130000	181250	225000	261250	572500	309167
\$40M - \$80M	5	172000	175000	210000	268000	272200	219600
\$80M - \$120M	2	-	-	150000	-	-	150000
\$120M - \$160M	5	146000	155000	180000	200000	242600	189200
\$160M - \$240M	2	-	-	140000	-	-	140000
\$240M - \$400M	2	-	-	375300	-	-	375300
\$400M - \$800M	4	241246	246874	290000	330194	330545	287068
\$800M - \$1B	-	-	-	-	-	-	-
\$1B - \$4B	2	-	-	451000	-	-	451000
\$4B or more	-	-	-	-	-	-	-
Assets							
Up to 1M	6	90000	132500	140000	222500	290000	173333
\$1M - \$4M	3	-	140000	155000	165000	-	151667
\$4M - \$8M	8	87100	100750	117500	148856	407797	216053
\$8M - \$12M	2	-	-	150000	-	-	150000
\$12M - \$20M	5	152000	170000	175000	184000	193600	173800
\$20M - \$40M	2	-	-	177500	-	-	177500
\$40M - \$60M	2	-	-	180000	-	-	180000
\$60M - \$100M	4	203000	207500	240500	285944	312845	252944
\$100M - \$200M	6	147500	172500	245000	267250	359500	250667
\$200M - \$500M	2	-	-	243748	-	-	243748
\$500M - \$1B	2	-	-	375300	-	-	375300
\$1B - \$3B	-	-	-	-	-	-	-
\$3B - \$10B	-	-	-	-	-	-	-
\$10B or more	-	-	-	-	-	-	-
FTE							
Up to 5	2	-	-	125000	-	-	125000
5 - 10	2	-	-	147500	-	-	147500
11 - 20	2	-	-	127712	-	-	127712
21 - 30	3	-	107500	130000	190000	-	155000
31 - 50	6	117500	132500	157500	178750	182000	152333
51 - 70	2	-	-	117500	-	-	117500
71 - 100	2	-	-	275000	-	-	275000
101 - 150	6	119000	155000	185000	218750	248000	184000
151 - 200	5	107000	140000	175000	210000	244800	175600
201 - 300	3	-	188748	237495	251248	-	214165
301 - 400	2	-	-	242889	-	-	242889
401 - 600	3	-	187500	200000	325500	-	275333
601 - 1000	2	-	-	250000	-	-	250000
1001 - 4000	2	-	-	352650	-	-	352650
4001 or more	2	-	-	880000	-	-	880000



5.1.61 Private Results – Chief Marketing Officer (continued)

	No.	10%	25%	Median	75%	90%	Average
		\$	\$	\$	\$	\$	\$
Type of Organisation							
Large - Private	13	159000	200000	265000	330778	435860	315967
Medium - Private	27	86800	127500	170000	207712	257200	166790
Small - Private	2	-	-	132500	-	-	132500
Type of Industry							
Agriculture, Forestry & Fishing	2	-	-	125000	-	-	125000
Mining - Junior	-	-	-	-	-	-	-
Mining	-	-	-	-	-	-	-
Manufacturing	5	120800	170000	200000	200000	206000	173600
Electricity, Gas, Water, & Waste	2	-	-	880000	-	-	880000
Construction	3	-	130000	155000	190000	-	161667
Wholesale Trade	7	152000	215000	268000	273000	345400	257857
Retail Trade	2	-	-	140000	-	-	140000
Accommodation and Food	2	-	-	250000	-	-	250000
Transport, Postal & Warehousing	-	-	-	-	-	-	-
Information Media & Telecoms	-	-	-	-	-	-	-
Financial & Insurance	5	133170	205425	221900	237495	293465	216120
Rental, Hiring & Real Estate	-	-	-	-	-	-	-
Professional, Scientific & Technical	10	129500	140000	152500	282250	334530	203830
Administrative & Support	-	-	-	-	-	-	-
Public Administration & Safety	-	-	-	-	-	-	-
Education & Training	3	-	152500	175000	179500	-	163000
Health Care & Social Assistance	2	-	-	175000	-	-	175000
Arts & Recreation	2	-	-	50000	-	-	50000
Other Services	2	-	-	157500	-	-	157500



5.1.62 Private Results – Chief Digital Officer

	No.	10%	25%	Median	75%	90%	Average
		\$	\$	\$	\$	\$	\$
Overall	9	103700	110000	145000	175000	237000	165944
Revenue							
Up to 1M	-	-	-	-	-	-	-
\$1M - \$5M	2	-	-	200000	-	-	200000
\$5M - \$10M	-	-	-	-	-	-	-
\$10M - \$20M	2	-	-	101750	-	-	101750
\$20M - \$40M	2	-	-	280000	-	-	280000
\$40M - \$80M	2	-	-	110000	-	-	110000
\$80M - \$120M	2	-	-	150000	-	-	150000
\$120M - \$160M	2	-	-	145000	-	-	145000
\$160M - \$240M	-	-	-	-	-	-	-
\$240M - \$400M	-	-	-	-	-	-	-
\$400M - \$800M	-	-	-	-	-	-	-
\$800M - \$1B	-	-	-	-	-	-	-
\$1B - \$4B	-	-	-	-	-	-	-
\$4B or more	-	-	-	-	-	-	-
Assets							
Up to 1M	2	-	-	200000	-	-	200000
\$1M - \$4M	-	-	-	-	-	-	-
\$4M - \$8M	4	100450	103375	115000	190000	307000	178375
\$8M - \$12M	2	-	-	175000	-	-	175000
\$12M - \$20M	2	-	-	127500	-	-	127500
\$20M - \$40M	-	-	-	-	-	-	-
\$40M - \$60M	-	-	-	-	-	-	-
\$60M - \$100M	-	-	-	-	-	-	-
\$100M - \$200M	-	-	-	-	-	-	-
\$200M - \$500M	-	-	-	-	-	-	-
\$500M - \$1B	2	-	-	150000	-	-	150000
\$1B - \$3B	-	-	-	-	-	-	-
\$3B - \$10B	-	-	-	-	-	-	-
\$10B or more	-	-	-	-	-	-	-
FTE							
Up to 5	-	-	-	-	-	-	-
5 - 10	-	-	-	-	-	-	-
11 - 20	-	-	-	-	-	-	-
21 - 30	2	-	-	162500	-	-	162500
31 - 50	2	-	-	105000	-	-	105000
51 - 70	-	-	-	-	-	-	-
71 - 100	-	-	-	-	-	-	-
101 - 150	2	-	-	130000	-	-	130000
151 - 200	2	-	-	145000	-	-	145000
201 - 300	2	-	-	175000	-	-	175000
301 - 400	-	-	-	-	-	-	-
401 - 600	-	-	-	-	-	-	-
601 - 1000	-	-	-	-	-	-	-
1001 - 4000	-	-	-	-	-	-	-
4001 or more	2	-	-	385000	-	-	385000



5.1.62 Private Results – Chief Digital Officer (continued)

	No.	10%	25%	Median	75%	90%	Average
		\$	\$	\$	\$	\$	\$
Type of Organisation							
Large - Private	3	-	235000	295000	340000	-	285000
Medium - Private	7	102400	107500	125000	147500	170000	133357
Small - Private	-	-	-	-	-	-	-
Type of Industry							
Agriculture, Forestry & Fishing	-	-	-	-	-	-	-
Mining - Junior	-	-	-	-	-	-	-
Mining	-	-	-	-	-	-	-
Manufacturing	2	-	-	110000	-	-	110000
Electricity, Gas, Water, & Waste	2	-	-	385000	-	-	385000
Construction	2	-	-	105000	-	-	105000
Wholesale Trade	2	-	-	98500	-	-	98500
Retail Trade	-	-	-	-	-	-	-
Accommodation and Food	-	-	-	-	-	-	-
Transport, Postal & Warehousing	2	-	-	150000	-	-	150000
Information Media & Telecoms	-	-	-	-	-	-	-
Financial & Insurance	2	-	-	125000	-	-	125000
Rental, Hiring & Real Estate	-	-	-	-	-	-	-
Professional, Scientific & Technical	2	-	-	235000	-	-	235000
Administrative & Support	-	-	-	-	-	-	-
Public Administration & Safety	-	-	-	-	-	-	-
Education & Training	2	-	-	200000	-	-	200000
Health Care & Social Assistance	-	-	-	-	-	-	-
Arts & Recreation	-	-	-	-	-	-	-
Other Services	2	-	-	145000	-	-	145000



5.1.63 Private Results – Chief Sales Officer

	No.	10%	25%	Median	75%	90%	Average
		\$	\$	\$	\$	\$	\$
Overall	33	132000	180000	240000	294000	396400	255008
Revenue							
Up to 1M	2	-	-	175000	-	-	175000
\$1M - \$5M	3	-	142500	160000	170000	-	155000
\$5M - \$10M	3	-	145000	165000	193000	-	170333
\$10M - \$20M	2	-	-	137500	-	-	137500
\$20M - \$40M	2	-	-	325000	-	-	325000
\$40M - \$80M	7	185903	200000	250000	297500	323200	250394
\$80M - \$120M	4	220400	233000	245000	256250	267500	244250
\$120M - \$160M	4	213500	233750	247500	261000	280800	247250
\$160M - \$240M	2	-	-	470000	-	-	470000
\$240M - \$400M	3	-	425000	470000	488000	-	452000
\$400M - \$800M	2	-	-	237495	-	-	237495
\$800M - \$1B	-	-	-	-	-	-	-
\$1B - \$4B	2	-	-	382000	-	-	382000
\$4B or more	-	-	-	-	-	-	-
Assets							
Up to 1M	4	183000	210000	237500	282500	341000	255000
\$1M - \$4M	2	-	-	125000	-	-	125000
\$4M - \$8M	8	119000	125000	165000	190250	306500	199000
\$8M - \$12M	-	-	-	-	-	-	-
\$12M - \$20M	2	-	-	217500	-	-	217500
\$20M - \$40M	3	-	214878	250000	250000	-	226586
\$40M - \$60M	2	-	-	297500	-	-	297500
\$60M - \$100M	6	205000	210500	226000	247500	272000	234333
\$100M - \$200M	4	344200	368500	391000	417500	449000	395000
\$200M - \$500M	3	-	256248	275000	372500	-	327498
\$500M - \$1B	-	-	-	-	-	-	-
\$1B - \$3B	-	-	-	-	-	-	-
\$3B - \$10B	-	-	-	-	-	-	-
\$10B or more	-	-	-	-	-	-	-
FTE							
Up to 5	2	-	-	180000	-	-	180000
5 - 10	2	-	-	175000	-	-	175000
11 - 20	3	-	142500	160000	190500	-	168667
21 - 30	3	-	145000	165000	207500	-	180000
31 - 50	3	-	142378	179757	214878	-	178252
51 - 70	2	-	-	170000	-	-	170000
71 - 100	3	-	243500	275000	297500	-	269000
101 - 150	4	206500	231250	260000	279750	288300	251000
151 - 200	4	219000	232500	284000	372500	452600	321000
201 - 300	4	241246	246874	315000	385000	394000	316874
301 - 400	-	-	-	-	-	-	-
401 - 600	3	-	225000	250000	316000	-	277333
601 - 1000	2	-	-	470000	-	-	470000
1001 - 4000	2	-	-	470000	-	-	470000
4001 or more	-	-	-	-	-	-	-



5.1.63 Private Results – Chief Sales Officer (continued)

	No.	10%	25%	Median	75%	90%	Average
		\$	\$	\$	\$	\$	\$
Type of Organisation							
Large - Private	10	233746	250000	381000	452500	473600	354550
Medium - Private	21	125000	165000	212000	250000	294000	212607
Small - Private	2	-	-	202500	-	-	202500
Type of Industry							
Agriculture, Forestry & Fishing	2	-	-	325000	-	-	325000
Mining - Junior	-	-	-	-	-	-	-
Mining	-	-	-	-	-	-	-
Manufacturing	7	185903	195000	210000	245000	338000	248537
Electricity, Gas, Water, & Waste	-	-	-	-	-	-	-
Construction	2	-	-	242500	-	-	242500
Wholesale Trade	8	156500	230000	262500	302500	344200	259250
Retail Trade	-	-	-	-	-	-	-
Accommodation and Food	-	-	-	-	-	-	-
Transport, Postal & Warehousing	2	-	-	245000	-	-	245000
Information Media & Telecoms	2	-	-	186000	-	-	186000
Financial & Insurance	5	163400	221000	237495	275000	413600	272899
Rental, Hiring & Real Estate	-	-	-	-	-	-	-
Professional, Scientific & Technical	4	137000	155000	195000	231250	242500	191250
Administrative & Support	-	-	-	-	-	-	-
Public Administration & Safety	-	-	-	-	-	-	-
Education & Training	-	-	-	-	-	-	-
Health Care & Social Assistance	2	-	-	400000	-	-	400000
Arts & Recreation	-	-	-	-	-	-	-
Other Services	2	-	-	320000	-	-	320000



5.1.64 Private Results – Chief Manufacturing Officer

	No.	10%	25%	Median	75%	90%	Average
		\$	\$	\$	\$	\$	\$
Overall	12	127500	180000	213500	335500	418330	282603
Revenue							
Up to 1M	2	-	-	310000	-	-	310000
\$1M - \$5M	2	-	-	125000	-	-	125000
\$5M - \$10M	-	-	-	-	-	-	-
\$10M - \$20M	2	-	-	127500	-	-	127500
\$20M - \$40M	2	-	-	215000	-	-	215000
\$40M - \$80M	3	-	213500	217000	273500	-	252333
\$80M - \$120M	2	-	-	210000	-	-	210000
\$120M - \$160M	-	-	-	-	-	-	-
\$160M - \$240M	-	-	-	-	-	-	-
\$240M - \$400M	-	-	-	-	-	-	-
\$400M - \$800M	-	-	-	-	-	-	-
\$800M - \$1B	-	-	-	-	-	-	-
\$1B - \$4B	2	-	-	425700	-	-	425700
\$4B or more	-	-	-	-	-	-	-
Assets							
Up to 1M	-	-	-	-	-	-	-
\$1M - \$4M	-	-	-	-	-	-	-
\$4M - \$8M	4	111000	120000	137500	321633	630573	304133
\$8M - \$12M	-	-	-	-	-	-	-
\$12M - \$20M	2	-	-	190000	-	-	190000
\$20M - \$40M	2	-	-	240000	-	-	240000
\$40M - \$60M	2	-	-	217000	-	-	217000
\$60M - \$100M	3	-	210000	210000	281000	-	257333
\$100M - \$200M	2	-	-	377850	-	-	377850
\$200M - \$500M	-	-	-	-	-	-	-
\$500M - \$1B	-	-	-	-	-	-	-
\$1B - \$3B	-	-	-	-	-	-	-
\$3B - \$10B	-	-	-	-	-	-	-
\$10B or more	-	-	-	-	-	-	-
FTE							
Up to 5	-	-	-	-	-	-	-
5 - 10	2	-	-	425000	-	-	425000
11 - 20	2	-	-	125000	-	-	125000
21 - 30	2	-	-	352000	-	-	352000
31 - 50	2	-	-	105000	-	-	105000
51 - 70	2	-	-	150000	-	-	150000
71 - 100	2	-	-	217000	-	-	217000
101 - 150	2	-	-	215000	-	-	215000
151 - 200	3	-	210000	210000	270000	-	250000
201 - 300	-	-	-	-	-	-	-
301 - 400	-	-	-	-	-	-	-
401 - 600	2	-	-	425700	-	-	425700
601 - 1000	-	-	-	-	-	-	-
1001 - 4000	-	-	-	-	-	-	-
4001 or more	-	-	-	-	-	-	-



5.1.64 Private Results – Chief Manufacturing Officer (continued)

	No.	10%	25%	Median	75%	90%	Average
		\$	\$	\$	\$	\$	\$
Type of Organisation							
Large - Private	2	-	-	425700	-	-	425700
Medium - Private	11	125000	170000	210000	285000	352000	269594
Small - Private	-	-	-	-	-	-	-
Type of Industry							
Agriculture, Forestry & Fishing	-	-	-	-	-	-	-
Mining - Junior	-	-	-	-	-	-	-
Mining	2	-	-	352000	-	-	352000
Manufacturing	5	151000	190000	210000	210000	228000	195000
Electricity, Gas, Water, & Waste	-	-	-	-	-	-	-
Construction	2	-	-	105000	-	-	105000
Wholesale Trade	4	170100	200250	273500	353925	396990	280675
Retail Trade	-	-	-	-	-	-	-
Accommodation and Food	-	-	-	-	-	-	-
Transport, Postal & Warehousing	-	-	-	-	-	-	-
Information Media & Telecoms	-	-	-	-	-	-	-
Financial & Insurance	-	-	-	-	-	-	-
Rental, Hiring & Real Estate	-	-	-	-	-	-	-
Professional, Scientific & Technical	2	-	-	425000	-	-	425000
Administrative & Support	-	-	-	-	-	-	-
Public Administration & Safety	-	-	-	-	-	-	-
Education & Training	-	-	-	-	-	-	-
Health Care & Social Assistance	-	-	-	-	-	-	-
Arts & Recreation	-	-	-	-	-	-	-
Other Services	-	-	-	-	-	-	-



5.1.65 Private Results – Risk Manager

	No.	10%	25%	Median	75%	90%	Average
		\$	\$	\$	\$	\$	\$
Overall	6	132500	181250	197500	217500	220000	183333
Revenue							
Up to 1M	-	-	-	-	-	-	-
\$1M - \$5M	-	-	-	-	-	-	-
\$5M - \$10M	-	-	-	-	-	-	-
\$10M - \$20M	-	-	-	-	-	-	-
\$20M - \$40M	3	-	135000	185000	202500	-	163333
\$40M - \$80M	-	-	-	-	-	-	-
\$80M - \$120M	2	-	-	195000	-	-	195000
\$120M - \$160M	-	-	-	-	-	-	-
\$160M - \$240M	-	-	-	-	-	-	-
\$240M - \$400M	-	-	-	-	-	-	-
\$400M - \$800M	2	-	-	220000	-	-	220000
\$800M - \$1B	-	-	-	-	-	-	-
\$1B - \$4B	-	-	-	-	-	-	-
\$4B or more	-	-	-	-	-	-	-
Assets							
Up to 1M	-	-	-	-	-	-	-
\$1M - \$4M	-	-	-	-	-	-	-
\$4M - \$8M	-	-	-	-	-	-	-
\$8M - \$12M	-	-	-	-	-	-	-
\$12M - \$20M	-	-	-	-	-	-	-
\$20M - \$40M	2	-	-	220000	-	-	220000
\$40M - \$60M	-	-	-	-	-	-	-
\$60M - \$100M	2	-	-	220000	-	-	220000
\$100M - \$200M	2	-	-	210000	-	-	210000
\$200M - \$500M	-	-	-	-	-	-	-
\$500M - \$1B	2	-	-	180000	-	-	180000
\$1B - \$3B	-	-	-	-	-	-	-
\$3B - \$10B	-	-	-	-	-	-	-
\$10B or more	-	-	-	-	-	-	-
FTE							
Up to 5	-	-	-	-	-	-	-
5 - 10	-	-	-	-	-	-	-
11 - 20	-	-	-	-	-	-	-
21 - 30	2	-	-	220000	-	-	220000
31 - 50	-	-	-	-	-	-	-
51 - 70	-	-	-	-	-	-	-
71 - 100	-	-	-	-	-	-	-
101 - 150	2	-	-	180000	-	-	180000
151 - 200	-	-	-	-	-	-	-
201 - 300	2	-	-	185000	-	-	185000
301 - 400	2	-	-	215000	-	-	215000
401 - 600	-	-	-	-	-	-	-
601 - 1000	-	-	-	-	-	-	-
1001 - 4000	-	-	-	-	-	-	-
4001 or more	-	-	-	-	-	-	-



5.1.65 Private Results –Risk Manager (continued)

	No.	10%	25%	Median	75%	90%	Average
		\$	\$	\$	\$	\$	\$
Type of Organisation							
Large - Private	4	185000	185000	197500	212500	217000	200000
Medium - Private	3	-	132500	180000	200000	-	161667
Small - Private	-	-	-	-	-	-	-
Type of Industry							
Agriculture, Forestry & Fishing	-	-	-	-	-	-	-
Mining - Junior	2	-	-	210000	-	-	210000
Mining	-	-	-	-	-	-	-
Manufacturing	-	-	-	-	-	-	-
Electricity, Gas, Water, & Waste	-	-	-	-	-	-	-
Construction	-	-	-	-	-	-	-
Wholesale Trade	-	-	-	-	-	-	-
Retail Trade	-	-	-	-	-	-	-
Accommodation and Food	-	-	-	-	-	-	-
Transport, Postal & Warehousing	2	-	-	180000	-	-	180000
Information Media & Telecoms	-	-	-	-	-	-	-
Financial & Insurance	2	-	-	220000	-	-	220000
Rental, Hiring & Real Estate	-	-	-	-	-	-	-
Professional, Scientific & Technical	2	-	-	185000	-	-	185000
Administrative & Support	-	-	-	-	-	-	-
Public Administration & Safety	-	-	-	-	-	-	-
Education & Training	-	-	-	-	-	-	-
Health Care & Social Assistance	-	-	-	-	-	-	-
Arts & Recreation	-	-	-	-	-	-	-
Other Services	2	-	-	220000	-	-	220000



5.1.66 Private Results – Compliance Manager

	No.	10%	25%	Median	75%	90%	Average
		\$	\$	\$	\$	\$	\$
Overall	10	78000	132500	150000	157500	207124	149124
Revenue							
Up to 1M	3	-	105000	150000	155000	-	123333
\$1M - \$5M	2	-	-	200000	-	-	200000
\$5M - \$10M	-	-	-	-	-	-	-
\$10M - \$20M	-	-	-	-	-	-	-
\$20M - \$40M	2	-	-	80000	-	-	80000
\$40M - \$80M	-	-	-	-	-	-	-
\$80M - \$120M	2	-	-	150000	-	-	150000
\$120M - \$160M	2	-	-	140000	-	-	140000
\$160M - \$240M	2	-	-	140000	-	-	140000
\$240M - \$400M	-	-	-	-	-	-	-
\$400M - \$800M	2	-	-	271244	-	-	271244
\$800M - \$1B	-	-	-	-	-	-	-
\$1B - \$4B	-	-	-	-	-	-	-
\$4B or more	-	-	-	-	-	-	-
Assets							
Up to 1M	3	-	110000	160000	180000	-	140000
\$1M - \$4M	-	-	-	-	-	-	-
\$4M - \$8M	2	-	-	80000	-	-	80000
\$8M - \$12M	-	-	-	-	-	-	-
\$12M - \$20M	2	-	-	140000	-	-	140000
\$20M - \$40M	-	-	-	-	-	-	-
\$40M - \$60M	-	-	-	-	-	-	-
\$60M - \$100M	2	-	-	210622	-	-	210622
\$100M - \$200M	3	-	140000	150000	150000	-	143333
\$200M - \$500M	-	-	-	-	-	-	-
\$500M - \$1B	-	-	-	-	-	-	-
\$1B - \$3B	-	-	-	-	-	-	-
\$3B - \$10B	-	-	-	-	-	-	-
\$10B or more	-	-	-	-	-	-	-
FTE							
Up to 5	2	-	-	110000	-	-	110000
5 - 10	2	-	-	200000	-	-	200000
11 - 20	2	-	-	80000	-	-	80000
21 - 30	-	-	-	-	-	-	-
31 - 50	-	-	-	-	-	-	-
51 - 70	-	-	-	-	-	-	-
71 - 100	-	-	-	-	-	-	-
101 - 150	2	-	-	150000	-	-	150000
151 - 200	2	-	-	140000	-	-	140000
201 - 300	2	-	-	150000	-	-	150000
301 - 400	2	-	-	271244	-	-	271244
401 - 600	2	-	-	140000	-	-	140000
601 - 1000	-	-	-	-	-	-	-
1001 - 4000	-	-	-	-	-	-	-
4001 or more	-	-	-	-	-	-	-



5.1.66 Private Results – Compliance Manager (continued)

	No.	10%	25%	Median	75%	90%	Average
		\$	\$	\$	\$	\$	\$
Type of Organisation							
Large - Private	6	122000	135000	150000	157500	215622	162541
Medium - Private	3	-	110000	140000	145000	-	123333
Small - Private	2	-	-	130000	-	-	130000
Type of Industry							
Agriculture, Forestry & Fishing	-	-	-	-	-	-	-
Mining - Junior	-	-	-	-	-	-	-
Mining	-	-	-	-	-	-	-
Manufacturing	2	-	-	150000	-	-	150000
Electricity, Gas, Water, & Waste	2	-	-	140000	-	-	140000
Construction	2	-	-	150000	-	-	150000
Wholesale Trade	2	-	-	80000	-	-	80000
Retail Trade	-	-	-	-	-	-	-
Accommodation and Food	-	-	-	-	-	-	-
Transport, Postal & Warehousing	-	-	-	-	-	-	-
Information Media & Telecoms	-	-	-	-	-	-	-
Financial & Insurance	2	-	-	235622	-	-	235622
Rental, Hiring & Real Estate	-	-	-	-	-	-	-
Professional, Scientific & Technical	2	-	-	87000	-	-	87000
Administrative & Support	-	-	-	-	-	-	-
Public Administration & Safety	-	-	-	-	-	-	-
Education & Training	-	-	-	-	-	-	-
Health Care & Social Assistance	2	-	-	160000	-	-	160000
Arts & Recreation	-	-	-	-	-	-	-
Other Services	2	-	-	140000	-	-	140000



5.1.67 NFP Results – Managing Director

	No.	10%	25%	Median	75%	90%	Average
		\$	\$	\$	\$	\$	\$
Overall	62	135000	200750	258000	387750	648000	334035
Revenue							
Up to 1M	6	126300	135450	147000	187500	250000	174433
\$1M - \$5M	10	119000	131000	190000	208250	252000	180700
\$5M - \$10M	11	160000	189435	220000	227500	250000	216261
\$10M - \$20M	8	228584	260750	284200	325000	415000	302460
\$20M - \$40M	7	206000	230000	250000	275000	308000	254286
\$40M - \$80M	7	280106	301588	350000	448000	727000	445311
\$80M - \$120M	2	-	-	430500	-	-	430500
\$120M - \$160M	-	-	-	-	-	-	-
\$160M - \$240M	2	-	-	640000	-	-	640000
\$240M - \$400M	2	-	-	578000	-	-	578000
\$400M - \$800M	3	-	660934	671867	710934	-	690622
\$800M - \$1B	2	-	-	790000	-	-	790000
\$1B - \$4B	2	-	-	747971	-	-	747971
\$4B or more	2	-	-	464000	-	-	464000
Assets							
Up to 1M	5	129600	144000	150000	200000	260000	182800
\$1M - \$4M	11	130000	147000	210000	237500	270000	229455
\$4M - \$8M	7	127560	161440	200000	241500	348000	225126
\$8M - \$12M	2	-	-	189435	-	-	189435
\$12M - \$20M	10	209000	215000	250000	297044	310000	263818
\$20M - \$40M	4	166000	220000	250000	323750	456500	293750
\$40M - \$60M	5	238400	266000	268000	288400	325360	278480
\$60M - \$100M	2	-	-	414500	-	-	414500
\$100M - \$200M	4	276800	324500	415500	522500	599000	431500
\$200M - \$500M	4	329000	342500	575000	850000	940000	617500
\$500M - \$1B	2	-	-	509434	-	-	509434
\$1B - \$3B	3	-	656486	747971	881486	-	775990
\$3B - \$10B	2	-	-	750000	-	-	750000
\$10B or more	2	-	-	464000	-	-	464000
FTE							
Up to 5	5	125600	134000	144000	150000	180000	149600
5 - 10	5	160760	203000	210000	300000	330000	239120
11 - 20	11	120000	130000	190281	217500	250000	199571
21 - 30	3	-	225000	230000	250000	-	240000
31 - 50	3	-	192500	225000	262500	-	228333
51 - 70	3	-	246588	288176	344088	-	297725
71 - 100	6	211935	257500	290000	315000	660000	387312
101 - 150	4	246500	248750	258000	271600	281680	262350
151 - 200	2	-	-	425000	-	-	425000
201 - 300	5	226000	250000	268000	315000	404400	301400
301 - 400	3	-	298500	347000	348500	-	315667
401 - 600	2	-	-	432500	-	-	432500
601 - 1000	4	493800	514500	535500	595743	687080	574743
1001 - 4000	4	695307	730467	775000	853750	950500	809217
4001 or more	2	-	-	597500	-	-	597500



5.1.67 NFP Results – Managing Director (continued)

	No.	10%	25%	Median	75%	90%	Average
		\$	\$	\$	\$	\$	\$
Type of Organisation							
NFP: Charity	9	200000	225000	288176	350000	415173	312338
NFP: Community Housing	5	190000	280000	320000	347000	417200	308200
NFP: Disability	8	151780	190000	230000	319500	525000	291075
NFP: Education	6	135000	160070	210140	357500	707500	350880
NFP: Health	12	205200	243750	259000	403750	729674	363248
NFP: Aged Care	5	184322	200000	245000	288400	595360	341454
NFP: Professional/Industry	8	133800	193500	230000	337500	615000	334250
NFP: Sport & Recreation	2	-	-	475000	-	-	475000
NFP: Other	7	132400	157000	205000	520000	533600	319143
Type of Industry							
Agriculture, Forestry & Fishing	2	-	-	450000	-	-	450000
Mining - Junior	-	-	-	-	-	-	-
Mining	-	-	-	-	-	-	-
Manufacturing	2	-	-	362500	-	-	362500
Electricity, Gas, Water, & Waste	2	-	-	210000	-	-	210000
Construction	2	-	-	150000	-	-	150000
Wholesale Trade	2	-	-	210000	-	-	210000
Retail Trade	2	-	-	397000	-	-	397000
Accommodation and Food	-	-	-	-	-	-	-
Transport, Postal & Warehousing	-	-	-	-	-	-	-
Information Media & Telecoms	-	-	-	-	-	-	-
Financial & Insurance	3	-	440986	747971	873986	-	627324
Rental, Hiring & Real Estate	2	-	-	347000	-	-	347000
Professional, Scientific & Technical	2	-	-	300000	-	-	300000
Administrative & Support	2	-	-	167140	-	-	167140
Public Administration & Safety	2	-	-	300000	-	-	300000
Education & Training	6	172500	226250	290500	387750	707500	390167
Health Care & Social Assistance	34	140820	200750	258000	342500	610500	313909
Arts & Recreation	3	-	167500	205000	359500	-	283000
Other Services	3	-	247500	250000	450000	-	381667



5.1.68 NFP Results – Chief Executive Officer

	No.	10%	25%	Median	75%	90%	Average
		\$	\$	\$	\$	\$	\$
Overall	248	150000	200000	270500	366375	461500	300168
Revenue							
Up to 1M	19	102400	114500	130000	150000	461600	239329
\$1M - \$5M	44	130660	156818	189500	228500	290700	199341
\$5M - \$10M	35	162000	192712	230000	293000	341916	247295
\$10M - \$20M	38	180000	210525	250000	308125	353000	261914
\$20M - \$40M	27	226800	250000	295600	317500	379000	308626
\$40M - \$80M	36	233600	265001	309628	400509	466250	340256
\$80M - \$120M	18	274056	368790	383038	421315	441676	378846
\$120M - \$160M	12	340700	364250	408000	435000	496500	407769
\$160M - \$240M	6	387500	431739	502848	616184	720265	536871
\$240M - \$400M	9	358200	436000	466500	500000	525000	466583
\$400M - \$800M	-	-	-	-	-	-	-
\$800M - \$1B	-	-	-	-	-	-	-
\$1B - \$4B	3	-	587500	1000000	1108534	-	797356
\$4B or more	2	-	-	408108	-	-	408108
Assets							
Up to 1M	27	100000	120000	150000	246000	396800	245391
\$1M - \$4M	36	130000	150000	189500	230750	292894	202431
\$4M - \$8M	32	150106	177500	223255	262750	335650	227842
\$8M - \$12M	14	196500	202500	237500	302612	334144	270662
\$12M - \$20M	30	179559	246300	278240	305250	367572	279484
\$20M - \$40M	22	214060	231250	301250	334469	362200	288359
\$40M - \$60M	20	203042	220000	257500	328750	429764	297301
\$60M - \$100M	12	265000	265525	320000	380269	435014	344204
\$100M - \$200M	12	292206	345250	382006	429750	476100	388575
\$200M - \$500M	25	336166	380000	416000	472500	554338	438618
\$500M - \$1B	6	373409	389364	418500	434831	452304	414738
\$1B - \$3B	9	339000	436000	498750	514738	763414	536840
\$3B - \$10B	2	-	-	1000000	-	-	1000000
\$10B or more	2	-	-	408108	-	-	408108
FTE							
Up to 5	20	102700	120000	150000	161250	301500	226663
5 - 10	11	114000	137046	190000	219500	344860	202450
11 - 20	28	131820	150000	187712	275750	333550	215920
21 - 30	19	171240	213690	240000	302000	341000	251004
31 - 50	24	186700	227297	252500	327730	367258	274438
51 - 70	11	151065	167500	213400	279125	287000	220485
71 - 100	26	190000	222992	271965	323125	370000	280122
101 - 150	13	200000	205000	231579	290000	359000	272490
151 - 200	14	214500	252500	304000	387500	431476	320427
201 - 300	17	220000	250000	300000	366000	450000	316711
301 - 400	6	212500	240000	308500	406606	433741	318247
401 - 600	15	248320	275948	313255	400538	452284	355334
601 - 1000	20	278500	362375	383409	405750	454700	383149
1001 - 4000	19	362600	415690	465000	500000	523236	461292
4001 or more	5	305000	500000	600000	1000000	1130241	698414



5.1.68 NFP Results – Chief Executive Officer (continued)

	No.	10%	25%	Median	75%	90%	Average
		\$	\$	\$	\$	\$	\$
Type of Organisation							
NFP: Charity	37	150000	180000	228000	315000	439885	266697
NFP: Community Housing	13	212000	278250	315000	380000	419190	321599
NFP: Disability	31	180000	205000	303000	411500	500000	320405
NFP: Education	31	122000	192500	250000	346534	450000	285748
NFP: Health	38	157000	230000	276000	331887	400608	311668
NFP: Aged Care	31	175592	248290	385000	435500	490957	371872
NFP: Professional/Industry	32	151000	195937	275500	335940	396823	276200
NFP: Sport & Recreation	5	135600	189000	217829	289000	461723	274540
NFP: Other	30	119400	154549	225661	333645	355600	267327
Type of Industry							
Agriculture, Forestry & Fishing	5	132200	170000	209550	300000	369600	240510
Mining - Junior	-	-	-	-	-	-	-
Mining	-	-	-	-	-	-	-
Manufacturing	2	-	-	311330	-	-	311330
Electricity, Gas, Water, & Waste	-	-	-	-	-	-	-
Construction	2	-	-	275185	-	-	275185
Wholesale Trade	2	-	-	160000	-	-	160000
Retail Trade	4	130780	131950	172350	214075	217630	173675
Accommodation and Food	4	171800	219500	255500	282750	314700	246750
Transport, Postal & Warehousing	2	-	-	328000	-	-	328000
Information Media & Telecoms	3	-	233500	237000	296000	-	274000
Financial & Insurance	9	309325	370000	405000	460000	488000	407682
Rental, Hiring & Real Estate	5	191254	200000	380000	438108	445243	330706
Professional, Scientific & Technical	14	211056	273250	305000	343375	547968	345317
Administrative & Support	3	-	292950	330000	338500	-	310967
Public Administration & Safety	3	-	161000	200000	225000	-	190667
Education & Training	30	130980	190000	250000	308750	405000	268494
Health Care & Social Assistance	122	160000	202500	282500	396250	478350	314947
Arts & Recreation	7	110200	122500	189000	253414	404148	231529
Other Services	29	126800	210000	247200	344860	374000	284584



5.1.69 NFP Results – Chief Finance Officer

	No.	10%	25%	Median	75%	90%	Average
		\$	\$	\$	\$	\$	\$
Overall	157	127800	150000	198369	270000	342690	222515
Revenue							
Up to 1M	3	-	193500	250000	275500	-	229333
\$1M - \$5M	17	83000	100000	126000	135000	166000	124472
\$5M - \$10M	19	119000	140000	150000	187500	214200	163204
\$10M - \$20M	27	125137	150000	170000	194500	240423	176266
\$20M - \$40M	21	150000	160000	180000	200000	250066	187262
\$40M - \$80M	23	190200	199184	217816	261000	324000	237786
\$80M - \$120M	16	151772	209000	264125	303555	322500	254536
\$120M - \$160M	10	207500	238750	281000	299002	309600	266201
\$160M - \$240M	5	222147	250000	300000	319723	351689	289260
\$240M - \$400M	8	299000	338750	367000	450000	682500	431125
\$400M - \$800M	2	-	-	338016	-	-	338016
\$800M - \$1B	2	-	-	565000	-	-	565000
\$1B - \$4B	3	-	391154	401000	433630	-	416189
\$4B or more	2	-	-	184755	-	-	184755
Assets							
Up to 1M	7	95000	144944	230000	240500	270400	190984
\$1M - \$4M	17	102000	120000	137000	160000	187400	151412
\$4M - \$8M	15	111305	124210	140000	175000	232400	155924
\$8M - \$12M	9	148000	150000	165000	195000	213000	175667
\$12M - \$20M	23	141200	148500	167000	202500	244200	176651
\$20M - \$40M	14	93600	156225	177500	222500	280500	185859
\$40M - \$60M	14	153000	163609	184800	245000	301991	208464
\$60M - \$100M	10	191591	207000	262900	316562	358600	268196
\$100M - \$200M	10	194400	205184	226408	244046	294300	233558
\$200M - \$500M	21	231000	250000	300000	315000	376000	322560
\$500M - \$1B	6	185000	193000	251000	318750	380516	272172
\$1B - \$3B	8	264000	296250	365654	450315	531883	394071
\$3B - \$10B	2	-	-	401000	-	-	401000
\$10B or more	2	-	-	184755	-	-	184755
FTE							
Up to 5	2	-	-	137000	-	-	137000
5 - 10	5	112200	153000	175000	250000	250000	182600
11 - 20	15	84000	97500	120000	150000	230000	134589
21 - 30	12	126300	133500	164375	193750	231135	169783
31 - 50	12	122000	156109	189000	226500	266100	192884
51 - 70	5	135960	141000	142000	165900	185381	155974
71 - 100	15	141484	155000	175000	203500	251200	188047
101 - 150	14	103800	150000	159918	184200	207000	170062
151 - 200	12	145500	162750	175000	184250	190400	171750
201 - 300	9	143600	184755	200000	235000	252053	201464
301 - 400	4	165000	187500	208500	231500	257600	210500
401 - 600	13	189528	204889	217816	250800	343748	241541
601 - 1000	19	218000	251000	306000	335000	377061	314270
1001 - 4000	16	260000	290250	300121	327292	558016	350813
4001 or more	5	388000	400000	401000	445000	457757	418452



5.1.69 NFP Results – Chief Finance Officer (continued)

	No.	10%	25%	Median	75%	90%	Average
		\$	\$	\$	\$	\$	\$
Type of Organisation							
NFP: Charity	23	117800	159918	198369	250000	294194	206384
NFP: Community Housing	12	143048	171620	187878	214000	232335	190834
NFP: Disability	24	139300	150000	241125	302000	313200	236226
NFP: Education	12	110958	141250	172000	280800	631300	262992
NFP: Health	29	139000	165900	192000	230000	274000	206561
NFP: Aged Care	22	142800	181250	240500	299002	328972	236935
NFP: Professional/Industry	17	108000	140000	205000	250000	285000	196845
NFP: Sport & Recreation	5	121451	126000	153000	160000	211000	160484
NFP: Other	13	132742	169125	235000	354000	444609	286238
Type of Industry							
Agriculture, Forestry & Fishing	2	-	-	272500	-	-	272500
Mining - Junior	-	-	-	-	-	-	-
Mining	-	-	-	-	-	-	-
Manufacturing	4	115500	153750	225625	292188	320875	220312
Electricity, Gas, Water, & Waste	-	-	-	-	-	-	-
Construction	2	-	-	234039	-	-	234039
Wholesale Trade	2	-	-	150000	-	-	150000
Retail Trade	3	-	180000	230000	294000	-	239333
Accommodation and Food	2	-	-	206000	-	-	206000
Transport, Postal & Warehousing	2	-	-	250000	-	-	250000
Information Media & Telecoms	2	-	-	220500	-	-	220500
Financial & Insurance	6	200000	217796	255592	292500	340654	265415
Rental, Hiring & Real Estate	3	-	180000	185000	201000	-	192333
Professional, Scientific & Technical	4	209900	314750	374500	447000	574800	387250
Administrative & Support	3	-	136921	165000	165450	-	146581
Public Administration & Safety	2	-	-	160000	-	-	160000
Education & Training	13	94000	145000	183000	196000	323380	213652
Health Care & Social Assistance	91	129000	150000	196358	265000	319723	218978
Arts & Recreation	4	120693	124105	139500	203250	293700	187855
Other Services	15	149200	174562	225000	263500	296800	225963



5.1.70 NFP Results – Company Secretary

	No.	10%	25%	Median	75%	90%	Average
		\$	\$	\$	\$	\$	\$
Overall	62	33700	90000	128325	167812	206000	148003
Revenue							
Up to 1M	2	-	-	77228	-	-	77228
\$1M - \$5M	-	-	-	-	-	-	-
\$5M - \$10M	9	82000	115000	146000	150000	185000	137835
\$10M - \$20M	8	69500	92000	112500	138589	172109	103944
\$20M - \$40M	9	93140	100000	121000	150000	180800	127214
\$40M - \$80M	13	80000	105000	135000	165000	186064	134491
\$80M - \$120M	6	128188	134738	151500	193500	228000	169229
\$120M - \$160M	2	-	-	760000	-	-	760000
\$160M - \$240M	2	-	-	211340	-	-	211340
\$240M - \$400M	2	-	-	125000	-	-	125000
\$400M - \$800M	2	-	-	194272	-	-	194272
\$800M - \$1B	2	-	-	211000	-	-	211000
\$1B - \$4B	-	-	-	-	-	-	-
\$4B or more	2	-	-	232050	-	-	232050
Assets							
Up to 1M	-	-	-	-	-	-	-
\$1M - \$4M	-	-	-	-	-	-	-
\$4M - \$8M	9	75000	80000	97000	123761	146800	96307
\$8M - \$12M	2	-	-	105000	-	-	105000
\$12M - \$20M	12	102100	124544	138825	165938	182475	142671
\$20M - \$40M	10	78500	90000	127500	157864	182600	122246
\$40M - \$60M	3	-	90000	90000	95000	-	93333
\$60M - \$100M	2	-	-	151500	-	-	151500
\$100M - \$200M	2	-	-	152000	-	-	152000
\$200M - \$500M	9	130120	160050	181000	250000	568143	331143
\$500M - \$1B	2	-	-	200136	-	-	200136
\$1B - \$3B	2	-	-	199165	-	-	199165
\$3B - \$10B	-	-	-	-	-	-	-
\$10B or more	2	-	-	232050	-	-	232050
FTE							
Up to 5	-	-	-	-	-	-	-
5 - 10	2	-	-	149500	-	-	149500
11 - 20	8	76500	88000	101880	146250	147900	95595
21 - 30	4	49400	75500	125078	162304	166172	112726
31 - 50	4	116500	118750	125700	145382	170551	138432
51 - 70	2	-	-	148500	-	-	148500
71 - 100	7	77000	89000	80000	140325	154020	90814
101 - 150	4	101500	103750	115363	139294	163718	127682
151 - 200	4	85000	102000	153500	181750	183100	130250
201 - 300	5	91570	93925	100000	121000	187630	127395
301 - 400	3	-	120000	135000	170500	-	148667
401 - 600	5	125600	134000	147000	165000	289607	187736
601 - 1000	6	118000	158250	185500	239000	800000	367833
1001 - 4000	4	72500	106250	147500	176068	186990	134818
4001 or more	2	-	-	211000	-	-	211000



5.1.70 NFP Results – Company Secretary (continued)

	No.	10%	25%	Median	75%	90%	Average
		\$	\$	\$	\$	\$	\$
Type of Organisation							
NFP: Charity	11	32000	102500	134000	178040	194272	132916
NFP: Community Housing	6	42500	85039	170578	199750	219025	144034
NFP: Disability	7	78200	101000	105000	167500	175600	125143
NFP: Education	9	76500	85000	100000	147000	234536	120742
NFP: Health	11	75000	80000	100000	141000	180000	109818
NFP: Aged Care	3	-	207500	250000	800000	-	588333
NFP: Professional/Industry	7	76355	106962	123761	148000	154020	120534
NFP: Sport & Recreation	2	-	-	150000	-	-	150000
NFP: Other	7	91600	125325	131400	141728	170600	131501
Type of Industry							
Agriculture, Forestry & Fishing	2	-	-	131400	-	-	131400
Mining - Junior	-	-	-	-	-	-	-
Mining	-	-	-	-	-	-	-
Manufacturing	2	-	-	206000	-	-	206000
Electricity, Gas, Water, & Waste	-	-	-	-	-	-	-
Construction	2	-	-	89078	-	-	89078
Wholesale Trade	-	-	-	-	-	-	-
Retail Trade	-	-	-	-	-	-	-
Accommodation and Food	-	-	-	-	-	-	-
Transport, Postal & Warehousing	-	-	-	-	-	-	-
Information Media & Telecoms	-	-	-	-	-	-	-
Financial & Insurance	3	-	153525	160050	173690	-	164793
Rental, Hiring & Real Estate	2	-	-	206000	-	-	206000
Professional, Scientific & Technical	6	85000	120940	134880	149000	261340	160407
Administrative & Support	-	-	-	-	-	-	-
Public Administration & Safety	2	-	-	90000	-	-	90000
Education & Training	8	72600	83000	90000	142688	178125	98844
Health Care & Social Assistance	30	77000	94694	125863	180750	233845	174887
Arts & Recreation	2	-	-	147000	-	-	147000
Other Services	7	23200	40500	115000	128728	149874	90494



5.1.71 NFP Results – General Counsel & Company Secretary

	No.	10%	25%	Median	75%	90%	Average
		\$	\$	\$	\$	\$	\$
Overall	19	179444	197500	247000	317500	351400	253584
Revenue							
Up to 1M	-	-	-	-	-	-	-
\$1M - \$5M	2	-	-	213500	-	-	213500
\$5M - \$10M	2	-	-	180000	-	-	180000
\$10M - \$20M	2	-	-	250000	-	-	250000
\$20M - \$40M	2	-	-	135000	-	-	135000
\$40M - \$80M	4	197367	200917	213764	255980	312392	243132
\$80M - \$120M	-	-	-	-	-	-	-
\$120M - \$160M	2	-	-	241656	-	-	241656
\$160M - \$240M	3	-	188610	200000	230013	-	212415
\$240M - \$400M	3	-	317500	320000	323000	-	320333
\$400M - \$800M	-	-	-	-	-	-	-
\$800M - \$1B	-	-	-	-	-	-	-
\$1B - \$4B	2	-	-	386000	-	-	386000
\$4B or more	-	-	-	-	-	-	-
Assets							
Up to 1M	2	-	-	202889	-	-	202889
\$1M - \$4M	-	-	-	-	-	-	-
\$4M - \$8M	2	-	-	247000	-	-	247000
\$8M - \$12M	-	-	-	-	-	-	-
\$12M - \$20M	3	-	157500	180000	215000	-	188333
\$20M - \$40M	-	-	-	-	-	-	-
\$40M - \$60M	2	-	-	195000	-	-	195000
\$60M - \$100M	3	-	202320	224640	287320	-	251547
\$100M - \$200M	2	-	-	216000	-	-	216000
\$200M - \$500M	4	262212	265490	291156	316250	318500	290584
\$500M - \$1B	-	-	-	-	-	-	-
\$1B - \$3B	4	184054	194305	263000	348250	388300	279555
\$3B - \$10B	2	-	-	357000	-	-	357000
\$10B or more	-	-	-	-	-	-	-
FTE							
Up to 5	-	-	-	-	-	-	-
5 - 10	-	-	-	-	-	-	-
11 - 20	2	-	-	213500	-	-	213500
21 - 30	-	-	-	-	-	-	-
31 - 50	2	-	-	180000	-	-	180000
51 - 70	-	-	-	-	-	-	-
71 - 100	2	-	-	192500	-	-	192500
101 - 150	-	-	-	-	-	-	-
151 - 200	-	-	-	-	-	-	-
201 - 300	2	-	-	216000	-	-	216000
301 - 400	2	-	-	224640	-	-	224640
401 - 600	2	-	-	198944	-	-	198944
601 - 1000	2	-	-	317500	-	-	317500
1001 - 4000	5	186332	200000	260026	267312	302525	246112
4001 or more	3	-	353500	357000	386000	-	374000



5.1.71 NFP Results – General Counsel & Company Secretary (continued)

	No.	10%	25%	Median	75%	90%	Average
		\$	\$	\$	\$	\$	\$
Type of Organisation							
NFP: Charity	3	-	188610	200000	307500	-	264073
NFP: Community Housing	-	-	-	-	-	-	-
NFP: Disability	2	-	-	350000	-	-	350000
NFP: Education	2	-	-	255000	-	-	255000
NFP: Health	2	-	-	202889	-	-	202889
NFP: Aged Care	4	262212	265490	296656	333750	347700	302584
NFP: Professional/Industry	5	197856	224640	247000	250000	292000	244328
NFP: Sport & Recreation	2	-	-	135000	-	-	135000
NFP: Other	2	-	-	198000	-	-	198000
Type of Industry							
Agriculture, Forestry & Fishing	-	-	-	-	-	-	-
Mining - Junior	-	-	-	-	-	-	-
Mining	-	-	-	-	-	-	-
Manufacturing	-	-	-	-	-	-	-
Electricity, Gas, Water, & Waste	-	-	-	-	-	-	-
Construction	-	-	-	-	-	-	-
Wholesale Trade	2	-	-	180000	-	-	180000
Retail Trade	-	-	-	-	-	-	-
Accommodation and Food	2	-	-	247000	-	-	247000
Transport, Postal & Warehousing	2	-	-	250000	-	-	250000
Information Media & Telecoms	-	-	-	-	-	-	-
Financial & Insurance	-	-	-	-	-	-	-
Rental, Hiring & Real Estate	-	-	-	-	-	-	-
Professional, Scientific & Technical	3	-	255000	315000	317500	-	276667
Administrative & Support	-	-	-	-	-	-	-
Public Administration & Safety	2	-	-	135000	-	-	135000
Education & Training	-	-	-	-	-	-	-
Health Care & Social Assistance	10	197722	206167	263669	344000	362800	277145
Arts & Recreation	-	-	-	-	-	-	-
Other Services	2	-	-	202320	-	-	202320



5.1.72 NFP Results – Chief Finance Officer & Company Secretary

	No.	10%	25%	Median	75%	90%	Average
		\$	\$	\$	\$	\$	\$
Overall	60	134555	152250	200179	242500	303513	209814
Revenue							
Up to 1M	2	-	-	400000	-	-	400000
\$1M - \$5M	4	120465	121162	134775	166000	198400	152388
\$5M - \$10M	12	112600	139000	160000	198500	222500	170822
\$10M - \$20M	14	126700	149987	154000	203092	225314	167802
\$20M - \$40M	11	165000	177500	203000	235500	280000	217455
\$40M - \$80M	9	180000	200358	210000	250000	288135	228719
\$80M - \$120M	4	196500	207750	233000	255500	261800	230250
\$120M - \$160M	2	-	-	302727	-	-	302727
\$160M - \$240M	2	-	-	280000	-	-	280000
\$240M - \$400M	2	-	-	380500	-	-	380500
\$400M - \$800M	2	-	-	465000	-	-	465000
\$800M - \$1B	-	-	-	-	-	-	-
\$1B - \$4B	-	-	-	-	-	-	-
\$4B or more	-	-	-	-	-	-	-
Assets							
Up to 1M	-	-	-	-	-	-	-
\$1M - \$4M	3	-	155275	189000	294500	-	236850
\$4M - \$8M	7	116000	120500	155000	182685	210222	156624
\$8M - \$12M	5	142000	145000	200000	210000	294000	209000
\$12M - \$20M	10	133400	148500	170000	199500	204138	169938
\$20M - \$40M	10	150000	159750	187500	223500	241102	196102
\$40M - \$60M	8	146988	157496	189000	202768	267000	204793
\$60M - \$100M	2	-	-	230000	-	-	230000
\$100M - \$200M	6	230000	254000	284364	308624	387795	300720
\$200M - \$500M	6	233000	257967	277934	280000	320500	277145
\$500M - \$1B	2	-	-	233000	-	-	233000
\$1B - \$3B	-	-	-	-	-	-	-
\$3B - \$10B	-	-	-	-	-	-	-
\$10B or more	-	-	-	-	-	-	-
FTE							
Up to 5	-	-	-	-	-	-	-
5 - 10	3	-	99000	153000	214434	-	157956
11 - 20	4	129485	141388	149000	170000	206000	162388
21 - 30	6	128000	139500	160000	192768	212679	166893
31 - 50	8	149995	187500	202000	215785	232300	199920
51 - 70	2	-	-	127500	-	-	127500
71 - 100	9	134000	140000	190000	200370	245704	186377
101 - 150	2	-	-	159500	-	-	159500
151 - 200	6	157500	172500	256364	338182	407500	273788
201 - 300	9	177000	185000	210000	250000	263718	218399
301 - 400	3	-	179500	189000	214500	-	199667
401 - 600	2	-	-	280000	-	-	280000
601 - 1000	3	-	209500	214000	240000	-	228333
1001 - 4000	3	-	320500	361000	380500	-	347000
4001 or more	2	-	-	400000	-	-	400000



5.1.72 NFP Results – Chief Finance Officer & Company Secretary (continued)

	No.	10%	25%	Median	75%	90%	Average
		\$	\$	\$	\$	\$	\$
Type of Organisation							
NFP: Charity	10	113895	142496	157500	177500	200400	152553
NFP: Community Housing	2	-	-	256500	-	-	256500
NFP: Disability	8	117700	169000	196500	287500	400000	232375
NFP: Education	11	120000	154000	198000	223250	240000	192099
NFP: Health	6	190179	202768	220000	269391	292624	234268
NFP: Aged Care	6	172500	207249	240000	276500	280000	230833
NFP: Professional/Industry	7	144400	150000	155000	194500	205752	170626
NFP: Sport & Recreation	4	166500	186750	274000	378750	430500	291500
NFP: Other	6	172685	205278	222500	263152	318434	237873
Type of Industry							
Agriculture, Forestry & Fishing	-	-	-	-	-	-	-
Mining - Junior	-	-	-	-	-	-	-
Mining	-	-	-	-	-	-	-
Manufacturing	2	-	-	121550	-	-	121550
Electricity, Gas, Water, & Waste	-	-	-	-	-	-	-
Construction	-	-	-	-	-	-	-
Wholesale Trade	2	-	-	150000	-	-	150000
Retail Trade	2	-	-	205000	-	-	205000
Accommodation and Food	2	-	-	148000	-	-	148000
Transport, Postal & Warehousing	-	-	-	-	-	-	-
Information Media & Telecoms	2	-	-	212500	-	-	212500
Financial & Insurance	2	-	-	251542	-	-	251542
Rental, Hiring & Real Estate	2	-	-	252000	-	-	252000
Professional, Scientific & Technical	4	165000	187500	202000	206595	211266	192095
Administrative & Support	2	-	-	189000	-	-	189000
Public Administration & Safety	2	-	-	180000	-	-	180000
Education & Training	11	120000	165000	198000	223250	240000	195463
Health Care & Social Assistance	22	122900	151237	204000	276500	353152	215341
Arts & Recreation	4	147400	151000	175500	236000	304400	211500
Other Services	6	175185	205278	240500	272152	370434	262040



5.1.73 NFP Results – General Counsel

	No.	10%	25%	Median	75%	90%	Average
		\$	\$	\$	\$	\$	\$
Overall	13	58914	134000	201000	257500	265350	187093
Revenue							
Up to 1M	-	-	-	-	-	-	-
\$1M - \$5M	3	-	145286	160000	198450	-	175824
\$5M - \$10M	2	-	-	180000	-	-	180000
\$10M - \$20M	-	-	-	-	-	-	-
\$20M - \$40M	-	-	-	-	-	-	-
\$40M - \$80M	-	-	-	-	-	-	-
\$80M - \$120M	-	-	-	-	-	-	-
\$120M - \$160M	2	-	-	267312	-	-	267312
\$160M - \$240M	-	-	-	-	-	-	-
\$240M - \$400M	2	-	-	257500	-	-	257500
\$400M - \$800M	2	-	-	178041	-	-	178041
\$800M - \$1B	2	-	-	201000	-	-	201000
\$1B - \$4B	2	-	-	257500	-	-	257500
\$4B or more	2	-	-	241340	-	-	241340
Assets							
Up to 1M	-	-	-	-	-	-	-
\$1M - \$4M	-	-	-	-	-	-	-
\$4M - \$8M	2	-	-	130572	-	-	130572
\$8M - \$12M	-	-	-	-	-	-	-
\$12M - \$20M	2	-	-	157000	-	-	157000
\$20M - \$40M	-	-	-	-	-	-	-
\$40M - \$60M	-	-	-	-	-	-	-
\$60M - \$100M	2	-	-	160000	-	-	160000
\$100M - \$200M	-	-	-	-	-	-	-
\$200M - \$500M	2	-	-	262406	-	-	262406
\$500M - \$1B	2	-	-	315082	-	-	315082
\$1B - \$3B	2	-	-	229250	-	-	229250
\$3B - \$10B	-	-	-	-	-	-	-
\$10B or more	2	-	-	241340	-	-	241340
FTE							
Up to 5	-	-	-	-	-	-	-
5 - 10	-	-	-	-	-	-	-
11 - 20	2	-	-	180000	-	-	180000
21 - 30	-	-	-	-	-	-	-
31 - 50	2	-	-	160000	-	-	160000
51 - 70	-	-	-	-	-	-	-
71 - 100	2	-	-	134000	-	-	134000
101 - 150	-	-	-	-	-	-	-
151 - 200	-	-	-	-	-	-	-
201 - 300	2	-	-	241340	-	-	241340
301 - 400	-	-	-	-	-	-	-
401 - 600	-	-	-	-	-	-	-
601 - 1000	-	-	-	-	-	-	-
1001 - 4000	3	-	262406	267312	291197	-	279965
4001 or more	2	-	-	229250	-	-	229250



5.1.73 NFP Results – General Counsel (continued)

	No.	10%	25%	Median	75%	90%	Average
		\$	\$	\$	\$	\$	\$
Type of Organisation							
NFP: Charity	4	77800	100429	132286	179270	260757	147414
NFP: Community Housing	2	-	-	241340	-	-	241340
NFP: Disability	-	-	-	-	-	-	-
NFP: Education	2	-	-	236900	-	-	236900
NFP: Health	2	-	-	201000	-	-	201000
NFP: Aged Care	2	-	-	267312	-	-	267312
NFP: Professional/Industry	2	-	-	180000	-	-	180000
NFP: Sport & Recreation	-	-	-	-	-	-	-
NFP: Other	3	-	208750	257500	257500	-	225000
Type of Industry							
Agriculture, Forestry & Fishing	-	-	-	-	-	-	-
Mining - Junior	-	-	-	-	-	-	-
Mining	-	-	-	-	-	-	-
Manufacturing	-	-	-	-	-	-	-
Electricity, Gas, Water, & Waste	-	-	-	-	-	-	-
Construction	-	-	-	-	-	-	-
Wholesale Trade	2	-	-	180000	-	-	180000
Retail Trade	-	-	-	-	-	-	-
Accommodation and Food	-	-	-	-	-	-	-
Transport, Postal & Warehousing	-	-	-	-	-	-	-
Information Media & Telecoms	-	-	-	-	-	-	-
Financial & Insurance	2	-	-	236900	-	-	236900
Rental, Hiring & Real Estate	-	-	-	-	-	-	-
Professional, Scientific & Technical	-	-	-	-	-	-	-
Administrative & Support	-	-	-	-	-	-	-
Public Administration & Safety	-	-	-	-	-	-	-
Education & Training	2	-	-	10000	-	-	10000
Health Care & Social Assistance	5	217136	241340	257500	267312	295974	256447
Arts & Recreation	-	-	-	-	-	-	-
Other Services	5	93000	130572	134000	160000	218500	144614



5.1.74 NFP Results – Chief Risk Officer

	No.	10%	25%	Median	75%	90%	Average
		\$	\$	\$	\$	\$	\$
Overall	37	156000	180000	225000	267312	316200	227557
Revenue							
Up to 1M	2	-	-	300000	-	-	300000
\$1M - \$5M	2	-	-	95000	-	-	95000
\$5M - \$10M	-	-	-	-	-	-	-
\$10M - \$20M	2	-	-	160000	-	-	160000
\$20M - \$40M	4	153000	157500	170500	185000	192200	172000
\$40M - \$80M	8	165668	169500	201160	259109	286000	216586
\$80M - \$120M	4	215277	221528	230000	239250	246900	230778
\$120M - \$160M	6	181800	187700	210000	251500	264656	218819
\$160M - \$240M	2	-	-	289000	-	-	289000
\$240M - \$400M	3	-	242100	247200	249600	-	245400
\$400M - \$800M	2	-	-	336568	-	-	336568
\$800M - \$1B	2	-	-	388900	-	-	388900
\$1B - \$4B	2	-	-	295000	-	-	295000
\$4B or more	2	-	-	146652	-	-	146652
Assets							
Up to 1M	2	-	-	300000	-	-	300000
\$1M - \$4M	2	-	-	90000	-	-	90000
\$4M - \$8M	2	-	-	100000	-	-	100000
\$8M - \$12M	-	-	-	-	-	-	-
\$12M - \$20M	2	-	-	224500	-	-	224500
\$20M - \$40M	3	-	155000	160000	170500	-	163667
\$40M - \$60M	2	-	-	213715	-	-	213715
\$60M - \$100M	4	174800	182000	210500	251250	280500	222750
\$100M - \$200M	6	170112	185000	226072	259536	298500	231562
\$200M - \$500M	9	166400	183600	225000	260000	277450	226546
\$500M - \$1B	2	-	-	292668	-	-	292668
\$1B - \$3B	4	258900	269250	277500	307225	356230	298975
\$3B - \$10B	2	-	-	315000	-	-	315000
\$10B or more	2	-	-	146652	-	-	146652
FTE							
Up to 5	-	-	-	-	-	-	-
5 - 10	-	-	-	-	-	-	-
11 - 20	2	-	-	95000	-	-	95000
21 - 30	2	-	-	234232	-	-	234232
31 - 50	2	-	-	220000	-	-	220000
51 - 70	-	-	-	-	-	-	-
71 - 100	2	-	-	160000	-	-	160000
101 - 150	2	-	-	180000	-	-	180000
151 - 200	5	162400	181000	197000	200000	281000	212600
201 - 300	2	-	-	146652	-	-	146652
301 - 400	2	-	-	170000	-	-	170000
401 - 600	5	163335	168000	211110	235000	284800	218467
601 - 1000	4	197700	215250	238500	254500	259000	231250
1001 - 4000	9	212720	237000	252000	267312	307627	256139
4001 or more	4	282500	293750	307500	333475	366730	319725



5.1.74 NFP Results – Chief Risk Officer (continued)

	No.	10%	25%	Median	75%	90%	Average
		\$	\$	\$	\$	\$	\$
Type of Organisation							
NFP: Charity	4	258900	269250	277500	294534	320696	286284
NFP: Community Housing	4	150656	156663	170500	188528	202077	174690
NFP: Disability	6	233600	248400	257000	290500	300000	263533
NFP: Education	3	-	135000	170000	244000	-	196000
NFP: Health	8	171000	192750	208160	240786	293172	227671
NFP: Aged Care	7	164890	175800	225000	263656	286387	225591
NFP: Professional/Industry	2	-	-	173000	-	-	173000
NFP: Sport & Recreation	2	-	-	335000	-	-	335000
NFP: Other	2	-	-	162500	-	-	162500
Type of Industry							
Agriculture, Forestry & Fishing	-	-	-	-	-	-	-
Mining - Junior	-	-	-	-	-	-	-
Mining	-	-	-	-	-	-	-
Manufacturing	-	-	-	-	-	-	-
Electricity, Gas, Water, & Waste	-	-	-	-	-	-	-
Construction	-	-	-	-	-	-	-
Wholesale Trade	-	-	-	-	-	-	-
Retail Trade	-	-	-	-	-	-	-
Accommodation and Food	2	-	-	186000	-	-	186000
Transport, Postal & Warehousing	-	-	-	-	-	-	-
Information Media & Telecoms	-	-	-	-	-	-	-
Financial & Insurance	5	188000	200000	216320	252145	268858	225693
Rental, Hiring & Real Estate	-	-	-	-	-	-	-
Professional, Scientific & Technical	2	-	-	239000	-	-	239000
Administrative & Support	-	-	-	-	-	-	-
Public Administration & Safety	-	-	-	-	-	-	-
Education & Training	3	-	95000	100000	135000	-	120000
Health Care & Social Assistance	22	160022	181650	242100	273078	313500	237506
Arts & Recreation	2	-	-	235000	-	-	235000
Other Services	3	-	236000	252000	293500	-	269000



5.1.75 NFP Results – Chief Operating Officer

	No.	10%	25%	Median	75%	90%	Average
		\$	\$	\$	\$	\$	\$
Overall	149	130000	165000	206000	275000	350200	261006
Revenue							
Up to 1M	3	-	250000	350000	376000	-	300667
\$1M - \$5M	12	77500	113814	130000	146088	194935	133854
\$5M - \$10M	24	120000	135000	162500	189150	203500	159869
\$10M - \$20M	24	113350	147500	177954	208750	247811	177180
\$20M - \$40M	19	152400	172400	197000	208938	261806	202452
\$40M - \$80M	20	194310	205750	217466	262875	366025	320906
\$80M - \$120M	15	212980	245765	296030	319000	331973	458198
\$120M - \$160M	9	238000	250000	275000	286000	298600	266546
\$160M - \$240M	7	221728	252500	319723	341250	370600	303435
\$240M - \$400M	9	248380	266000	336000	397350	411200	334139
\$400M - \$800M	2	-	-	345000	-	-	345000
\$800M - \$1B	2	-	-	560000	-	-	560000
\$1B - \$4B	4	410000	477500	520276	651665	878666	608888
\$4B or more	2	-	-	284050	-	-	284050
Assets							
Up to 1M	9	135000	174000	189000	230000	360400	218770
\$1M - \$4M	11	110000	120000	145000	177500	199200	148323
\$4M - \$8M	18	107350	120000	135500	203750	244891	158672
\$8M - \$12M	11	140000	142500	176800	195000	205000	173073
\$12M - \$20M	27	148305	157500	184000	211000	250174	187457
\$20M - \$40M	14	178740	185967	205500	220092	244900	206364
\$40M - \$60M	10	158000	193464	313371	345994	526025	439141
\$60M - \$100M	7	160000	202500	206000	308731	352859	246923
\$100M - \$200M	8	208773	252955	280500	303750	340800	276102
\$200M - \$500M	19	242800	252500	300000	325000	397880	299657
\$500M - \$1B	3	-	242000	266000	1649472	-	1172314
\$1B - \$3B	8	299550	334875	400500	534165	701000	476132
\$3B - \$10B	2	-	-	515000	-	-	515000
\$10B or more	2	-	-	284050	-	-	284050
FTE							
Up to 5	-	-	-	-	-	-	-
5 - 10	4	87432	108368	135000	162500	185000	135868
11 - 20	10	109450	126250	170900	208750	232000	171230
21 - 30	8	105393	127105	142175	166000	185800	142721
31 - 50	15	138200	152500	181000	202500	223000	179458
51 - 70	8	130000	142750	172500	199280	224593	177165
71 - 100	20	119000	138750	172600	201250	222380	171426
101 - 150	9	126800	140000	180000	215000	267435	190387
151 - 200	9	162000	168000	197000	275000	882589	525994
201 - 300	11	153000	192500	212000	267500	284050	225271
301 - 400	5	174600	189000	200000	233000	1293200	557400
401 - 600	8	205963	214949	251615	328824	354375	270965
601 - 1000	19	215600	217500	286000	329500	402600	322374
1001 - 4000	18	250000	268479	318232	334875	410800	321882
4001 or more	5	356000	365000	400000	515000	521332	431111



5.1.75 NFP Results – Chief Operating Officer (continued)

	No.	10%	25%	Median	75%	90%	Average
		\$	\$	\$	\$	\$	\$
Type of Organisation							
NFP: Charity	24	136500	148262	197938	237450	327073	206172
NFP: Community Housing	7	179600	197600	205000	255365	275620	221426
NFP: Disability	26	133000	156750	233410	295022	350000	238263
NFP: Education	19	108400	145000	190000	254878	370800	222816
NFP: Health	23	165400	190000	200000	257000	886000	442213
NFP: Aged Care	23	131000	163854	255000	319862	387800	257447
NFP: Professional/Industry	16	132500	161044	194500	218250	250000	197283
NFP: Sport & Recreation	4	132393	153355	182500	236250	301500	207105
NFP: Other	7	173320	200584	241900	283851	405221	269475
Type of Industry							
Agriculture, Forestry & Fishing	2	-	-	250000	-	-	250000
Mining - Junior	-	-	-	-	-	-	-
Mining	-	-	-	-	-	-	-
Manufacturing	2	-	-	296030	-	-	296030
Electricity, Gas, Water, & Waste	2	-	-	200000	-	-	200000
Construction	2	-	-	120000	-	-	120000
Wholesale Trade	2	-	-	165000	-	-	165000
Retail Trade	2	-	-	241900	-	-	241900
Accommodation and Food	2	-	-	206000	-	-	206000
Transport, Postal & Warehousing	-	-	-	-	-	-	-
Information Media & Telecoms	2	-	-	182000	-	-	182000
Financial & Insurance	4	196000	205000	242500	463750	803500	426250
Rental, Hiring & Real Estate	2	-	-	1651472	-	-	1651472
Professional, Scientific & Technical	8	193000	216250	300500	371025	399645	294450
Administrative & Support	4	127450	152875	178000	190725	193830	165600
Public Administration & Safety	2	-	-	190000	-	-	190000
Education & Training	18	114000	147250	181600	211250	282193	201176
Health Care & Social Assistance	82	135000	154750	216410	296500	348900	252806
Arts & Recreation	2	-	-	141710	-	-	141710
Other Services	16	141000	172500	215500	250500	318500	229210



5.1.76 NFP Results – Chief Information Officer

	No.	10%	25%	Median	75%	90%	Average
		\$	\$	\$	\$	\$	\$
Overall	47	148080	159040	216300	270100	371742	266005
Revenue							
Up to 1M	2	-	-	260000	-	-	260000
\$1M - \$5M	2	-	-	100000	-	-	100000
\$5M - \$10M	4	150600	151500	152500	154750	157900	153750
\$10M - \$20M	5	116300	125000	145200	155000	170000	143140
\$20M - \$40M	3	-	135000	150000	183150	-	162100
\$40M - \$80M	6	176452	200428	240000	331250	1075000	497151
\$80M - \$120M	6	173540	189900	193800	232500	247500	204947
\$120M - \$160M	4	177200	179000	218310	263716	276486	224405
\$160M - \$240M	6	181862	206250	237500	261400	348337	255900
\$240M - \$400M	5	232300	250000	252000	310000	325000	273500
\$400M - \$800M	2	-	-	393854	-	-	393854
\$800M - \$1B	2	-	-	448500	-	-	448500
\$1B - \$4B	2	-	-	388146	-	-	388146
\$4B or more	2	-	-	245000	-	-	245000
Assets							
Up to 1M	2	-	-	224500	-	-	224500
\$1M - \$4M	3	-	154000	155000	232500	-	206000
\$4M - \$8M	4	103150	107875	131250	159000	171600	135625
\$8M - \$12M	2	-	-	150000	-	-	150000
\$12M - \$20M	2	-	-	159040	-	-	159040
\$20M - \$40M	2	-	-	197600	-	-	197600
\$40M - \$60M	8	123500	143750	179500	224725	715000	377538
\$60M - \$100M	2	-	-	350000	-	-	350000
\$100M - \$200M	3	-	169862	176000	178000	-	173241
\$200M - \$500M	9	194520	200000	250000	285000	354295	265633
\$500M - \$1B	2	-	-	296379	-	-	296379
\$1B - \$3B	8	223650	245250	270100	374323	460404	320124
\$3B - \$10B	2	-	-	350000	-	-	350000
\$10B or more	2	-	-	245000	-	-	245000
FTE							
Up to 5	-	-	-	-	-	-	-
5 - 10	-	-	-	-	-	-	-
11 - 20	3	-	105250	110500	135250	-	123500
21 - 30	-	-	-	-	-	-	-
31 - 50	4	150600	151500	152500	183500	238400	182500
51 - 70	2	-	-	180000	-	-	180000
71 - 100	3	-	150100	155000	156540	-	152760
101 - 150	5	122000	125000	150000	176000	200180	157460
151 - 200	2	-	-	180000	-	-	180000
201 - 300	3	-	199500	245000	245000	-	214667
301 - 400	2	-	-	994500	-	-	994500
401 - 600	2	-	-	318237	-	-	318237
601 - 1000	5	175274	192600	195000	198904	229562	200046
1001 - 4000	12	220950	243750	258310	297500	387969	290265
4001 or more	6	280000	320000	350000	355250	391646	340549



5.1.76 NFP Results – Chief Information Officer (continued)

	No.	10%	25%	Median	75%	90%	Average
		\$	\$	\$	\$	\$	\$
Type of Organisation							
NFP: Charity	7	151800	184650	225000	270100	322542	239765
NFP: Community Housing	3	-	200000	245000	245000	-	215000
NFP: Disability	8	203467	242625	255000	291250	322000	261153
NFP: Education	8	107350	117625	147600	261618	464032	225272
NFP: Health	5	162800	176000	180000	357000	1222800	533400
NFP: Aged Care	9	179080	195000	200000	252000	275297	224458
NFP: Professional/Industry	4	154400	158000	170000	182250	186300	170250
NFP: Sport & Recreation	-	-	-	-	-	-	-
NFP: Other	3	-	246540	335000	380646	-	306458
Type of Industry							
Agriculture, Forestry & Fishing	-	-	-	-	-	-	-
Mining - Junior	-	-	-	-	-	-	-
Mining	-	-	-	-	-	-	-
Manufacturing	-	-	-	-	-	-	-
Electricity, Gas, Water, & Waste	-	-	-	-	-	-	-
Construction	-	-	-	-	-	-	-
Wholesale Trade	2	-	-	160000	-	-	160000
Retail Trade	2	-	-	154000	-	-	154000
Accommodation and Food	-	-	-	-	-	-	-
Transport, Postal & Warehousing	-	-	-	-	-	-	-
Information Media & Telecoms	2	-	-	150000	-	-	150000
Financial & Insurance	3	-	178000	180000	227500	-	210333
Rental, Hiring & Real Estate	2	-	-	245000	-	-	245000
Professional, Scientific & Technical	4	160400	173000	192500	261618	363532	242118
Administrative & Support	2	-	-	149750	-	-	149750
Public Administration & Safety	-	-	-	-	-	-	-
Education & Training	8	114000	138900	151500	170325	313410	197438
Health Care & Social Assistance	25	175274	200000	250000	310000	354200	315539
Arts & Recreation	-	-	-	-	-	-	-
Other Services	2	-	-	426292	-	-	426292



5.1.77 NFP Results – Chief People & Culture Officer

	No.	10%	25%	Median	75%	90%	Average
		\$	\$	\$	\$	\$	\$
Overall	107	110000	142100	198892	252000	288650	201589
Revenue							
Up to 1M	2	-	-	280000	-	-	280000
\$1M - \$5M	2	-	-	90000	-	-	90000
\$5M - \$10M	10	99700	102500	115000	131500	141000	118900
\$10M - \$20M	19	90800	105500	140000	157000	171000	132353
\$20M - \$40M	13	142000	165000	175000	185000	199778	175068
\$40M - \$80M	22	137752	177019	200000	223000	273100	205427
\$80M - \$120M	12	195900	204750	222000	261022	265809	228956
\$120M - \$160M	8	184900	212500	244927	286750	294400	241232
\$160M - \$240M	6	230000	251368	263368	277816	298958	264109
\$240M - \$400M	10	210110	252000	266500	277500	325600	267210
\$400M - \$800M	2	-	-	404094	-	-	404094
\$800M - \$1B	2	-	-	315000	-	-	315000
\$1B - \$4B	2	-	-	401922	-	-	401922
\$4B or more	2	-	-	244000	-	-	244000
Assets							
Up to 1M	5	128800	157000	158000	197750	247100	180550
\$1M - \$4M	6	83500	92500	110000	123750	222500	138667
\$4M - \$8M	8	100000	103750	137500	165000	177300	139500
\$8M - \$12M	7	136000	140000	150000	172500	185000	157857
\$12M - \$20M	8	121500	138000	175000	200419	216098	170611
\$20M - \$40M	12	138752	150000	182500	219000	269100	188250
\$40M - \$60M	13	120000	130000	175000	200000	266222	176910
\$60M - \$100M	8	164000	200750	222000	269668	305491	228188
\$100M - \$200M	9	144000	170000	216000	265000	271200	211681
\$200M - \$500M	18	189030	205000	250000	269250	305374	243821
\$500M - \$1B	3	-	232452	266000	335047	-	289666
\$1B - \$3B	7	182000	231000	252000	293133	350538	263444
\$3B - \$10B	2	-	-	400000	-	-	400000
\$10B or more	2	-	-	244000	-	-	244000
FTE							
Up to 5	-	-	-	-	-	-	-
5 - 10	2	-	-	100000	-	-	100000
11 - 20	2	-	-	97500	-	-	97500
21 - 30	2	-	-	130000	-	-	130000
31 - 50	9	109200	110000	140000	157000	160600	135000
51 - 70	4	133651	136126	151251	168750	175500	153626
71 - 100	12	93850	99250	122500	142500	190759	128066
101 - 150	9	111400	140000	145000	170000	181000	145689
151 - 200	3	-	132500	150000	194927	-	168285
201 - 300	13	145000	170000	198892	230000	243599	197299
301 - 400	6	164000	177500	200000	207500	248208	204069
401 - 600	9	170020	194250	204000	225000	248383	213033
601 - 1000	15	199742	209500	240000	265043	268800	235733
1001 - 4000	17	206800	252000	271266	292000	330562	273600
4001 or more	6	297500	316250	335000	387500	401922	344808



5.1.77 NFP Results – Chief People & Culture Officer (continued)

	No.	10%	25%	Median	75%	90%	Average
		\$	\$	\$	\$	\$	\$
Type of Organisation							
NFP: Charity	16	108000	137500	167500	210000	285768	187727
NFP: Community Housing	5	119000	125000	211110	230000	238400	185022
NFP: Disability	20	138000	161250	264543	281250	302000	230554
NFP: Education	10	103850	132500	187125	231496	272092	188966
NFP: Health	18	136451	146250	175050	200000	239898	183178
NFP: Aged Care	20	118000	143150	208000	250500	260600	203942
NFP: Professional/Industry	10	97700	122000	180144	200473	271642	176160
NFP: Sport & Recreation	-	-	-	-	-	-	-
NFP: Other	8	169800	211500	220500	299500	384354	250356
Type of Industry							
Agriculture, Forestry & Fishing	-	-	-	-	-	-	-
Mining - Junior	-	-	-	-	-	-	-
Mining	-	-	-	-	-	-	-
Manufacturing	3	-	214543	264086	269043	-	234362
Electricity, Gas, Water, & Waste	-	-	-	-	-	-	-
Construction	2	-	-	100000	-	-	100000
Wholesale Trade	-	-	-	-	-	-	-
Retail Trade	2	-	-	174000	-	-	174000
Accommodation and Food	2	-	-	201000	-	-	201000
Transport, Postal & Warehousing	-	-	-	-	-	-	-
Information Media & Telecoms	2	-	-	125000	-	-	125000
Financial & Insurance	4	141500	143750	170144	206430	226484	180036
Rental, Hiring & Real Estate	2	-	-	230000	-	-	230000
Professional, Scientific & Technical	7	138200	161000	194250	268500	289166	211595
Administrative & Support	4	114751	129376	138751	144500	152600	135126
Public Administration & Safety	-	-	-	-	-	-	-
Education & Training	9	92800	120000	170000	185000	188000	149833
Health Care & Social Assistance	64	116500	155250	204000	256603	295689	210036
Arts & Recreation	2	-	-	204000	-	-	204000
Other Services	8	137600	188750	264206	294000	331154	250157



5.1.78 NFP Results – Chief Marketing Officer

	No.	10%	25%	Median	75%	90%	Average
		\$	\$	\$	\$	\$	\$
Overall	81	90000	125000	163000	236900	303000	188047
Revenue							
Up to 1M	3	-	117500	150000	165000	-	138333
\$1M - \$5M	11	90000	109000	120000	142500	230000	136355
\$5M - \$10M	11	70000	122500	130000	149000	150000	125364
\$10M - \$20M	12	88732	124330	153500	178750	199000	149777
\$20M - \$40M	5	84000	90000	143650	195552	198389	141897
\$40M - \$80M	10	132257	153188	169000	256356	282000	195373
\$80M - \$120M	9	137160	163504	195000	222975	264040	198523
\$120M - \$160M	6	175500	224500	258500	273000	278742	237580
\$160M - \$240M	3	-	186500	250000	270774	-	221516
\$240M - \$400M	7	202600	265500	317000	363500	397800	307429
\$400M - \$800M	2	-	-	432785	-	-	432785
\$800M - \$1B	2	-	-	315000	-	-	315000
\$1B - \$4B	2	-	-	350414	-	-	350414
\$4B or more	-	-	-	-	-	-	-
Assets							
Up to 1M	6	102500	127000	149000	172500	205000	152167
\$1M - \$4M	12	78200	87500	119000	132750	228810	133825
\$4M - \$8M	4	83500	103750	117500	140000	176000	126250
\$8M - \$12M	6	130000	135000	162500	186250	195140	162547
\$12M - \$20M	8	115000	140238	147600	153376	173118	144738
\$20M - \$40M	5	127062	134174	145000	157000	230800	167699
\$40M - \$60M	7	99000	122500	162750	165500	204220	155329
\$60M - \$100M	6	117500	152500	187738	260725	280904	195380
\$100M - \$200M	6	129000	143750	193000	254250	271000	197667
\$200M - \$500M	10	187000	208750	266242	305387	395700	268603
\$500M - \$1B	4	204900	215250	221988	275428	369842	268690
\$1B - \$3B	4	212500	268750	307500	335707	372980	296957
\$3B - \$10B	2	-	-	303000	-	-	303000
\$10B or more	-	-	-	-	-	-	-
FTE							
Up to 5	2	-	-	101500	-	-	101500
5 - 10	5	86000	125000	145000	150000	202140	143380
11 - 20	8	87000	97500	120000	200070	209197	142535
21 - 30	3	-	127500	140000	145000	-	135000
31 - 50	11	130000	149000	157000	169000	190000	163545
51 - 70	5	124000	130000	130000	150000	184200	147400
71 - 100	5	99928	122320	125000	134174	140790	122339
101 - 150	4	81600	87000	112500	142126	154953	116626
151 - 200	4	90500	106250	168988	235981	259392	173244
201 - 300	7	128190	155825	170000	195276	203731	170457
301 - 400	2	-	-	212904	-	-	212904
401 - 600	3	-	224375	286000	288774	-	246766
601 - 1000	10	187800	202369	258500	319000	395700	265748
1001 - 4000	8	178500	210750	254275	289362	346836	263727
4001 or more	4	306600	312000	316000	337207	373580	333207



5.1.78 NFP Results – Chief Marketing Officer (continued)

	No.	10%	25%	Median	75%	90%	Average
		\$	\$	\$	\$	\$	\$
Type of Organisation							
NFP: Charity	12	86000	146000	156500	187266	295855	184903
NFP: Community Housing	3	-	120000	125000	160000	-	145000
NFP: Disability	8	108000	122250	197738	232500	282000	190434
NFP: Education	15	102000	136160	162750	215140	269689	183290
NFP: Health	8	134752	159750	191000	235981	287000	204019
NFP: Aged Care	9	121000	175000	198000	250000	286586	207609
NFP: Professional/Industry	11	78000	110000	130000	195000	275808	165860
NFP: Sport & Recreation	2	-	-	145000	-	-	145000
NFP: Other	14	108000	121000	155000	284500	325400	202502
Type of Industry							
Agriculture, Forestry & Fishing	2	-	-	200000	-	-	200000
Mining - Junior	-	-	-	-	-	-	-
Mining	-	-	-	-	-	-	-
Manufacturing	2	-	-	247738	-	-	247738
Electricity, Gas, Water, & Waste	2	-	-	125000	-	-	125000
Construction	2	-	-	60000	-	-	60000
Wholesale Trade	-	-	-	-	-	-	-
Retail Trade	3	-	136500	168000	250000	-	201667
Accommodation and Food	-	-	-	-	-	-	-
Transport, Postal & Warehousing	-	-	-	-	-	-	-
Information Media & Telecoms	3	-	131500	148000	149000	-	137667
Financial & Insurance	5	124800	135000	236900	275000	290000	212980
Rental, Hiring & Real Estate	2	-	-	208988	-	-	208988
Professional, Scientific & Technical	5	159300	162750	291548	395000	399200	281660
Administrative & Support	-	-	-	-	-	-	-
Public Administration & Safety	-	-	-	-	-	-	-
Education & Training	13	90000	120000	150000	156000	194225	141431
Health Care & Social Assistance	33	81000	130000	175000	250000	308600	191617
Arts & Recreation	3	-	137500	145000	215500	-	187000
Other Services	9	116000	130000	160000	195552	300212	191021



5.1.79 NFP Results – Chief Digital Officer

	No.	10%	25%	Median	75%	90%	Average
		\$	\$	\$	\$	\$	\$
Overall	20	75000	108750	200842	264250	301004	196115
Revenue							
Up to 1M	-	-	-	-	-	-	-
\$1M - \$5M	3	-	75000	86250	106500	-	73750
\$5M - \$10M	2	-	-	123500	-	-	123500
\$10M - \$20M	2	-	-	212500	-	-	212500
\$20M - \$40M	2	-	-	110000	-	-	110000
\$40M - \$80M	4	112760	136700	187500	241196	270347	190396
\$80M - \$120M	3	-	230618	259550	265275	-	244078
\$120M - \$160M	2	-	-	272242	-	-	272242
\$160M - \$240M	-	-	-	-	-	-	-
\$240M - \$400M	2	-	-	403500	-	-	403500
\$400M - \$800M	-	-	-	-	-	-	-
\$800M - \$1B	-	-	-	-	-	-	-
\$1B - \$4B	-	-	-	-	-	-	-
\$4B or more	-	-	-	-	-	-	-
Assets							
Up to 1M	2	-	-	108500	-	-	108500
\$1M - \$4M	2	-	-	97500	-	-	97500
\$4M - \$8M	2	-	-	105000	-	-	105000
\$8M - \$12M	-	-	-	-	-	-	-
\$12M - \$20M	2	-	-	200842	-	-	200842
\$20M - \$40M	-	-	-	-	-	-	-
\$40M - \$60M	2	-	-	184775	-	-	184775
\$60M - \$100M	3	-	210500	271000	280391	-	236927
\$100M - \$200M	2	-	-	262000	-	-	262000
\$200M - \$500M	4	152505	236062	342242	402750	404100	296571
\$500M - \$1B	2	-	-	225000	-	-	225000
\$1B - \$3B	-	-	-	-	-	-	-
\$3B - \$10B	-	-	-	-	-	-	-
\$10B or more	-	-	-	-	-	-	-
FTE							
Up to 5	-	-	-	-	-	-	-
5 - 10	2	-	-	75000	-	-	75000
11 - 20	2	-	-	75000	-	-	75000
21 - 30	3	-	95000	105000	112500	-	83333
31 - 50	2	-	-	171000	-	-	171000
51 - 70	2	-	-	225000	-	-	225000
71 - 100	-	-	-	-	-	-	-
101 - 150	2	-	-	155842	-	-	155842
151 - 200	2	-	-	179400	-	-	179400
201 - 300	-	-	-	-	-	-	-
301 - 400	2	-	-	219891	-	-	219891
401 - 600	2	-	-	271000	-	-	271000
601 - 1000	3	-	313500	402000	403500	-	344000
1001 - 4000	2	-	-	271016	-	-	271016
4001 or more	-	-	-	-	-	-	-



5.1.79 NFP Results – Chief Digital Officer (continued)

	No.	10%	25%	Median	75%	90%	Average
		\$	\$	\$	\$	\$	\$
Type of Organisation							
NFP: Charity	4	126600	136500	171842	216151	242190	180809
NFP: Community Housing	2	-	-	96800	-	-	96800
NFP: Disability	-	-	-	-	-	-	-
NFP: Education	4	50500	88750	130000	213750	328500	172500
NFP: Health	2	-	-	243500	-	-	243500
NFP: Aged Care	2	-	-	253742	-	-	253742
NFP: Professional/Industry	5	75000	75000	200000	289782	357113	208356
NFP: Sport & Recreation	-	-	-	-	-	-	-
NFP: Other	2	-	-	188000	-	-	188000
Type of Industry							
Agriculture, Forestry & Fishing	-	-	-	-	-	-	-
Mining - Junior	-	-	-	-	-	-	-
Mining	-	-	-	-	-	-	-
Manufacturing	-	-	-	-	-	-	-
Electricity, Gas, Water, & Waste	2	-	-	75000	-	-	75000
Construction	-	-	-	-	-	-	-
Wholesale Trade	-	-	-	-	-	-	-
Retail Trade	-	-	-	-	-	-	-
Accommodation and Food	-	-	-	-	-	-	-
Transport, Postal & Warehousing	-	-	-	-	-	-	-
Information Media & Telecoms	2	-	-	123500	-	-	123500
Financial & Insurance	2	-	-	262000	-	-	262000
Rental, Hiring & Real Estate	-	-	-	-	-	-	-
Professional, Scientific & Technical	3	-	301000	402000	403500	-	335667
Administrative & Support	-	-	-	-	-	-	-
Public Administration & Safety	-	-	-	-	-	-	-
Education & Training	3	-	67500	110000	130000	-	95000
Health Care & Social Assistance	6	149242	207514	225000	250912	271016	215086
Arts & Recreation	2	-	-	271000	-	-	271000
Other Services	3	-	97500	120000	204891	-	161594



5.1.80 NFP Results – Chief Sales Officer

	No.	10%	25%	Median	75%	90%	Average
		\$	\$	\$	\$	\$	\$
Overall	21	120000	140000	175000	224474	282483	196593
Revenue							
Up to 1M	-	-	-	-	-	-	-
\$1M - \$5M	3	-	97500	105000	129500	-	116333
\$5M - \$10M	7	132000	141000	160000	182500	209000	166357
\$10M - \$20M	3	-	152500	170000	190000	-	171667
\$20M - \$40M	-	-	-	-	-	-	-
\$40M - \$80M	2	-	-	224474	-	-	224474
\$80M - \$120M	2	-	-	195000	-	-	195000
\$120M - \$160M	3	-	167500	200000	241242	-	205828
\$160M - \$240M	2	-	-	432000	-	-	432000
\$240M - \$400M	2	-	-	315500	-	-	315500
\$400M - \$800M	-	-	-	-	-	-	-
\$800M - \$1B	-	-	-	-	-	-	-
\$1B - \$4B	-	-	-	-	-	-	-
\$4B or more	-	-	-	-	-	-	-
Assets							
Up to 1M	2	-	-	142000	-	-	142000
\$1M - \$4M	2	-	-	147500	-	-	147500
\$4M - \$8M	2	-	-	206250	-	-	206250
\$8M - \$12M	2	-	-	150000	-	-	150000
\$12M - \$20M	5	102000	120000	135000	154000	187600	141800
\$20M - \$40M	-	-	-	-	-	-	-
\$40M - \$60M	-	-	-	-	-	-	-
\$60M - \$100M	-	-	-	-	-	-	-
\$100M - \$200M	3	-	152500	170000	185000	-	168333
\$200M - \$500M	4	203842	217106	253478	319862	387145	283489
\$500M - \$1B	2	-	-	261000	-	-	261000
\$1B - \$3B	-	-	-	-	-	-	-
\$3B - \$10B	-	-	-	-	-	-	-
\$10B or more	-	-	-	-	-	-	-
FTE							
Up to 5	-	-	-	-	-	-	-
5 - 10	-	-	-	-	-	-	-
11 - 20	3	-	112500	120000	137000	-	126333
21 - 30	3	-	140000	190000	213750	-	172500
31 - 50	4	147400	155500	167500	183750	199500	171750
51 - 70	2	-	-	137500	-	-	137500
71 - 100	2	-	-	224474	-	-	224474
101 - 150	2	-	-	152500	-	-	152500
151 - 200	2	-	-	200000	-	-	200000
201 - 300	-	-	-	-	-	-	-
301 - 400	-	-	-	-	-	-	-
401 - 600	2	-	-	432000	-	-	432000
601 - 1000	2	-	-	282500	-	-	282500
1001 - 4000	2	-	-	271742	-	-	271742
4001 or more	-	-	-	-	-	-	-



5.1.80 NFP Results – Chief Sales Officer (continued)

	No.	10%	25%	Median	75%	90%	Average
		\$	\$	\$	\$	\$	\$
Type of Organisation							
NFP: Charity	2	-	-	151000	-	-	151000
NFP: Community Housing	2	-	-	135000	-	-	135000
NFP: Disability	2	-	-	261000	-	-	261000
NFP: Education	3	-	172000	190000	311000	-	258667
NFP: Health	4	103500	123750	155000	181250	192500	150000
NFP: Aged Care	3	-	182500	195000	238742	-	215828
NFP: Professional/Industry	3	-	165000	210000	217237	-	184825
NFP: Sport & Recreation	-	-	-	-	-	-	-
NFP: Other	4	115500	131250	188750	270625	330250	213125
Type of Industry							
Agriculture, Forestry & Fishing	-	-	-	-	-	-	-
Mining - Junior	-	-	-	-	-	-	-
Mining	-	-	-	-	-	-	-
Manufacturing	-	-	-	-	-	-	-
Electricity, Gas, Water, & Waste	-	-	-	-	-	-	-
Construction	-	-	-	-	-	-	-
Wholesale Trade	2	-	-	120000	-	-	120000
Retail Trade	2	-	-	370000	-	-	370000
Accommodation and Food	2	-	-	154000	-	-	154000
Transport, Postal & Warehousing	-	-	-	-	-	-	-
Information Media & Telecoms	3	-	151000	160000	198750	-	179833
Financial & Insurance	3	-	167500	200000	212237	-	186491
Rental, Hiring & Real Estate	-	-	-	-	-	-	-
Professional, Scientific & Technical	2	-	-	321000	-	-	321000
Administrative & Support	-	-	-	-	-	-	-
Public Administration & Safety	-	-	-	-	-	-	-
Education & Training	2	-	-	147500	-	-	147500
Health Care & Social Assistance	5	124000	175000	195000	261000	273890	200697
Arts & Recreation	2	-	-	140000	-	-	140000
Other Services	2	-	-	170000	-	-	170000



5.1.81 NFP Results – Chief Manufacturing Officer

	No.	10%	25%	Median	75%	90%	Average
		\$	\$	\$	\$	\$	\$
Overall	6	115000	159000	286015	353008	392773	264596
Revenue							
Up to 1M	-	-	-	-	-	-	-
\$1M - \$5M	-	-	-	-	-	-	-
\$5M - \$10M	-	-	-	-	-	-	-
\$10M - \$20M	-	-	-	-	-	-	-
\$20M - \$40M	-	-	-	-	-	-	-
\$40M - \$80M	2	-	-	276000	-	-	276000
\$80M - \$120M	2	-	-	296030	-	-	296030
\$120M - \$160M	-	-	-	-	-	-	-
\$160M - \$240M	-	-	-	-	-	-	-
\$240M - \$400M	2	-	-	372000	-	-	372000
\$400M - \$800M	2	-	-	413546	-	-	413546
\$800M - \$1B	-	-	-	-	-	-	-
\$1B - \$4B	-	-	-	-	-	-	-
\$4B or more	-	-	-	-	-	-	-
Assets							
Up to 1M	-	-	-	-	-	-	-
\$1M - \$4M	-	-	-	-	-	-	-
\$4M - \$8M	-	-	-	-	-	-	-
\$8M - \$12M	-	-	-	-	-	-	-
\$12M - \$20M	-	-	-	-	-	-	-
\$20M - \$40M	2	-	-	276000	-	-	276000
\$40M - \$60M	-	-	-	-	-	-	-
\$60M - \$100M	2	-	-	296030	-	-	296030
\$100M - \$200M	-	-	-	-	-	-	-
\$200M - \$500M	-	-	-	-	-	-	-
\$500M - \$1B	2	-	-	413546	-	-	413546
\$1B - \$3B	-	-	-	-	-	-	-
\$3B - \$10B	-	-	-	-	-	-	-
\$10B or more	-	-	-	-	-	-	-
FTE							
Up to 5	-	-	-	-	-	-	-
5 - 10	-	-	-	-	-	-	-
11 - 20	-	-	-	-	-	-	-
21 - 30	-	-	-	-	-	-	-
31 - 50	-	-	-	-	-	-	-
51 - 70	-	-	-	-	-	-	-
71 - 100	2	-	-	110000	-	-	110000
101 - 150	-	-	-	-	-	-	-
151 - 200	-	-	-	-	-	-	-
201 - 300	-	-	-	-	-	-	-
301 - 400	-	-	-	-	-	-	-
401 - 600	-	-	-	-	-	-	-
601 - 1000	3	-	286015	296030	334015	-	314677
1001 - 4000	2	-	-	413546	-	-	413546
4001 or more	-	-	-	-	-	-	-



5.1.81 NFP Results – Chief Manufacturing Officer (continued)

	No.	10%	25%	Median	75%	90%	Average
		\$	\$	\$	\$	\$	\$
Type of Organisation							
NFP: Charity	2	-	-	413546	-	-	413546
NFP: Community Housing	-	-	-	-	-	-	-
NFP: Disability	2	-	-	203015	-	-	203015
NFP: Education	-	-	-	-	-	-	-
NFP: Health	-	-	-	-	-	-	-
NFP: Aged Care	-	-	-	-	-	-	-
NFP: Professional/Industry	-	-	-	-	-	-	-
NFP: Sport & Recreation	-	-	-	-	-	-	-
NFP: Other	3	-	198000	276000	324000	-	256000
Type of Industry							
Agriculture, Forestry & Fishing	-	-	-	-	-	-	-
Mining - Junior	-	-	-	-	-	-	-
Mining	-	-	-	-	-	-	-
Manufacturing	3	-	198000	276000	286015	-	230677
Electricity, Gas, Water, & Waste	-	-	-	-	-	-	-
Construction	-	-	-	-	-	-	-
Wholesale Trade	-	-	-	-	-	-	-
Retail Trade	2	-	-	372000	-	-	372000
Accommodation and Food	-	-	-	-	-	-	-
Transport, Postal & Warehousing	-	-	-	-	-	-	-
Information Media & Telecoms	-	-	-	-	-	-	-
Financial & Insurance	-	-	-	-	-	-	-
Rental, Hiring & Real Estate	-	-	-	-	-	-	-
Professional, Scientific & Technical	-	-	-	-	-	-	-
Administrative & Support	-	-	-	-	-	-	-
Public Administration & Safety	-	-	-	-	-	-	-
Education & Training	-	-	-	-	-	-	-
Health Care & Social Assistance	2	-	-	261773	-	-	261773
Arts & Recreation	2	-	-	413546	-	-	413546
Other Services	-	-	-	-	-	-	-



5.1.82 NFP Results – Chief Infrastructure Officer

	No.	10%	25%	Median	75%	90%	Average
		\$	\$	\$	\$	\$	\$
Overall	13	134274	152000	245000	260000	280200	217930
Revenue							
Up to 1M	-	-	-	-	-	-	-
\$1M - \$5M	2	-	-	130000	-	-	130000
\$5M - \$10M	2	-	-	115455	-	-	115455
\$10M - \$20M	2	-	-	152000	-	-	152000
\$20M - \$40M	-	-	-	-	-	-	-
\$40M - \$80M	2	-	-	151372	-	-	151372
\$80M - \$120M	4	208320	231900	252500	268750	284500	248150
\$120M - \$160M	3	-	254334	258667	271834	-	264556
\$160M - \$240M	-	-	-	-	-	-	-
\$240M - \$400M	2	-	-	249000	-	-	249000
\$400M - \$800M	-	-	-	-	-	-	-
\$800M - \$1B	-	-	-	-	-	-	-
\$1B - \$4B	-	-	-	-	-	-	-
\$4B or more	-	-	-	-	-	-	-
Assets							
Up to 1M	-	-	-	-	-	-	-
\$1M - \$4M	2	-	-	237000	-	-	237000
\$4M - \$8M	2	-	-	115455	-	-	115455
\$8M - \$12M	-	-	-	-	-	-	-
\$12M - \$20M	2	-	-	141000	-	-	141000
\$20M - \$40M	-	-	-	-	-	-	-
\$40M - \$60M	-	-	-	-	-	-	-
\$60M - \$100M	-	-	-	-	-	-	-
\$100M - \$200M	2	-	-	151372	-	-	151372
\$200M - \$500M	6	218800	246250	254334	278417	290000	254378
\$500M - \$1B	2	-	-	260500	-	-	260500
\$1B - \$3B	-	-	-	-	-	-	-
\$3B - \$10B	-	-	-	-	-	-	-
\$10B or more	-	-	-	-	-	-	-
FTE							
Up to 5	-	-	-	-	-	-	-
5 - 10	-	-	-	-	-	-	-
11 - 20	-	-	-	-	-	-	-
21 - 30	2	-	-	122728	-	-	122728
31 - 50	-	-	-	-	-	-	-
51 - 70	2	-	-	152000	-	-	152000
71 - 100	-	-	-	-	-	-	-
101 - 150	-	-	-	-	-	-	-
151 - 200	2	-	-	260000	-	-	260000
201 - 300	2	-	-	245000	-	-	245000
301 - 400	-	-	-	-	-	-	-
401 - 600	2	-	-	151372	-	-	151372
601 - 1000	2	-	-	243800	-	-	243800
1001 - 4000	4	252600	256500	259834	267000	277800	263667
4001 or more	2	-	-	237000	-	-	237000



5.1.82 NFP Results – Chief Infrastructure Officer (continued)

	No.	10%	25%	Median	75%	90%	Average
		\$	\$	\$	\$	\$	\$
Type of Organisation							
NFP: Charity	-	-	-	-	-	-	-
NFP: Community Housing	2	-	-	198500	-	-	198500
NFP: Disability	4	240900	246750	255500	267000	277800	258250
NFP: Education	-	-	-	-	-	-	-
NFP: Health	2	-	-	195000	-	-	195000
NFP: Aged Care	4	163740	182293	225634	267750	284100	224410
NFP: Professional/Industry	-	-	-	-	-	-	-
NFP: Sport & Recreation	-	-	-	-	-	-	-
NFP: Other	2	-	-	115455	-	-	115455
Type of Industry							
Agriculture, Forestry & Fishing	-	-	-	-	-	-	-
Mining - Junior	-	-	-	-	-	-	-
Mining	-	-	-	-	-	-	-
Manufacturing	-	-	-	-	-	-	-
Electricity, Gas, Water, & Waste	-	-	-	-	-	-	-
Construction	-	-	-	-	-	-	-
Wholesale Trade	-	-	-	-	-	-	-
Retail Trade	-	-	-	-	-	-	-
Accommodation and Food	-	-	-	-	-	-	-
Transport, Postal & Warehousing	-	-	-	-	-	-	-
Information Media & Telecoms	2	-	-	115455	-	-	115455
Financial & Insurance	-	-	-	-	-	-	-
Rental, Hiring & Real Estate	2	-	-	252500	-	-	252500
Professional, Scientific & Technical	-	-	-	-	-	-	-
Administrative & Support	-	-	-	-	-	-	-
Public Administration & Safety	-	-	-	-	-	-	-
Education & Training	-	-	-	-	-	-	-
Health Care & Social Assistance	8	144960	182293	247834	267000	288000	226330
Arts & Recreation	-	-	-	-	-	-	-
Other Services	2	-	-	250000	-	-	250000



5.1.83 NFP Results – Risk Manager

	No.	10%	25%	Median	75%	90%	Average
		\$	\$	\$	\$	\$	\$
Overall	20	90000	110000	142500	161696	198255	156931
Revenue							
Up to 1M	2	-	-	180000	-	-	180000
\$1M - \$5M	-	-	-	-	-	-	-
\$5M - \$10M	2	-	-	100000	-	-	100000
\$10M - \$20M	3	-	115000	140000	145000	-	126667
\$20M - \$40M	3	-	100000	110000	112938	-	105292
\$40M - \$80M	8	108000	133126	151007	169475	199265	150014
\$80M - \$120M	2	-	-	156000	-	-	156000
\$120M - \$160M	-	-	-	-	-	-	-
\$160M - \$240M	-	-	-	-	-	-	-
\$240M - \$400M	-	-	-	-	-	-	-
\$400M - \$800M	-	-	-	-	-	-	-
\$800M - \$1B	2	-	-	540000	-	-	540000
\$1B - \$4B	2	-	-	166634	-	-	166634
\$4B or more	-	-	-	-	-	-	-
Assets							
Up to 1M	2	-	-	188875	-	-	188875
\$1M - \$4M	3	-	100000	110000	130000	-	116667
\$4M - \$8M	2	-	-	90000	-	-	90000
\$8M - \$12M	-	-	-	-	-	-	-
\$12M - \$20M	3	-	112938	115877	136446	-	127630
\$20M - \$40M	2	-	-	141251	-	-	141251
\$40M - \$60M	2	-	-	90000	-	-	90000
\$60M - \$100M	2	-	-	156000	-	-	156000
\$100M - \$200M	2	-	-	110000	-	-	110000
\$200M - \$500M	2	-	-	160050	-	-	160050
\$500M - \$1B	2	-	-	120000	-	-	120000
\$1B - \$3B	3	-	184717	202800	371400	-	303145
\$3B - \$10B	-	-	-	-	-	-	-
\$10B or more	-	-	-	-	-	-	-
FTE							
Up to 5	-	-	-	-	-	-	-
5 - 10	-	-	-	-	-	-	-
11 - 20	-	-	-	-	-	-	-
21 - 30	-	-	-	-	-	-	-
31 - 50	2	-	-	156400	-	-	156400
51 - 70	2	-	-	147258	-	-	147258
71 - 100	3	-	100000	110000	135025	-	120017
101 - 150	4	90000	90000	115000	142500	147000	117500
151 - 200	-	-	-	-	-	-	-
201 - 300	2	-	-	80000	-	-	80000
301 - 400	2	-	-	145000	-	-	145000
401 - 600	2	-	-	156814	-	-	156814
601 - 1000	2	-	-	138000	-	-	138000
1001 - 4000	2	-	-	360000	-	-	360000
4001 or more	2	-	-	166634	-	-	166634



5.1.803 NFP Results – Risk Manager (continued)

	No.	10%	25%	Median	75%	90%	Average
		\$	\$	\$	\$	\$	\$
Type of Organisation							
NFP: Charity	5	100351	115877	145000	157014	184486	142138
NFP: Community Housing	-	-	-	-	-	-	-
NFP: Disability	3	-	130000	150000	165000	-	146667
NFP: Education	3	-	85000	90000	315000	-	236667
NFP: Health	3	-	146751	156000	176875	-	163751
NFP: Aged Care	3	-	105000	120000	130000	-	116667
NFP: Professional/Industry	2	-	-	160050	-	-	160050
NFP: Sport & Recreation	2	-	-	110000	-	-	110000
NFP: Other	2	-	-	166634	-	-	166634
Type of Industry							
Agriculture, Forestry & Fishing	-	-	-	-	-	-	-
Mining - Junior	-	-	-	-	-	-	-
Mining	-	-	-	-	-	-	-
Manufacturing	-	-	-	-	-	-	-
Electricity, Gas, Water, & Waste	-	-	-	-	-	-	-
Construction	-	-	-	-	-	-	-
Wholesale Trade	-	-	-	-	-	-	-
Retail Trade	-	-	-	-	-	-	-
Accommodation and Food	-	-	-	-	-	-	-
Transport, Postal & Warehousing	-	-	-	-	-	-	-
Information Media & Telecoms	-	-	-	-	-	-	-
Financial & Insurance	2	-	-	181425	-	-	181425
Rental, Hiring & Real Estate	-	-	-	-	-	-	-
Professional, Scientific & Technical	-	-	-	-	-	-	-
Administrative & Support	2	-	-	137502	-	-	137502
Public Administration & Safety	2	-	-	110000	-	-	110000
Education & Training	4	83000	87500	90000	202500	405000	200000
Health Care & Social Assistance	10	108000	116908	147500	156760	181775	142164
Arts & Recreation	-	-	-	-	-	-	-
Other Services	2	-	-	153317	-	-	153317



5.1.84 NFP Results – Compliance Manager

	No.	10%	25%	Median	75%	90%	Average
		\$	\$	\$	\$	\$	\$
Overall	21	90000	107000	143000	176800	200000	151016
Revenue							
Up to 1M	2	-	-	180000	-	-	180000
\$1M - \$5M	3	-	83500	107000	125000	-	103333
\$5M - \$10M	2	-	-	106000	-	-	106000
\$10M - \$20M	4	81600	87000	105000	126867	139227	108867
\$20M - \$40M	3	-	112538	127075	133538	-	121692
\$40M - \$80M	3	-	146500	150000	170000	-	161000
\$80M - \$120M	2	-	-	195000	-	-	195000
\$120M - \$160M	2	-	-	145000	-	-	145000
\$160M - \$240M	-	-	-	-	-	-	-
\$240M - \$400M	2	-	-	200000	-	-	200000
\$400M - \$800M	-	-	-	-	-	-	-
\$800M - \$1B	2	-	-	380000	-	-	380000
\$1B - \$4B	2	-	-	176800	-	-	176800
\$4B or more	-	-	-	-	-	-	-
Assets							
Up to 1M	3	-	101500	143000	161500	-	127667
\$1M - \$4M	2	-	-	90000	-	-	90000
\$4M - \$8M	4	100400	104000	106500	115250	130100	112750
\$8M - \$12M	-	-	-	-	-	-	-
\$12M - \$20M	2	-	-	102538	-	-	102538
\$20M - \$40M	-	-	-	-	-	-	-
\$40M - \$60M	2	-	-	173734	-	-	173734
\$60M - \$100M	2	-	-	145000	-	-	145000
\$100M - \$200M	2	-	-	167500	-	-	167500
\$200M - \$500M	2	-	-	185000	-	-	185000
\$500M - \$1B	-	-	-	-	-	-	-
\$1B - \$3B	3	-	159900	176800	278400	-	233267
\$3B - \$10B	-	-	-	-	-	-	-
\$10B or more	-	-	-	-	-	-	-
FTE							
Up to 5	-	-	-	-	-	-	-
5 - 10	-	-	-	-	-	-	-
11 - 20	2	-	-	143000	-	-	143000
21 - 30	2	-	-	90000	-	-	90000
31 - 50	2	-	-	124500	-	-	124500
51 - 70	2	-	-	107000	-	-	107000
71 - 100	-	-	-	-	-	-	-
101 - 150	3	-	84000	90000	118734	-	105156
151 - 200	2	-	-	98000	-	-	98000
201 - 300	2	-	-	133538	-	-	133538
301 - 400	2	-	-	150000	-	-	150000
401 - 600	2	-	-	165000	-	-	165000
601 - 1000	2	-	-	197500	-	-	197500
1001 - 4000	2	-	-	280000	-	-	280000
4001 or more	2	-	-	188400	-	-	188400



5.1.84 NFP Results – Compliance Manager (continued)

	No.	10%	25%	Median	75%	90%	Average
		\$	\$	\$	\$	\$	\$
Type of Organisation							
NFP: Charity	4	94800	102000	123000	140750	142100	119750
NFP: Community Housing	2	-	-	120000	-	-	120000
NFP: Disability	4	118400	135500	162500	185000	194000	158000
NFP: Education	4	84900	122250	146500	207500	311000	183250
NFP: Health	-	-	-	-	-	-	-
NFP: Aged Care	5	114800	140000	147467	190000	226000	165093
NFP: Professional/Industry	2	-	-	127075	-	-	127075
NFP: Sport & Recreation	-	-	-	-	-	-	-
NFP: Other	2	-	-	127400	-	-	127400
Type of Industry							
Agriculture, Forestry & Fishing	-	-	-	-	-	-	-
Mining - Junior	-	-	-	-	-	-	-
Mining	-	-	-	-	-	-	-
Manufacturing	-	-	-	-	-	-	-
Electricity, Gas, Water, & Waste	-	-	-	-	-	-	-
Construction	2	-	-	120000	-	-	120000
Wholesale Trade	-	-	-	-	-	-	-
Retail Trade	-	-	-	-	-	-	-
Accommodation and Food	-	-	-	-	-	-	-
Transport, Postal & Warehousing	2	-	-	78000	-	-	78000
Information Media & Telecoms	-	-	-	-	-	-	-
Financial & Insurance	2	-	-	143000	-	-	143000
Rental, Hiring & Real Estate	-	-	-	-	-	-	-
Professional, Scientific & Technical	-	-	-	-	-	-	-
Administrative & Support	-	-	-	-	-	-	-
Public Administration & Safety	-	-	-	-	-	-	-
Education & Training	5	72000	90000	143000	150000	288000	164600
Health Care & Social Assistance	12	106100	122056	142500	182500	199000	152545
Arts & Recreation	-	-	-	-	-	-	-
Other Services	2	-	-	176800	-	-	176800



5.1.85 Government Results – Managing Director

	No.	10%	25%	Median	75%	90%	Average
		\$	\$	\$	\$	\$	\$
Overall	40	230800	328500	449275	767000	909500	535972
Revenue							
Up to 1M	2	-	-	175000	-	-	175000
\$1M - \$5M	3	-	234150	252000	338500	-	297767
\$5M - \$10M	-	-	-	-	-	-	-
\$10M - \$20M	4	339685	429212	522725	651125	803450	557612
\$20M - \$40M	5	224800	232000	286340	585000	586878	382294
\$40M - \$80M	2	-	-	355456	-	-	355456
\$80M - \$120M	3	-	358500	411000	480000	-	422000
\$120M - \$160M	4	344430	351225	387500	433388	457485	397112
\$160M - \$240M	2	-	-	415000	-	-	415000
\$240M - \$400M	2	-	-	890500	-	-	890500
\$400M - \$800M	2	-	-	602000	-	-	602000
\$800M - \$1B	4	292000	490000	729000	881000	922400	642000
\$1B - \$4B	6	338790	425685	535000	857750	1103500	659097
\$4B or more	3	-	805000	850000	990350	-	913567
Assets							
Up to 1M	-	-	-	-	-	-	-
\$1M - \$4M	3	-	234150	252000	409250	-	344933
\$4M - \$8M	2	-	-	274956	-	-	274956
\$8M - \$12M	2	-	-	425000	-	-	425000
\$12M - \$20M	2	-	-	286340	-	-	286340
\$20M - \$40M	2	-	-	411000	-	-	411000
\$40M - \$60M	2	-	-	478950	-	-	478950
\$60M - \$100M	2	-	-	220000	-	-	220000
\$100M - \$200M	4	246400	268000	309950	392175	486270	350225
\$200M - \$500M	3	-	504065	588130	734565	-	629710
\$500M - \$1B	5	373020	473550	600000	858000	886200	628510
\$1B - \$3B	7	313600	345500	585000	869000	952800	607286
\$3B - \$10B	8	338500	415750	680000	957675	1166490	703962
\$10B or more	2	-	-	578790	-	-	578790
FTE							
Up to 5	2	-	-	566500	-	-	566500
5 - 10	2	-	-	338500	-	-	338500
11 - 20	3	-	195650	216300	673500	-	507333
21 - 30	-	-	-	-	-	-	-
31 - 50	2	-	-	470000	-	-	470000
51 - 70	3	-	327456	374913	481522	-	414348
71 - 100	-	-	-	-	-	-	-
101 - 150	2	-	-	480000	-	-	480000
151 - 200	5	224800	232000	286340	306000	324000	276068
201 - 300	3	-	290000	420000	590000	-	446667
301 - 400	4	433265	459162	476250	585462	777185	568375
401 - 600	2	-	-	844000	-	-	844000
601 - 1000	4	315274	368185	406290	461250	544500	423145
1001 - 4000	8	458970	547500	869500	951750	1044900	788238
4001 or more	2	-	-	850000	-	-	850000



5.1.85 Government Results – Managing Director (continued)

	No.	10%	25%	Median	75%	90%	Average
		\$	\$	\$	\$	\$	\$
Type of Organisation							
Government - Large	22	345668	417000	580000	875250	945500	643181
Government - Medium	15	217780	256000	336000	480000	586878	403026
Government - Small	3	-	338500	425000	495750	-	414500
Type of Industry							
Agriculture, Forestry & Fishing	4	263884	335260	424232	502195	553756	413223
Mining - Junior	-	-	-	-	-	-	-
Mining	-	-	-	-	-	-	-
Manufacturing	2	-	-	858000	-	-	858000
Electricity, Gas, Water, & Waste	10	303400	351395	462500	741000	935000	578258
Construction	-	-	-	-	-	-	-
Wholesale Trade	-	-	-	-	-	-	-
Retail Trade	2	-	-	355670	-	-	355670
Accommodation and Food	-	-	-	-	-	-	-
Transport, Postal & Warehousing	3	-	662500	905000	931000	-	760667
Information Media & Telecoms	3	-	646000	881000	915500	-	747333
Financial & Insurance	6	385500	452000	563250	711625	945350	631367
Rental, Hiring & Real Estate	2	-	-	160000	-	-	160000
Professional, Scientific & Technical	-	-	-	-	-	-	-
Administrative & Support	-	-	-	-	-	-	-
Public Administration & Safety	2	-	-	252000	-	-	252000
Education & Training	2	-	-	339900	-	-	339900
Health Care & Social Assistance	-	-	-	-	-	-	-
Arts & Recreation	2	-	-	280000	-	-	280000
Other Services	6	197500	223000	355475	531488	699500	417492



5.1.86 Government Results – Chief Executive Officer

	No.	10%	25%	Median	75%	90%	Average
		\$	\$	\$	\$	\$	\$
Overall	90	236368	305000	410000	500000	646040	453765
Revenue							
Up to 1M	2	-	-	771000	-	-	771000
\$1M - \$5M	6	228800	282450	341000	382000	468500	346100
\$5M - \$10M	4	219100	240250	255165	368848	567779	353932
\$10M - \$20M	13	221000	265000	325000	450000	490000	345786
\$20M - \$40M	10	235068	275000	348100	424750	514000	370172
\$40M - \$80M	16	258000	306750	353000	467715	484550	507372
\$80M - \$120M	7	446040	467500	492000	542500	578000	504943
\$120M - \$160M	3	-	348500	350000	398000	-	381000
\$160M - \$240M	9	299000	312000	435000	452000	603580	439106
\$240M - \$400M	7	278600	351000	418000	476500	525480	407171
\$400M - \$800M	4	415500	453750	487500	533750	594500	500000
\$800M - \$1B	2	-	-	220000	-	-	220000
\$1B - \$4B	7	479400	565500	596000	786942	847800	648555
\$4B or more	2	-	-	1010500	-	-	1010500
Assets							
Up to 1M	2	-	-	522500	-	-	522500
\$1M - \$4M	4	256900	316750	351000	424000	553600	389750
\$4M - \$8M	9	190600	215000	392000	513000	714520	418489
\$8M - \$12M	4	239064	242880	357500	477500	491000	362880
\$12M - \$20M	6	251500	298250	370600	409050	421500	347867
\$20M - \$40M	3	-	310000	415000	455000	-	371667
\$40M - \$60M	5	257200	265000	325000	356000	365600	314000
\$60M - \$100M	8	264119	278315	307000	417000	507000	358394
\$100M - \$200M	10	293200	301250	348500	442650	463965	376825
\$200M - \$500M	9	232200	295000	335000	435000	456800	352333
\$500M - \$1B	3	-	559550	635000	683150	-	616800
\$1B - \$3B	13	315600	347000	455000	515000	575240	447708
\$3B - \$10B	9	352000	418000	475000	596000	1237600	735762
\$10B or more	5	626154	738885	835000	871000	1038400	829177
FTE							
Up to 5	2	-	-	205000	-	-	205000
5 - 10	2	-	-	217000	-	-	217000
11 - 20	6	270760	310000	337500	351500	372000	326753
21 - 30	3	-	245500	300000	406500	-	334667
31 - 50	3	-	217000	245000	348500	-	295333
51 - 70	12	258997	266200	370500	476250	499500	393194
71 - 100	4	298100	422750	531825	611562	683405	502488
101 - 150	13	270600	282220	415000	450000	475000	376809
151 - 200	2	-	-	515000	-	-	515000
201 - 300	11	235000	316000	415000	475430	556200	450460
301 - 400	6	317500	363750	475000	548750	602500	465000
401 - 600	7	331800	363500	405000	425300	477560	405229
601 - 1000	4	243200	276500	297500	351250	443500	330250
1001 - 4000	12	353500	388750	525500	746914	828600	716324
4001 or more	6	476000	584000	618000	810250	869000	654333



5.1.86 Government Results – Chief Executive Officer (continued)

	No.	10%	25%	Median	75%	90%	Average
		\$	\$	\$	\$	\$	\$
Type of Organisation							
Government - Large	46	302500	347750	444000	577500	803000	530968
Government - Medium	42	237368	271250	371600	466250	511700	380770
Government - Small	2	-	-	211000	-	-	211000
Type of Industry							
Agriculture, Forestry & Fishing	7	241608	285000	345000	411900	433560	344331
Mining - Junior	-	-	-	-	-	-	-
Mining	-	-	-	-	-	-	-
Manufacturing	-	-	-	-	-	-	-
Electricity, Gas, Water, & Waste	10	295000	489325	548000	693214	838600	559618
Construction	4	534900	599250	703000	1258250	2135300	1154500
Wholesale Trade	-	-	-	-	-	-	-
Retail Trade	2	-	-	305000	-	-	305000
Accommodation and Food	2	-	-	338000	-	-	338000
Transport, Postal & Warehousing	5	256800	309000	335000	396000	678600	425800
Information Media & Telecoms	2	-	-	461825	-	-	461825
Financial & Insurance	5	463000	475000	515000	731300	982520	665260
Rental, Hiring & Real Estate	2	-	-	220000	-	-	220000
Professional, Scientific & Technical	6	203000	233000	300500	342500	389000	297500
Administrative & Support	2	-	-	343500	-	-	343500
Public Administration & Safety	14	277600	307500	370500	442000	577000	396429
Education & Training	2	-	-	474000	-	-	474000
Health Care & Social Assistance	12	252633	302332	381000	476250	585900	405644
Arts & Recreation	6	251610	312915	425500	460250	470430	382513
Other Services	11	265000	289300	440000	492500	513000	409236



5.1.87 Government Results – Chief Finance Officer

	No.	10%	25%	Median	75%	90%	Average
		\$	\$	\$	\$	\$	\$
Overall	76	176500	231717	292500	405000	520500	329750
Revenue							
Up to 1M	2	-	-	411000	-	-	411000
\$1M - \$5M	3	-	172500	215000	223500	-	192333
\$5M - \$10M	2	-	-	160000	-	-	160000
\$10M - \$20M	10	181722	188050	231500	303250	414200	264862
\$20M - \$40M	8	173500	177250	250000	297000	339000	249875
\$40M - \$80M	8	216369	268739	295500	506800	542200	358170
\$80M - \$120M	5	255600	285000	300000	378000	430800	333000
\$120M - \$160M	5	221200	280000	342000	360000	384000	312800
\$160M - \$240M	10	164500	208875	271500	311250	416300	318850
\$240M - \$400M	5	196000	265000	299000	299000	362600	283600
\$400M - \$800M	3	-	283500	312000	321000	-	299000
\$800M - \$1B	4	229800	327000	399000	485250	608100	413250
\$1B - \$4B	8	226300	262000	398500	488378	515457	379064
\$4B or more	5	443000	500000	620000	635000	747200	596400
Assets							
Up to 1M	-	-	-	-	-	-	-
\$1M - \$4M	4	160600	206500	256000	312500	371000	263000
\$4M - \$8M	2	-	-	321478	-	-	321478
\$8M - \$12M	2	-	-	198500	-	-	198500
\$12M - \$20M	5	209000	260000	330000	360000	468600	333200
\$20M - \$40M	5	233000	236000	240000	240000	313200	261800
\$40M - \$60M	4	181620	184050	190700	214000	246400	207350
\$60M - \$100M	7	166000	174610	232000	290500	306400	234031
\$100M - \$200M	7	190300	231750	273000	404000	641600	375357
\$200M - \$500M	8	160500	232500	287000	371250	432120	300550
\$500M - \$1B	5	341400	381000	400000	452000	594800	447600
\$1B - \$3B	13	194400	282000	299000	340000	409200	305385
\$3B - \$10B	7	228000	284500	330000	527500	661800	420143
\$10B or more	5	273000	405000	498510	620000	629000	468702
FTE							
Up to 5	2	-	-	410000	-	-	410000
5 - 10	2	-	-	215000	-	-	215000
11 - 20	4	149800	179500	214000	379500	645000	345000
21 - 30	2	-	-	300000	-	-	300000
31 - 50	3	-	190250	198500	242250	-	222167
51 - 70	8	163500	180300	231478	277750	369820	256220
71 - 100	2	-	-	294000	-	-	294000
101 - 150	10	230322	245000	292500	355500	473500	320922
151 - 200	6	172500	175750	230000	318000	354000	252167
201 - 300	12	166500	269250	345000	440000	626000	387917
301 - 400	3	-	316000	400000	426000	-	361333
401 - 600	4	211700	256250	290000	302250	308100	268500
601 - 1000	5	186000	240000	244000	270000	336600	257000
1001 - 4000	12	256000	276250	414000	488378	549351	408626
4001 or more	4	289600	322000	420000	530000	584000	432000



5.1.87 Government Results – Chief Finance Officer (continued)

	No.	10%	25%	Median	75%	90%	Average
		\$	\$	\$	\$	\$	\$
Type of Organisation							
Government - Large	40	181800	262500	335000	453250	561500	368238
Government - Medium	34	171500	188050	262500	315750	439600	285485
Government - Small	2	-	-	312500	-	-	312500
Type of Industry							
Agriculture, Forestry & Fishing	6	147500	169250	189000	222967	315978	217493
Mining - Junior	-	-	-	-	-	-	-
Mining	-	-	-	-	-	-	-
Manufacturing	2	-	-	690000	-	-	690000
Electricity, Gas, Water, & Waste	10	238100	273000	305500	469132	561500	364651
Construction	2	-	-	411000	-	-	411000
Wholesale Trade	-	-	-	-	-	-	-
Retail Trade	3	-	195000	215000	223500	-	207333
Accommodation and Food	-	-	-	-	-	-	-
Transport, Postal & Warehousing	7	302000	338000	360000	468500	489160	392771
Information Media & Telecoms	5	233600	236000	273000	405000	412200	312600
Financial & Insurance	9	309000	330000	405000	457000	672400	448556
Rental, Hiring & Real Estate	2	-	-	165000	-	-	165000
Professional, Scientific & Technical	4	274700	296750	425000	542000	543800	413750
Administrative & Support	-	-	-	-	-	-	-
Public Administration & Safety	8	181400	225500	299500	332500	509500	347000
Education & Training	2	-	-	265000	-	-	265000
Health Care & Social Assistance	6	179250	206625	243000	264750	274000	232083
Arts & Recreation	4	158766	171915	222110	284250	318900	234055
Other Services	9	168000	178000	240000	362000	472800	284600



5.1.88 Government Results – Company Secretary

	No.	10%	25%	Median	75%	90%	Average
		\$	\$	\$	\$	\$	\$
Overall	25	126600	181000	240000	268000	365200	257632
Revenue							
Up to 1M	2	-	-	110000	-	-	110000
\$1M - \$5M	-	-	-	-	-	-	-
\$5M - \$10M	-	-	-	-	-	-	-
\$10M - \$20M	3	-	182500	186000	216650	-	204100
\$20M - \$40M	2	-	-	200500	-	-	200500
\$40M - \$80M	4	197800	223000	259000	434500	710800	398500
\$80M - \$120M	4	215300	238250	256000	284500	326800	266750
\$120M - \$160M	2	-	-	303000	-	-	303000
\$160M - \$240M	2	-	-	180500	-	-	180500
\$240M - \$400M	2	-	-	372000	-	-	372000
\$400M - \$800M	2	-	-	137500	-	-	137500
\$800M - \$1B	4	141800	189500	238000	307000	391600	258500
\$1B - \$4B	2	-	-	224500	-	-	224500
\$4B or more	-	-	-	-	-	-	-
Assets							
Up to 1M	2	-	-	137500	-	-	137500
\$1M - \$4M	2	-	-	186000	-	-	186000
\$4M - \$8M	2	-	-	110000	-	-	110000
\$8M - \$12M	2	-	-	179000	-	-	179000
\$12M - \$20M	2	-	-	200500	-	-	200500
\$20M - \$40M	2	-	-	247300	-	-	247300
\$40M - \$60M	2	-	-	181000	-	-	181000
\$60M - \$100M	3	-	218500	237000	296000	-	264000
\$100M - \$200M	2	-	-	251000	-	-	251000
\$200M - \$500M	2	-	-	281000	-	-	281000
\$500M - \$1B	3	-	281500	303000	375500	-	337000
\$1B - \$3B	4	149500	192250	238500	288750	338700	242500
\$3B - \$10B	4	149000	207500	254000	424750	706900	378250
\$10B or more	2	-	-	181000	-	-	181000
FTE							
Up to 5	2	-	-	186000	-	-	186000
5 - 10	-	-	-	-	-	-	-
11 - 20	2	-	-	110000	-	-	110000
21 - 30	-	-	-	-	-	-	-
31 - 50	2	-	-	179000	-	-	179000
51 - 70	2	-	-	264150	-	-	264150
71 - 100	-	-	-	-	-	-	-
101 - 150	3	-	225500	251000	258500	-	239000
151 - 200	2	-	-	198000	-	-	198000
201 - 300	3	-	115500	121000	151000	-	137333
301 - 400	2	-	-	329000	-	-	329000
401 - 600	2	-	-	237000	-	-	237000
601 - 1000	3	-	306000	372000	410000	-	353333
1001 - 4000	6	159250	189750	238000	266000	581500	326250
4001 or more	-	-	-	-	-	-	-



5.1.88 Government Results – Company Secretary (continued)

	No.	10%	25%	Median	75%	90%	Average
		\$	\$	\$	\$	\$	\$
Type of Organisation							
Government - Large	15	127600	181000	240000	329000	417600	288300
Government - Medium	9	130000	179000	247300	261000	269000	214478
Government - Small	2	-	-	186000	-	-	186000
Type of Industry							
Agriculture, Forestry & Fishing	2	-	-	241000	-	-	241000
Mining - Junior	-	-	-	-	-	-	-
Mining	-	-	-	-	-	-	-
Manufacturing	2	-	-	260000	-	-	260000
Electricity, Gas, Water, & Waste	4	198700	225250	306000	391000	425200	310250
Construction	2	-	-	895000	-	-	895000
Wholesale Trade	-	-	-	-	-	-	-
Retail Trade	-	-	-	-	-	-	-
Accommodation and Food	-	-	-	-	-	-	-
Transport, Postal & Warehousing	3	-	251500	266000	273500	-	261333
Information Media & Telecoms	2	-	-	216000	-	-	216000
Financial & Insurance	2	-	-	223500	-	-	223500
Rental, Hiring & Real Estate	2	-	-	110000	-	-	110000
Professional, Scientific & Technical	2	-	-	268000	-	-	268000
Administrative & Support	-	-	-	-	-	-	-
Public Administration & Safety	3	-	158000	181000	268000	-	223667
Education & Training	2	-	-	137500	-	-	137500
Health Care & Social Assistance	2	-	-	247300	-	-	247300
Arts & Recreation	-	-	-	-	-	-	-
Other Services	4	113300	118250	160500	212750	235700	170500



5.1.89 Government Results – Chief Finance Officer & Company Secretary

	No.	10%	25%	Median	75%	90%	Average
		\$	\$	\$	\$	\$	\$
Overall	9	208000	242000	309000	462470	485240	339586
Revenue							
Up to 1M	-	-	-	-	-	-	-
\$1M - \$5M	-	-	-	-	-	-	-
\$5M - \$10M	-	-	-	-	-	-	-
\$10M - \$20M	2	-	-	200000	-	-	200000
\$20M - \$40M	3	-	385735	462470	496735	-	434157
\$40M - \$80M	2	-	-	473800	-	-	473800
\$80M - \$120M	-	-	-	-	-	-	-
\$120M - \$160M	2	-	-	242000	-	-	242000
\$160M - \$240M	-	-	-	-	-	-	-
\$240M - \$400M	-	-	-	-	-	-	-
\$400M - \$800M	2	-	-	247000	-	-	247000
\$800M - \$1B	2	-	-	381000	-	-	381000
\$1B - \$4B	2	-	-	210000	-	-	210000
\$4B or more	-	-	-	-	-	-	-
Assets							
Up to 1M	2	-	-	247000	-	-	247000
\$1M - \$4M	2	-	-	531000	-	-	531000
\$4M - \$8M	-	-	-	-	-	-	-
\$8M - \$12M	-	-	-	-	-	-	-
\$12M - \$20M	2	-	-	462470	-	-	462470
\$20M - \$40M	-	-	-	-	-	-	-
\$40M - \$60M	-	-	-	-	-	-	-
\$60M - \$100M	-	-	-	-	-	-	-
\$100M - \$200M	2	-	-	221000	-	-	221000
\$200M - \$500M	2	-	-	309000	-	-	309000
\$500M - \$1B	2	-	-	427400	-	-	427400
\$1B - \$3B	2	-	-	210000	-	-	210000
\$3B - \$10B	-	-	-	-	-	-	-
\$10B or more	-	-	-	-	-	-	-
FTE							
Up to 5	-	-	-	-	-	-	-
5 - 10	-	-	-	-	-	-	-
11 - 20	-	-	-	-	-	-	-
21 - 30	-	-	-	-	-	-	-
31 - 50	-	-	-	-	-	-	-
51 - 70	2	-	-	254500	-	-	254500
71 - 100	-	-	-	-	-	-	-
101 - 150	3	-	352235	462470	468135	-	392757
151 - 200	-	-	-	-	-	-	-
201 - 300	-	-	-	-	-	-	-
301 - 400	-	-	-	-	-	-	-
401 - 600	-	-	-	-	-	-	-
601 - 1000	2	-	-	381000	-	-	381000
1001 - 4000	2	-	-	247000	-	-	247000
4001 or more	2	-	-	370500	-	-	370500



5.1.89 Government Results—Chief Finance Officer & Company Secretary (cont.)

	No.	10%	25%	Median	75%	90%	Average
		\$	\$	\$	\$	\$	\$
Type of Organisation							
Government - Large	4	221100	237750	314000	418500	486000	342250
Government - Medium	5	216800	242000	309000	462470	469268	337454
Government - Small	-	-	-	-	-	-	-
Type of Industry							
Agriculture, Forestry & Fishing	2	-	-	309000	-	-	309000
Mining - Junior	-	-	-	-	-	-	-
Mining	-	-	-	-	-	-	-
Manufacturing	-	-	-	-	-	-	-
Electricity, Gas, Water, & Waste	2	-	-	427400	-	-	427400
Construction	-	-	-	-	-	-	-
Wholesale Trade	-	-	-	-	-	-	-
Retail Trade	-	-	-	-	-	-	-
Accommodation and Food	-	-	-	-	-	-	-
Transport, Postal & Warehousing	2	-	-	462470	-	-	462470
Information Media & Telecoms	-	-	-	-	-	-	-
Financial & Insurance	-	-	-	-	-	-	-
Rental, Hiring & Real Estate	-	-	-	-	-	-	-
Professional, Scientific & Technical	-	-	-	-	-	-	-
Administrative & Support	-	-	-	-	-	-	-
Public Administration & Safety	2	-	-	370500	-	-	370500
Education & Training	2	-	-	247000	-	-	247000
Health Care & Social Assistance	-	-	-	-	-	-	-
Arts & Recreation	2	-	-	221000	-	-	221000
Other Services	-	-	-	-	-	-	-



5.1.90 Government Results – General Counsel

	No.	10%	25%	Median	75%	90%	Average
		\$	\$	\$	\$	\$	\$
Overall	13	153800	225000	247000	360000	455240	302897
Revenue							
Up to 1M	-	-	-	-	-	-	-
\$1M - \$5M	2	-	-	247000	-	-	247000
\$5M - \$10M	-	-	-	-	-	-	-
\$10M - \$20M	2	-	-	292500	-	-	292500
\$20M - \$40M	2	-	-	201000	-	-	201000
\$40M - \$80M	3	-	184300	226600	350200	-	280800
\$80M - \$120M	-	-	-	-	-	-	-
\$120M - \$160M	-	-	-	-	-	-	-
\$160M - \$240M	2	-	-	137000	-	-	137000
\$240M - \$400M	-	-	-	-	-	-	-
\$400M - \$800M	2	-	-	291130	-	-	291130
\$800M - \$1B	2	-	-	381000	-	-	381000
\$1B - \$4B	-	-	-	-	-	-	-
\$4B or more	2	-	-	481000	-	-	481000
Assets							
Up to 1M	2	-	-	352260	-	-	352260
\$1M - \$4M	2	-	-	251000	-	-	251000
\$4M - \$8M	-	-	-	-	-	-	-
\$8M - \$12M	2	-	-	247000	-	-	247000
\$12M - \$20M	-	-	-	-	-	-	-
\$20M - \$40M	-	-	-	-	-	-	-
\$40M - \$60M	-	-	-	-	-	-	-
\$60M - \$100M	2	-	-	226600	-	-	226600
\$100M - \$200M	2	-	-	201000	-	-	201000
\$200M - \$500M	-	-	-	-	-	-	-
\$500M - \$1B	3	-	303000	381000	427400	-	359933
\$1B - \$3B	2	-	-	137000	-	-	137000
\$3B - \$10B	2	-	-	290000	-	-	290000
\$10B or more	2	-	-	612000	-	-	612000
FTE							
Up to 5	2	-	-	360000	-	-	360000
5 - 10	2	-	-	194500	-	-	194500
11 - 20	2	-	-	201000	-	-	201000
21 - 30	-	-	-	-	-	-	-
31 - 50	-	-	-	-	-	-	-
51 - 70	-	-	-	-	-	-	-
71 - 100	-	-	-	-	-	-	-
101 - 150	2	-	-	473800	-	-	473800
151 - 200	-	-	-	-	-	-	-
201 - 300	3	-	183500	230000	421000	-	326333
301 - 400	2	-	-	225000	-	-	225000
401 - 600	2	-	-	226600	-	-	226600
601 - 1000	2	-	-	381000	-	-	381000
1001 - 4000	2	-	-	352260	-	-	352260
4001 or more	2	-	-	350000	-	-	350000



5.1.90 Government Results – General Counsel (continued)

	No.	10%	25%	Median	75%	90%	Average
		\$	\$	\$	\$	\$	\$
Type of Organisation							
Government - Large	8	198600	226200	290000	359445	450300	314232
Government - Medium	2	-	-	337400	-	-	337400
Government - Small	3	-	194500	247000	303500	-	249667
Type of Industry							
Agriculture, Forestry & Fishing	-	-	-	-	-	-	-
Mining - Junior	-	-	-	-	-	-	-
Mining	-	-	-	-	-	-	-
Manufacturing	-	-	-	-	-	-	-
Electricity, Gas, Water, & Waste	3	-	291000	381000	427400	-	351933
Construction	-	-	-	-	-	-	-
Wholesale Trade	-	-	-	-	-	-	-
Retail Trade	2	-	-	247000	-	-	247000
Accommodation and Food	-	-	-	-	-	-	-
Transport, Postal & Warehousing	2	-	-	225800	-	-	225800
Information Media & Telecoms	-	-	-	-	-	-	-
Financial & Insurance	3	-	295000	360000	486000	-	400667
Rental, Hiring & Real Estate	-	-	-	-	-	-	-
Professional, Scientific & Technical	2	-	-	142000	-	-	142000
Administrative & Support	-	-	-	-	-	-	-
Public Administration & Safety	-	-	-	-	-	-	-
Education & Training	2	-	-	352260	-	-	352260
Health Care & Social Assistance	-	-	-	-	-	-	-
Arts & Recreation	-	-	-	-	-	-	-
Other Services	2	-	-	243500	-	-	243500



5.1.91 Government Results – Chief Risk Officer

	No.	10%	25%	Median	75%	90%	Average
		\$	\$	\$	\$	\$	\$
Overall	14	190000	228300	285000	382750	566200	356850
Revenue							
Up to 1M	-	-	-	-	-	-	-
\$1M - \$5M	-	-	-	-	-	-	-
\$5M - \$10M	-	-	-	-	-	-	-
\$10M - \$20M	2	-	-	300000	-	-	300000
\$20M - \$40M	-	-	-	-	-	-	-
\$40M - \$80M	2	-	-	736850	-	-	736850
\$80M - \$120M	3	-	210000	270000	292500	-	245000
\$120M - \$160M	2	-	-	275500	-	-	275500
\$160M - \$240M	2	-	-	181000	-	-	181000
\$240M - \$400M	3	-	257100	267000	332000	-	303733
\$400M - \$800M	2	-	-	222000	-	-	222000
\$800M - \$1B	-	-	-	-	-	-	-
\$1B - \$4B	-	-	-	-	-	-	-
\$4B or more	2	-	-	622000	-	-	622000
Assets							
Up to 1M	-	-	-	-	-	-	-
\$1M - \$4M	2	-	-	300000	-	-	300000
\$4M - \$8M	-	-	-	-	-	-	-
\$8M - \$12M	-	-	-	-	-	-	-
\$12M - \$20M	-	-	-	-	-	-	-
\$20M - \$40M	2	-	-	181000	-	-	181000
\$40M - \$60M	-	-	-	-	-	-	-
\$60M - \$100M	2	-	-	150000	-	-	150000
\$100M - \$200M	-	-	-	-	-	-	-
\$200M - \$500M	4	235500	255750	303500	364000	407200	316250
\$500M - \$1B	2	-	-	211000	-	-	211000
\$1B - \$3B	3	-	292500	315000	356000	-	327333
\$3B - \$10B	2	-	-	642450	-	-	642450
\$10B or more	2	-	-	622000	-	-	622000
FTE							
Up to 5	2	-	-	300000	-	-	300000
5 - 10	-	-	-	-	-	-	-
11 - 20	-	-	-	-	-	-	-
21 - 30	-	-	-	-	-	-	-
31 - 50	-	-	-	-	-	-	-
51 - 70	2	-	-	436000	-	-	436000
71 - 100	-	-	-	-	-	-	-
101 - 150	2	-	-	210000	-	-	210000
151 - 200	2	-	-	315000	-	-	315000
201 - 300	3	-	260500	340000	481000	-	381000
301 - 400	2	-	-	211000	-	-	211000
401 - 600	2	-	-	247200	-	-	247200
601 - 1000	2	-	-	397000	-	-	397000
1001 - 4000	3	-	244500	267000	652350	-	508900
4001 or more	-	-	-	-	-	-	-



5.1.91 Government Results – Chief Risk Officer (continued)

	No.	10%	25%	Median	75%	90%	Average
		\$	\$	\$	\$	\$	\$
Type of Organisation							
Government - Large	9	205000	222000	267000	397000	705140	391656
Government - Medium	4	186000	240000	292500	345250	399700	292750
Government - Small	2	-	-	300000	-	-	300000
Type of Industry							
Agriculture, Forestry & Fishing	2	-	-	211000	-	-	211000
Mining - Junior	-	-	-	-	-	-	-
Mining	-	-	-	-	-	-	-
Manufacturing	-	-	-	-	-	-	-
Electricity, Gas, Water, & Waste	2	-	-	397000	-	-	397000
Construction	2	-	-	1037700	-	-	1037700
Wholesale Trade	-	-	-	-	-	-	-
Retail Trade	-	-	-	-	-	-	-
Accommodation and Food	-	-	-	-	-	-	-
Transport, Postal & Warehousing	2	-	-	388000	-	-	388000
Information Media & Telecoms	-	-	-	-	-	-	-
Financial & Insurance	4	279000	292500	307500	391750	529900	376750
Rental, Hiring & Real Estate	-	-	-	-	-	-	-
Professional, Scientific & Technical	-	-	-	-	-	-	-
Administrative & Support	-	-	-	-	-	-	-
Public Administration & Safety	2	-	-	247200	-	-	247200
Education & Training	2	-	-	267000	-	-	267000
Health Care & Social Assistance	2	-	-	222000	-	-	222000
Arts & Recreation	-	-	-	-	-	-	-
Other Services	2	-	-	165500	-	-	165500



5.1.92 Government Results – Chief Operating Officer

	No.	10%	25%	Median	75%	90%	Average
		\$	\$	\$	\$	\$	\$
Overall	33	161600	211000	275000	360000	446800	313526
Revenue							
Up to 1M	-	-	-	-	-	-	-
\$1M - \$5M	-	-	-	-	-	-	-
\$5M - \$10M	-	-	-	-	-	-	-
\$10M - \$20M	4	191754	210555	266530	316545	324618	260570
\$20M - \$40M	3	-	197500	263000	269000	-	223333
\$40M - \$80M	-	-	-	-	-	-	-
\$80M - \$120M	4	272000	290000	307500	343750	395500	326250
\$120M - \$160M	3	-	245500	280000	320000	-	283667
\$160M - \$240M	3	-	189000	210000	242000	-	217333
\$240M - \$400M	5	175760	236900	268000	303000	364200	269580
\$400M - \$800M	2	-	-	403500	-	-	403500
\$800M - \$1B	4	184000	220000	460000	692292	714419	452292
\$1B - \$4B	3	-	168500	192000	290500	-	242000
\$4B or more	2	-	-	568000	-	-	568000
Assets							
Up to 1M	-	-	-	-	-	-	-
\$1M - \$4M	2	-	-	280000	-	-	280000
\$4M - \$8M	2	-	-	275500	-	-	275500
\$8M - \$12M	-	-	-	-	-	-	-
\$12M - \$20M	2	-	-	197500	-	-	197500
\$20M - \$40M	2	-	-	168000	-	-	168000
\$40M - \$60M	2	-	-	192000	-	-	192000
\$60M - \$100M	3	-	239610	300000	306030	-	263760
\$100M - \$200M	3	-	242000	274000	288500	-	262333
\$200M - \$500M	4	295600	337000	382500	416500	437200	371000
\$500M - \$1B	3	-	225500	240000	460000	-	377000
\$1B - \$3B	7	210000	267500	315000	409500	549668	361881
\$3B - \$10B	4	183070	217675	296450	453250	628300	374475
\$10B or more	2	-	-	268000	-	-	268000
FTE							
Up to 5	-	-	-	-	-	-	-
5 - 10	-	-	-	-	-	-	-
11 - 20	2	-	-	745000	-	-	745000
21 - 30	2	-	-	221000	-	-	221000
31 - 50	2	-	-	242500	-	-	242500
51 - 70	2	-	-	312060	-	-	312060
71 - 100	2	-	-	274000	-	-	274000
101 - 150	6	173610	199415	261500	290750	315000	250037
151 - 200	2	-	-	223500	-	-	223500
201 - 300	5	145000	160000	356000	360000	378600	280400
301 - 400	2	-	-	211000	-	-	211000
401 - 600	2	-	-	236900	-	-	236900
601 - 1000	2	-	-	240000	-	-	240000
1001 - 4000	10	255700	285750	397000	445750	684917	408017
4001 or more	2	-	-	192000	-	-	192000



5.1.92 Government Results – Chief Operating Officer (continued)

	No.	10%	25%	Median	75%	90%	Average
		\$	\$	\$	\$	\$	\$
Type of Organisation							
Government - Large	19	157000	223950	303000	398000	496800	334846
Government - Medium	14	171366	212750	268500	309045	325500	284591
Government - Small	-	-	-	-	-	-	-
Type of Industry							
Agriculture, Forestry & Fishing	2	-	-	211000	-	-	211000
Mining - Junior	-	-	-	-	-	-	-
Mining	-	-	-	-	-	-	-
Manufacturing	2	-	-	680000	-	-	680000
Electricity, Gas, Water, & Waste	3	-	140000	145000	192500	-	173333
Construction	-	-	-	-	-	-	-
Wholesale Trade	-	-	-	-	-	-	-
Retail Trade	2	-	-	132000	-	-	132000
Accommodation and Food	-	-	-	-	-	-	-
Transport, Postal & Warehousing	4	277718	299795	336030	367250	380300	331015
Information Media & Telecoms	3	-	339500	405000	567085	-	469390
Financial & Insurance	5	282000	315000	356000	391000	603400	413400
Rental, Hiring & Real Estate	2	-	-	160000	-	-	160000
Professional, Scientific & Technical	-	-	-	-	-	-	-
Administrative & Support	-	-	-	-	-	-	-
Public Administration & Safety	2	-	-	283450	-	-	283450
Education & Training	2	-	-	268000	-	-	268000
Health Care & Social Assistance	5	199200	210000	280000	303000	391800	287200
Arts & Recreation	2	-	-	179220	-	-	179220
Other Services	4	183900	207750	260500	332500	391000	279750



5.1.93 Government Results – Chief Information Officer

	No.	10%	25%	Median	75%	90%	Average
		\$	\$	\$	\$	\$	\$
Overall	24	168500	245000	319940	438778	484000	337634
Revenue							
Up to 1M	-	-	-	-	-	-	-
\$1M - \$5M	2	-	-	227000	-	-	227000
\$5M - \$10M	-	-	-	-	-	-	-
\$10M - \$20M	2	-	-	355000	-	-	355000
\$20M - \$40M	2	-	-	490555	-	-	490555
\$40M - \$80M	2	-	-	336000	-	-	336000
\$80M - \$120M	2	-	-	313000	-	-	313000
\$120M - \$160M	-	-	-	-	-	-	-
\$160M - \$240M	3	-	173500	186000	218500	-	199333
\$240M - \$400M	2	-	-	340390	-	-	340390
\$400M - \$800M	2	-	-	286000	-	-	286000
\$800M - \$1B	3	-	279000	398000	434000	-	342667
\$1B - \$4B	4	196700	259250	364500	440580	450624	335330
\$4B or more	2	-	-	501500	-	-	501500
Assets							
Up to 1M	2	-	-	300000	-	-	300000
\$1M - \$4M	2	-	-	531000	-	-	531000
\$4M - \$8M	2	-	-	220000	-	-	220000
\$8M - \$12M	-	-	-	-	-	-	-
\$12M - \$20M	2	-	-	450110	-	-	450110
\$20M - \$40M	2	-	-	251000	-	-	251000
\$40M - \$60M	2	-	-	315000	-	-	315000
\$60M - \$100M	-	-	-	-	-	-	-
\$100M - \$200M	2	-	-	161000	-	-	161000
\$200M - \$500M	-	-	-	-	-	-	-
\$500M - \$1B	2	-	-	480000	-	-	480000
\$1B - \$3B	7	210600	259000	335000	386950	412800	321129
\$3B - \$10B	4	193600	244000	288440	391910	548564	347470
\$10B or more	2	-	-	252500	-	-	252500
FTE							
Up to 5	-	-	-	-	-	-	-
5 - 10	-	-	-	-	-	-	-
11 - 20	2	-	-	653000	-	-	653000
21 - 30	-	-	-	-	-	-	-
31 - 50	-	-	-	-	-	-	-
51 - 70	-	-	-	-	-	-	-
71 - 100	2	-	-	161000	-	-	161000
101 - 150	3	-	235500	251000	350555	-	307037
151 - 200	2	-	-	291000	-	-	291000
201 - 300	6	173000	207500	304000	346500	362950	279983
301 - 400	2	-	-	358500	-	-	358500
401 - 600	2	-	-	304880	-	-	304880
601 - 1000	2	-	-	470000	-	-	470000
1001 - 4000	6	227500	308750	366500	425750	446160	346720
4001 or more	2	-	-	412500	-	-	412500



5.1.93 Government Results – Chief Information Officer (continued)

	No.	10%	25%	Median	75%	90%	Average
		\$	\$	\$	\$	\$	\$
Type of Organisation							
Government - Large	18	178200	277500	335500	425750	476000	337617
Government - Medium	6	190500	227750	271000	410332	551555	337685
Government - Small	-	-	-	-	-	-	-
Type of Industry							
Agriculture, Forestry & Fishing	-	-	-	-	-	-	-
Mining - Junior	-	-	-	-	-	-	-
Mining	-	-	-	-	-	-	-
Manufacturing	-	-	-	-	-	-	-
Electricity, Gas, Water, & Waste	3	-	265450	375900	422950	-	333633
Construction	-	-	-	-	-	-	-
Wholesale Trade	-	-	-	-	-	-	-
Retail Trade	-	-	-	-	-	-	-
Accommodation and Food	-	-	-	-	-	-	-
Transport, Postal & Warehousing	3	-	442555	450110	470055	-	458370
Information Media & Telecoms	2	-	-	279500	-	-	279500
Financial & Insurance	5	279600	291000	350000	457320	574728	404664
Rental, Hiring & Real Estate	2	-	-	160000	-	-	160000
Professional, Scientific & Technical	-	-	-	-	-	-	-
Administrative & Support	-	-	-	-	-	-	-
Public Administration & Safety	5	222800	227000	304880	336000	453000	323776
Education & Training	2	-	-	300000	-	-	300000
Health Care & Social Assistance	2	-	-	294000	-	-	294000
Arts & Recreation	-	-	-	-	-	-	-
Other Services	3	-	218500	251000	293000	-	257333



5.1.94 Government Results – Chief People & Culture Officer

	No.	10%	25%	Median	75%	90%	Average
		\$	\$	\$	\$	\$	\$
Overall	25	176000	230000	273000	345000	480288	322709
Revenue							
Up to 1M	2	-	-	399000	-	-	399000
\$1M - \$5M	2	-	-	227000	-	-	227000
\$5M - \$10M	-	-	-	-	-	-	-
\$10M - \$20M	2	-	-	337500	-	-	337500
\$20M - \$40M	2	-	-	531000	-	-	531000
\$40M - \$80M	2	-	-	976000	-	-	976000
\$80M - \$120M	3	-	240000	250000	272500	-	258333
\$120M - \$160M	2	-	-	285000	-	-	285000
\$160M - \$240M	3	-	161000	185000	212500	-	187333
\$240M - \$400M	3	-	212500	255000	259000	-	229333
\$400M - \$800M	3	-	245000	273000	304905	-	275603
\$800M - \$1B	2	-	-	216500	-	-	216500
\$1B - \$4B	2	-	-	454660	-	-	454660
\$4B or more	2	-	-	495600	-	-	495600
Assets							
Up to 1M	2	-	-	336810	-	-	336810
\$1M - \$4M	3	-	290000	330000	430500	-	370333
\$4M - \$8M	2	-	-	399000	-	-	399000
\$8M - \$12M	-	-	-	-	-	-	-
\$12M - \$20M	-	-	-	-	-	-	-
\$20M - \$40M	-	-	-	-	-	-	-
\$40M - \$60M	-	-	-	-	-	-	-
\$60M - \$100M	-	-	-	-	-	-	-
\$100M - \$200M	2	-	-	177500	-	-	177500
\$200M - \$500M	3	-	240000	263000	291500	-	266667
\$500M - \$1B	2	-	-	309000	-	-	309000
\$1B - \$3B	6	182000	227750	240000	283750	373500	265167
\$3B - \$10B	5	192000	240000	255000	273000	694800	380800
\$10B or more	2	-	-	495600	-	-	495600
FTE							
Up to 5	2	-	-	330000	-	-	330000
5 - 10	-	-	-	-	-	-	-
11 - 20	-	-	-	-	-	-	-
21 - 30	-	-	-	-	-	-	-
31 - 50	2	-	-	185000	-	-	185000
51 - 70	-	-	-	-	-	-	-
71 - 100	-	-	-	-	-	-	-
101 - 150	2	-	-	250000	-	-	250000
151 - 200	2	-	-	295000	-	-	295000
201 - 300	4	143900	154250	216500	284750	305900	222500
301 - 400	2	-	-	286000	-	-	286000
401 - 600	2	-	-	255000	-	-	255000
601 - 1000	2	-	-	256500	-	-	256500
1001 - 4000	10	212300	235000	299905	438750	509188	375113
4001 or more	2	-	-	513300	-	-	513300



5.1.94 Government Results – Chief People & Culture Officer (continued)

	No.	10%	25%	Median	75%	90%	Average
		\$	\$	\$	\$	\$	\$
Type of Organisation							
Government - Large	21	170000	230000	273000	399000	495600	333701
Government - Medium	3	-	217500	250000	272500	-	243333
Government - Small	2	-	-	330000	-	-	330000
Type of Industry							
Agriculture, Forestry & Fishing	-	-	-	-	-	-	-
Mining - Junior	-	-	-	-	-	-	-
Mining	-	-	-	-	-	-	-
Manufacturing	-	-	-	-	-	-	-
Electricity, Gas, Water, & Waste	3	-	256500	273000	384300	-	336200
Construction	2	-	-	687500	-	-	687500
Wholesale Trade	-	-	-	-	-	-	-
Retail Trade	-	-	-	-	-	-	-
Accommodation and Food	-	-	-	-	-	-	-
Transport, Postal & Warehousing	3	-	332500	345000	398500	-	372333
Information Media & Telecoms	-	-	-	-	-	-	-
Financial & Insurance	5	259200	273000	295000	330000	406392	321064
Rental, Hiring & Real Estate	2	-	-	160000	-	-	160000
Professional, Scientific & Technical	-	-	-	-	-	-	-
Administrative & Support	-	-	-	-	-	-	-
Public Administration & Safety	3	-	241000	255000	393000	-	337667
Education & Training	2	-	-	299905	-	-	299905
Health Care & Social Assistance	4	174500	181250	201000	225250	240100	205500
Arts & Recreation	-	-	-	-	-	-	-
Other Services	2	-	-	183500	-	-	183500



5.1.95 Government Results – Chief Marketing Officer

	No.	10%	25%	Median	75%	90%	Average
		\$	\$	\$	\$	\$	\$
Overall	16	135500	160000	223500	250082	382000	254301
Revenue							
Up to 1M	-	-	-	-	-	-	-
\$1M - \$5M	2	-	-	227000	-	-	227000
\$5M - \$10M	-	-	-	-	-	-	-
\$10M - \$20M	2	-	-	160000	-	-	160000
\$20M - \$40M	2	-	-	157850	-	-	157850
\$40M - \$80M	-	-	-	-	-	-	-
\$80M - \$120M	2	-	-	150000	-	-	150000
\$120M - \$160M	-	-	-	-	-	-	-
\$160M - \$240M	3	-	153000	185000	212500	-	182000
\$240M - \$400M	2	-	-	223500	-	-	223500
\$400M - \$800M	2	-	-	244110	-	-	244110
\$800M - \$1B	3	-	231500	303000	382000	-	308000
\$1B - \$4B	2	-	-	268000	-	-	268000
\$4B or more	2	-	-	787000	-	-	787000
Assets							
Up to 1M	2	-	-	244110	-	-	244110
\$1M - \$4M	-	-	-	-	-	-	-
\$4M - \$8M	-	-	-	-	-	-	-
\$8M - \$12M	-	-	-	-	-	-	-
\$12M - \$20M	2	-	-	157850	-	-	157850
\$20M - \$40M	-	-	-	-	-	-	-
\$40M - \$60M	2	-	-	214000	-	-	214000
\$60M - \$100M	2	-	-	150000	-	-	150000
\$100M - \$200M	2	-	-	185000	-	-	185000
\$200M - \$500M	2	-	-	227000	-	-	227000
\$500M - \$1B	2	-	-	382000	-	-	382000
\$1B - \$3B	2	-	-	174000	-	-	174000
\$3B - \$10B	4	178000	205000	230000	376750	622900	351750
\$10B or more	-	-	-	-	-	-	-
FTE							
Up to 5	-	-	-	-	-	-	-
5 - 10	-	-	-	-	-	-	-
11 - 20	2	-	-	787000	-	-	787000
21 - 30	-	-	-	-	-	-	-
31 - 50	2	-	-	185000	-	-	185000
51 - 70	2	-	-	160000	-	-	160000
71 - 100	-	-	-	-	-	-	-
101 - 150	2	-	-	172850	-	-	172850
151 - 200	2	-	-	120000	-	-	120000
201 - 300	2	-	-	140500	-	-	140500
301 - 400	2	-	-	227000	-	-	227000
401 - 600	2	-	-	220000	-	-	220000
601 - 1000	2	-	-	271500	-	-	271500
1001 - 4000	3	-	235555	244110	352555	-	310703
4001 or more	2	-	-	268000	-	-	268000



5.1.95 Government Results – Chief Marketing Officer (continued)

	No.	10%	25%	Median	75%	90%	Average
		\$	\$	\$	\$	\$	\$
Type of Organisation							
Government - Large	10	156100	221750	233500	262028	318800	247111
Government - Medium	6	135000	152500	172500	193025	491350	266283
Government - Small	-	-	-	-	-	-	-
Type of Industry							
Agriculture, Forestry & Fishing	-	-	-	-	-	-	-
Mining - Junior	-	-	-	-	-	-	-
Mining	-	-	-	-	-	-	-
Manufacturing	2	-	-	461000	-	-	461000
Electricity, Gas, Water, & Waste	2	-	-	271500	-	-	271500
Construction	-	-	-	-	-	-	-
Wholesale Trade	-	-	-	-	-	-	-
Retail Trade	2	-	-	120000	-	-	120000
Accommodation and Food	-	-	-	-	-	-	-
Transport, Postal & Warehousing	-	-	-	-	-	-	-
Information Media & Telecoms	-	-	-	-	-	-	-
Financial & Insurance	2	-	-	787000	-	-	787000
Rental, Hiring & Real Estate	2	-	-	160000	-	-	160000
Professional, Scientific & Technical	2	-	-	195700	-	-	195700
Administrative & Support	-	-	-	-	-	-	-
Public Administration & Safety	2	-	-	223500	-	-	223500
Education & Training	2	-	-	235555	-	-	235555
Health Care & Social Assistance	2	-	-	226500	-	-	226500
Arts & Recreation	-	-	-	-	-	-	-
Other Services	3	-	135500	150000	155000	-	143667



5.1.96 Government Results – Chief Infrastructure Officer

	No.	10%	25%	Median	75%	90%	Average
		\$	\$	\$	\$	\$	\$
Overall	6	147100	156275	264050	410750	515000	308717
Revenue							
Up to 1M	-	-	-	-	-	-	-
\$1M - \$5M	-	-	-	-	-	-	-
\$5M - \$10M	-	-	-	-	-	-	-
\$10M - \$20M	2	-	-	387550	-	-	387550
\$20M - \$40M	2	-	-	430000	-	-	430000
\$40M - \$80M	-	-	-	-	-	-	-
\$80M - \$120M	2	-	-	353000	-	-	353000
\$120M - \$160M	-	-	-	-	-	-	-
\$160M - \$240M	-	-	-	-	-	-	-
\$240M - \$400M	2	-	-	147100	-	-	147100
\$400M - \$800M	-	-	-	-	-	-	-
\$800M - \$1B	-	-	-	-	-	-	-
\$1B - \$4B	-	-	-	-	-	-	-
\$4B or more	-	-	-	-	-	-	-
Assets							
Up to 1M	-	-	-	-	-	-	-
\$1M - \$4M	2	-	-	175100	-	-	175100
\$4M - \$8M	-	-	-	-	-	-	-
\$8M - \$12M	2	-	-	430000	-	-	430000
\$12M - \$20M	-	-	-	-	-	-	-
\$20M - \$40M	-	-	-	-	-	-	-
\$40M - \$60M	-	-	-	-	-	-	-
\$60M - \$100M	-	-	-	-	-	-	-
\$100M - \$200M	2	-	-	144200	-	-	144200
\$200M - \$500M	2	-	-	150000	-	-	150000
\$500M - \$1B	2	-	-	600000	-	-	600000
\$1B - \$3B	2	-	-	353000	-	-	353000
\$3B - \$10B	-	-	-	-	-	-	-
\$10B or more	-	-	-	-	-	-	-
FTE							
Up to 5	2	-	-	175100	-	-	175100
5 - 10	-	-	-	-	-	-	-
11 - 20	-	-	-	-	-	-	-
21 - 30	-	-	-	-	-	-	-
31 - 50	-	-	-	-	-	-	-
51 - 70	2	-	-	430000	-	-	430000
71 - 100	-	-	-	-	-	-	-
101 - 150	-	-	-	-	-	-	-
151 - 200	-	-	-	-	-	-	-
201 - 300	-	-	-	-	-	-	-
301 - 400	2	-	-	600000	-	-	600000
401 - 600	-	-	-	-	-	-	-
601 - 1000	2	-	-	150000	-	-	150000
1001 - 4000	2	-	-	248600	-	-	248600
4001 or more	-	-	-	-	-	-	-



5.1.96 Government Results – Chief Infrastructure Officer (continued)

	No.	10%	25%	Median	75%	90%	Average
		\$	\$	\$	\$	\$	\$
Type of Organisation							
Government - Large	4	145940	148550	251500	414750	525900	311800
Government - Medium	2	-	-	430000	-	-	430000
Government - Small	2	-	-	175100	-	-	175100
Type of Industry							
Agriculture, Forestry & Fishing	-	-	-	-	-	-	-
Mining - Junior	-	-	-	-	-	-	-
Mining	-	-	-	-	-	-	-
Manufacturing	-	-	-	-	-	-	-
Electricity, Gas, Water, & Waste	-	-	-	-	-	-	-
Construction	-	-	-	-	-	-	-
Wholesale Trade	-	-	-	-	-	-	-
Retail Trade	-	-	-	-	-	-	-
Accommodation and Food	-	-	-	-	-	-	-
Transport, Postal & Warehousing	2	-	-	600000	-	-	600000
Information Media & Telecoms	-	-	-	-	-	-	-
Financial & Insurance	2	-	-	175100	-	-	175100
Rental, Hiring & Real Estate	-	-	-	-	-	-	-
Professional, Scientific & Technical	-	-	-	-	-	-	-
Administrative & Support	-	-	-	-	-	-	-
Public Administration & Safety	-	-	-	-	-	-	-
Education & Training	-	-	-	-	-	-	-
Health Care & Social Assistance	2	-	-	144200	-	-	144200
Arts & Recreation	2	-	-	150000	-	-	150000
Other Services	2	-	-	391500	-	-	391500



5.1.97 Super Funds Results – Chief Executive Officer

	No.	10%	25%	Median	75%	90%	Average
		\$	\$	\$	\$	\$	\$
Overall	47	302200	411000	568195	705000	990640	572160
Revenue							
Up to 1M	-	-	-	-	-	-	-
\$1M - \$5M	6	270000	286250	292500	328000	347150	303217
\$5M - \$10M	2	-	-	350000	-	-	350000
\$10M - \$20M	11	420000	436950	458575	518375	568195	462414
\$20M - \$40M	11	382500	411700	571000	652500	735000	549221
\$40M - \$80M	10	457300	528105	646024	711072	986410	661952
\$80M - \$120M	4	727973	747433	880397	1005225	1010040	872261
\$120M - \$160M	-	-	-	-	-	-	-
\$160M - \$240M	2	-	-	881280	-	-	881280
\$240M - \$400M	2	-	-	1131108	-	-	1131108
\$400M - \$800M	-	-	-	-	-	-	-
\$800M - \$1B	-	-	-	-	-	-	-
\$1B - \$4B	-	-	-	-	-	-	-
\$4B or more	-	-	-	-	-	-	-
Assets							
Up to 1M	-	-	-	-	-	-	-
\$1M - \$4M	-	-	-	-	-	-	-
\$4M - \$8M	-	-	-	-	-	-	-
\$8M - \$12M	-	-	-	-	-	-	-
\$12M - \$20M	-	-	-	-	-	-	-
\$20M - \$40M	-	-	-	-	-	-	-
\$40M - \$60M	-	-	-	-	-	-	-
\$60M - \$100M	2	-	-	1002550	-	-	1002550
\$100M - \$200M	-	-	-	-	-	-	-
\$200M - \$500M	2	-	-	245500	-	-	245500
\$500M - \$1B	5	271000	295000	307000	339000	422250	334750
\$1B - \$3B	6	317500	358125	404450	450531	462912	394954
\$3B - \$10B	8	400590	421050	447775	561756	582866	479263
\$10B or more	24	478022	579250	695000	761376	1001522	705349
FTE							
Up to 5	4	217200	241500	270000	290500	300400	262000
5 - 10	2	-	-	325150	-	-	325150
11 - 20	3	-	382700	426400	446825	-	410883
21 - 30	5	314000	350000	382500	402000	435945	376615
31 - 50	6	381500	420350	434725	531262	564512	460246
51 - 70	3	-	522972	568195	783648	-	681682
71 - 100	6	596000	610708	617516	676800	840000	684505
101 - 150	5	456500	470000	571000	666774	868240	631565
151 - 200	-	-	-	-	-	-	-
201 - 300	9	572948	625273	715000	735000	759696	677688
301 - 400	2	-	-	1013250	-	-	1013250
401 - 600	2	-	-	1002560	-	-	1002560
601 - 1000	2	-	-	945554	-	-	945554
1001 - 4000	-	-	-	-	-	-	-
4001 or more	-	-	-	-	-	-	-



5.1.98 Super Funds Results – Chief Finance Officer

	No.	10%	25%	Median	75%	90%	Average
		\$	\$	\$	\$	\$	\$
Overall	29	217909	270000	374000	412600	450640	348496
Revenue							
Up to 1M	-	-	-	-	-	-	-
\$1M - \$5M	2	-	-	241000	-	-	241000
\$5M - \$10M	2	-	-	174000	-	-	174000
\$10M - \$20M	4	233281	256886	282262	314394	350158	289017
\$20M - \$40M	6	312500	338790	371580	406350	432900	372327
\$40M - \$80M	8	213800	251795	398936	412150	416320	341566
\$80M - \$120M	4	372750	382875	394250	413300	437240	401925
\$120M - \$160M	-	-	-	-	-	-	-
\$160M - \$240M	2	-	-	468560	-	-	468560
\$240M - \$400M	2	-	-	496001	-	-	496001
\$400M - \$800M	-	-	-	-	-	-	-
\$800M - \$1B	-	-	-	-	-	-	-
\$1B - \$4B	-	-	-	-	-	-	-
\$4B or more	-	-	-	-	-	-	-
Assets							
Up to 1M	-	-	-	-	-	-	-
\$1M - \$4M	-	-	-	-	-	-	-
\$4M - \$8M	-	-	-	-	-	-	-
\$8M - \$12M	-	-	-	-	-	-	-
\$12M - \$20M	-	-	-	-	-	-	-
\$20M - \$40M	-	-	-	-	-	-	-
\$40M - \$60M	-	-	-	-	-	-	-
\$60M - \$100M	2	-	-	453200	-	-	453200
\$100M - \$200M	-	-	-	-	-	-	-
\$200M - \$500M	2	-	-	252000	-	-	252000
\$500M - \$1B	2	-	-	302000	-	-	302000
\$1B - \$3B	2	-	-	269580	-	-	269580
\$3B - \$10B	4	233281	256886	282262	294644	294858	269267
\$10B or more	18	249542	369000	405436	415350	463800	382997
FTE							
Up to 5	-	-	-	-	-	-	-
5 - 10	-	-	-	-	-	-	-
11 - 20	2	-	-	230000	-	-	230000
21 - 30	3	-	213000	252000	308580	-	263720
31 - 50	3	-	249262	294525	294762	-	264508
51 - 70	2	-	-	374000	-	-	374000
71 - 100	3	-	316672	415800	420400	-	352781
101 - 150	5	265836	270000	330000	412600	436960	345772
151 - 200	-	-	-	-	-	-	-
201 - 300	9	273200	366000	387000	410872	419600	367652
301 - 400	2	-	-	388500	-	-	388500
401 - 600	2	-	-	523120	-	-	523120
601 - 1000	2	-	-	455000	-	-	455000
1001 - 4000	-	-	-	-	-	-	-
4001 or more	-	-	-	-	-	-	-



5.1.99 Super Funds Results – Company Secretary

	No.	10%	25%	Median	75%	90%	Average
		\$	\$	\$	\$	\$	\$
Overall	16	197500	215750	253650	280250	315100	258491
Revenue							
Up to 1M	-	-	-	-	-	-	-
\$1M - \$5M	-	-	-	-	-	-	-
\$5M - \$10M	-	-	-	-	-	-	-
\$10M - \$20M	4	202700	206750	222553	246830	266132	231026
\$20M - \$40M	3	-	271150	280000	295100	-	284167
\$40M - \$80M	3	-	228784	262569	291284	-	259190
\$80M - \$120M	3	-	207200	244400	244700	-	219800
\$120M - \$160M	-	-	-	-	-	-	-
\$160M - \$240M	2	-	-	320640	-	-	320640
\$240M - \$400M	-	-	-	-	-	-	-
\$400M - \$800M	-	-	-	-	-	-	-
\$800M - \$1B	-	-	-	-	-	-	-
\$1B - \$4B	-	-	-	-	-	-	-
\$4B or more	-	-	-	-	-	-	-
Assets							
Up to 1M	-	-	-	-	-	-	-
\$1M - \$4M	-	-	-	-	-	-	-
\$4M - \$8M	-	-	-	-	-	-	-
\$8M - \$12M	-	-	-	-	-	-	-
\$12M - \$20M	-	-	-	-	-	-	-
\$20M - \$40M	-	-	-	-	-	-	-
\$40M - \$60M	-	-	-	-	-	-	-
\$60M - \$100M	2	-	-	245000	-	-	245000
\$100M - \$200M	-	-	-	-	-	-	-
\$200M - \$500M	-	-	-	-	-	-	-
\$500M - \$1B	-	-	-	-	-	-	-
\$1B - \$3B	-	-	-	-	-	-	-
\$3B - \$10B	4	217132	229330	249203	266475	273990	246602
\$10B or more	10	192500	204500	253484	302650	330328	262345
FTE							
Up to 5	-	-	-	-	-	-	-
5 - 10	-	-	-	-	-	-	-
11 - 20	-	-	-	-	-	-	-
21 - 30	-	-	-	-	-	-	-
31 - 50	4	199200	205500	235650	266475	273990	236325
51 - 70	2	-	-	200000	-	-	200000
71 - 100	2	-	-	320000	-	-	320000
101 - 150	3	-	240553	245000	262500	-	253702
151 - 200	-	-	-	-	-	-	-
201 - 300	5	199760	244400	262569	281000	298520	253634
301 - 400	-	-	-	-	-	-	-
401 - 600	2	-	-	423280	-	-	423280
601 - 1000	2	-	-	218000	-	-	218000
1001 - 4000	-	-	-	-	-	-	-
4001 or more	-	-	-	-	-	-	-



5.1.100 Funds Results – Chief Risk Officer

	No.	10%	25%	Median	75%	90%	Average
		\$	\$	\$	\$	\$	\$
Overall	31	222000	255500	350000	408741	467000	339884
Revenue							
Up to 1M	-	-	-	-	-	-	-
\$1M - \$5M	2	-	-	265000	-	-	265000
\$5M - \$10M	2	-	-	170000	-	-	170000
\$10M - \$20M	8	239430	249975	255500	278625	300300	266675
\$20M - \$40M	8	220800	265500	346544	404625	471300	342323
\$40M - \$80M	8	289614	358500	389491	431508	462100	380172
\$80M - \$120M	2	-	-	400500	-	-	400500
\$120M - \$160M	-	-	-	-	-	-	-
\$160M - \$240M	2	-	-	403100	-	-	403100
\$240M - \$400M	2	-	-	580854	-	-	580854
\$400M - \$800M	-	-	-	-	-	-	-
\$800M - \$1B	-	-	-	-	-	-	-
\$1B - \$4B	-	-	-	-	-	-	-
\$4B or more	-	-	-	-	-	-	-
Assets							
Up to 1M	-	-	-	-	-	-	-
\$1M - \$4M	-	-	-	-	-	-	-
\$4M - \$8M	-	-	-	-	-	-	-
\$8M - \$12M	-	-	-	-	-	-	-
\$12M - \$20M	-	-	-	-	-	-	-
\$20M - \$40M	-	-	-	-	-	-	-
\$40M - \$60M	-	-	-	-	-	-	-
\$60M - \$100M	-	-	-	-	-	-	-
\$100M - \$200M	-	-	-	-	-	-	-
\$200M - \$500M	-	-	-	-	-	-	-
\$500M - \$1B	2	-	-	222000	-	-	222000
\$1B - \$3B	4	193970	229925	252450	255250	255700	232725
\$3B - \$10B	7	236000	257500	278500	279500	297235	270084
\$10B or more	19	299076	371000	386200	441005	471200	394365
FTE							
Up to 5	2	-	-	222000	-	-	222000
5 - 10	2	-	-	265000	-	-	265000
11 - 20	2	-	-	252950	-	-	252950
21 - 30	3	-	194000	218000	236500	-	214333
31 - 50	5	261400	278500	279000	280000	305852	282117
51 - 70	2	-	-	405000	-	-	405000
71 - 100	5	256200	318000	370000	467000	470000	368400
101 - 150	2	-	-	381500	-	-	381500
151 - 200	-	-	-	-	-	-	-
201 - 300	7	312552	376500	382500	409746	441606	378482
301 - 400	2	-	-	420000	-	-	420000
401 - 600	2	-	-	420000	-	-	420000
601 - 1000	2	-	-	483527	-	-	483527
1001 - 4000	-	-	-	-	-	-	-
4001 or more	-	-	-	-	-	-	-



5.1.101 Super Funds Results – Chief Operating Officer

	No.	10%	25%	Median	75%	90%	Average
		\$	\$	\$	\$	\$	\$
Overall	22	260500	302000	339458	413000	429870	354510
Revenue							
Up to 1M	-	-	-	-	-	-	-
\$1M - \$5M	-	-	-	-	-	-	-
\$5M - \$10M	2	-	-	215000	-	-	215000
\$10M - \$20M	5	262000	265000	305000	309000	381600	313800
\$20M - \$40M	5	298946	326915	355000	364000	389800	346643
\$40M - \$80M	6	259448	335173	393500	418930	424470	359140
\$80M - \$120M	3	-	326500	352000	462936	-	408957
\$120M - \$160M	-	-	-	-	-	-	-
\$160M - \$240M	2	-	-	578304	-	-	578304
\$240M - \$400M	-	-	-	-	-	-	-
\$400M - \$800M	-	-	-	-	-	-	-
\$800M - \$1B	-	-	-	-	-	-	-
\$1B - \$4B	-	-	-	-	-	-	-
\$4B or more	-	-	-	-	-	-	-
Assets							
Up to 1M	-	-	-	-	-	-	-
\$1M - \$4M	-	-	-	-	-	-	-
\$4M - \$8M	-	-	-	-	-	-	-
\$8M - \$12M	-	-	-	-	-	-	-
\$12M - \$20M	-	-	-	-	-	-	-
\$20M - \$40M	-	-	-	-	-	-	-
\$40M - \$60M	-	-	-	-	-	-	-
\$60M - \$100M	2	-	-	573871	-	-	573871
\$100M - \$200M	-	-	-	-	-	-	-
\$200M - \$500M	-	-	-	-	-	-	-
\$500M - \$1B	2	-	-	309000	-	-	309000
\$1B - \$3B	2	-	-	237500	-	-	237500
\$3B - \$10B	4	269590	276475	292650	310479	320340	294304
\$10B or more	13	305379	352000	372000	420240	429740	380165
FTE							
Up to 5	-	-	-	-	-	-	-
5 - 10	-	-	-	-	-	-	-
11 - 20	2	-	-	260000	-	-	260000
21 - 30	2	-	-	215000	-	-	215000
31 - 50	4	216700	247750	272650	291954	312930	267054
51 - 70	3	-	364620	420240	425120	-	386413
71 - 100	3	-	334500	364000	389500	-	361333
101 - 150	3	-	391850	428700	501286	-	452524
151 - 200	-	-	-	-	-	-	-
201 - 300	6	311500	322224	337448	367000	389500	346150
301 - 400	-	-	-	-	-	-	-
401 - 600	2	-	-	578304	-	-	578304
601 - 1000	-	-	-	-	-	-	-
1001 - 4000	-	-	-	-	-	-	-
4001 or more	-	-	-	-	-	-	-



5.1.102 Super Funds Results – Chief Information Officer

	No.	10%	25%	Median	75%	90%	Average
		\$	\$	\$	\$	\$	\$
Overall	15	251961	278000	330000	404625	530117	362958
Revenue							
Up to 1M	-	-	-	-	-	-	-
\$1M - \$5M	-	-	-	-	-	-	-
\$5M - \$10M	-	-	-	-	-	-	-
\$10M - \$20M	2	-	-	250000	-	-	250000
\$20M - \$40M	3	-	284000	330000	367125	-	324083
\$40M - \$80M	5	266542	284000	379072	405000	417175	349653
\$80M - \$120M	2	-	-	465000	-	-	465000
\$120M - \$160M	-	-	-	-	-	-	-
\$160M - \$240M	2	-	-	332500	-	-	332500
\$240M - \$400M	2	-	-	606846	-	-	606846
\$400M - \$800M	-	-	-	-	-	-	-
\$800M - \$1B	-	-	-	-	-	-	-
\$1B - \$4B	-	-	-	-	-	-	-
\$4B or more	-	-	-	-	-	-	-
Assets							
Up to 1M	-	-	-	-	-	-	-
\$1M - \$4M	-	-	-	-	-	-	-
\$4M - \$8M	-	-	-	-	-	-	-
\$8M - \$12M	-	-	-	-	-	-	-
\$12M - \$20M	-	-	-	-	-	-	-
\$20M - \$40M	-	-	-	-	-	-	-
\$40M - \$60M	-	-	-	-	-	-	-
\$60M - \$100M	-	-	-	-	-	-	-
\$100M - \$200M	-	-	-	-	-	-	-
\$200M - \$500M	-	-	-	-	-	-	-
\$500M - \$1B	-	-	-	-	-	-	-
\$1B - \$3B	-	-	-	-	-	-	-
\$3B - \$10B	2	-	-	250000	-	-	250000
\$10B or more	13	260722	327000	338000	405000	565058	378643
FTE							
Up to 5	-	-	-	-	-	-	-
5 - 10	-	-	-	-	-	-	-
11 - 20	-	-	-	-	-	-	-
21 - 30	-	-	-	-	-	-	-
31 - 50	-	-	-	-	-	-	-
51 - 70	-	-	-	-	-	-	-
71 - 100	2	-	-	321500	-	-	321500
101 - 150	3	-	252452	254903	292452	-	278301
151 - 200	-	-	-	-	-	-	-
	7	279200	307000	379072	414771	495175	384945
201 - 300	-	-	-	-	-	-	-
301 - 400	2	-	-	338000	-	-	338000
401 - 600	2	-	-	466923	-	-	466923
601 - 1000	-	-	-	-	-	-	-
1001 - 4000	-	-	-	-	-	-	-
4001 or more	15	251961	278000	330000	404625	530117	362958



5.1.103 Super Funds Results – Chief People & Culture Officer

	No.	10%	25%	Median	75%	90%	Average
		\$	\$	\$	\$	\$	\$
Overall	24	225400	261400	303000	329118	399200	310554
Revenue							
Up to 1M	-	-	-	-	-	-	-
\$1M - \$5M	-	-	-	-	-	-	-
\$5M - \$10M	-	-	-	-	-	-	-
\$10M - \$20M	3	-	220500	250000	262500	-	238667
\$20M - \$40M	5	227200	238000	296000	311000	319694	278098
\$40M - \$80M	9	231494	265200	305000	322400	354000	298730
\$80M - \$120M	3	-	324000	356000	365000	-	340667
\$120M - \$160M	-	-	-	-	-	-	-
\$160M - \$240M	2	-	-	381500	-	-	381500
\$240M - \$400M	2	-	-	565231	-	-	565231
\$400M - \$800M	-	-	-	-	-	-	-
\$800M - \$1B	-	-	-	-	-	-	-
\$1B - \$4B	-	-	-	-	-	-	-
\$4B or more	-	-	-	-	-	-	-
Assets							
Up to 1M	-	-	-	-	-	-	-
\$1M - \$4M	-	-	-	-	-	-	-
\$4M - \$8M	-	-	-	-	-	-	-
\$8M - \$12M	-	-	-	-	-	-	-
\$12M - \$20M	-	-	-	-	-	-	-
\$20M - \$40M	-	-	-	-	-	-	-
\$40M - \$60M	-	-	-	-	-	-	-
\$60M - \$100M	2	-	-	374000	-	-	374000
\$100M - \$200M	-	-	-	-	-	-	-
\$200M - \$500M	-	-	-	-	-	-	-
\$500M - \$1B	-	-	-	-	-	-	-
\$1B - \$3B	2	-	-	220000	-	-	220000
\$3B - \$10B	2	-	-	220500	-	-	220500
\$10B or more	19	240000	283500	305000	332745	420400	321594
FTE							
Up to 5	-	-	-	-	-	-	-
5 - 10	-	-	-	-	-	-	-
11 - 20	-	-	-	-	-	-	-
21 - 30	2	-	-	220000	-	-	220000
31 - 50	2	-	-	191000	-	-	191000
51 - 70	2	-	-	292500	-	-	292500
71 - 100	4	255400	281500	300500	309350	317180	290350
101 - 150	4	208980	229243	245250	281000	336800	264993
151 - 200	-	-	-	-	-	-	-
201 - 300	8	283960	298000	309500	329118	361000	318961
301 - 400	2	-	-	356000	-	-	356000
401 - 600	2	-	-	462000	-	-	462000
601 - 1000	2	-	-	433116	-	-	433116
1001 - 4000	-	-	-	-	-	-	-
4001 or more	-	-	-	-	-	-	-



5.1.104 Super Funds Results – Chief Marketing Officer

	No.	10%	25%	Median	75%	90%	Average
		\$	\$	\$	\$	\$	\$
Overall	18	228130	260316	349000	387625	417300	339720
Revenue							
Up to 1M	-	-	-	-	-	-	-
\$1M - \$5M	-	-	-	-	-	-	-
\$5M - \$10M	2	-	-	235000	-	-	235000
\$10M - \$20M	3	-	268132	283765	329382	-	303755
\$20M - \$40M	5	212040	212100	317240	350000	353600	289468
\$40M - \$80M	4	260900	289250	326500	356125	370750	318875
\$80M - \$120M	2	-	-	400000	-	-	400000
\$120M - \$160M	-	-	-	-	-	-	-
\$160M - \$240M	2	-	-	419500	-	-	419500
\$240M - \$400M	2	-	-	606846	-	-	606846
\$400M - \$800M	-	-	-	-	-	-	-
\$800M - \$1B	-	-	-	-	-	-	-
\$1B - \$4B	-	-	-	-	-	-	-
\$4B or more	-	-	-	-	-	-	-
Assets							
Up to 1M	-	-	-	-	-	-	-
\$1M - \$4M	-	-	-	-	-	-	-
\$4M - \$8M	-	-	-	-	-	-	-
\$8M - \$12M	-	-	-	-	-	-	-
\$12M - \$20M	-	-	-	-	-	-	-
\$20M - \$40M	-	-	-	-	-	-	-
\$40M - \$60M	-	-	-	-	-	-	-
\$60M - \$100M	-	-	-	-	-	-	-
\$100M - \$200M	-	-	-	-	-	-	-
\$200M - \$500M	-	-	-	-	-	-	-
\$500M - \$1B	2	-	-	212000	-	-	212000
\$1B - \$3B	2	-	-	305000	-	-	305000
\$3B - \$10B	2	-	-	268132	-	-	268132
\$10B or more	13	254600	317240	356000	410000	422800	365899
FTE							
Up to 5	2	-	-	212000	-	-	212000
5 - 10	-	-	-	-	-	-	-
11 - 20	-	-	-	-	-	-	-
21 - 30	3	-	223550	235000	305000	-	274033
31 - 50	2	-	-	268132	-	-	268132
51 - 70	-	-	-	-	-	-	-
71 - 100	3	-	311120	317240	336620	-	326080
101 - 150	2	-	-	380500	-	-	380500
151 - 200	-	-	-	-	-	-	-
201 - 300	4	273800	321500	349000	365000	392000	337500
301 - 400	2	-	-	390000	-	-	390000
401 - 600	2	-	-	425000	-	-	425000
601 - 1000	2	-	-	510423	-	-	510423
1001 - 4000	-	-	-	-	-	-	-
4001 or more	-	-	-	-	-	-	-



5.1.105 Super Funds Results – Risk Manager

	No.	10%	25%	Median	75%	90%	Average
		\$	\$	\$	\$	\$	\$
Overall	17	135639	144000	170000	177000	199900	167494
Revenue							
Up to 1M	-	-	-	-	-	-	-
\$1M - \$5M	-	-	-	-	-	-	-
\$5M - \$10M	-	-	-	-	-	-	-
\$10M - \$20M	3	-	139500	144000	144830	-	141553
\$20M - \$40M	6	149872	165500	172000	192375	206250	176041
\$40M - \$80M	4	138037	141870	157000	171254	173512	156124
\$80M - \$120M	2	-	-	191000	-	-	191000
\$120M - \$160M	-	-	-	-	-	-	-
\$160M - \$240M	2	-	-	189500	-	-	189500
\$240M - \$400M	-	-	-	-	-	-	-
\$400M - \$800M	-	-	-	-	-	-	-
\$800M - \$1B	-	-	-	-	-	-	-
\$1B - \$4B	-	-	-	-	-	-	-
\$4B or more	-	-	-	-	-	-	-
Assets							
Up to 1M	-	-	-	-	-	-	-
\$1M - \$4M	-	-	-	-	-	-	-
\$4M - \$8M	-	-	-	-	-	-	-
\$8M - \$12M	-	-	-	-	-	-	-
\$12M - \$20M	-	-	-	-	-	-	-
\$20M - \$40M	-	-	-	-	-	-	-
\$40M - \$60M	-	-	-	-	-	-	-
\$60M - \$100M	-	-	-	-	-	-	-
\$100M - \$200M	-	-	-	-	-	-	-
\$200M - \$500M	-	-	-	-	-	-	-
\$500M - \$1B	-	-	-	-	-	-	-
\$1B - \$3B	-	-	-	-	-	-	-
\$3B - \$10B	3	-	139500	144000	157000	-	149667
\$10B or more	13	137396	145659	174000	191000	201300	171262
FTE							
Up to 5	-	-	-	-	-	-	-
5 - 10	-	-	-	-	-	-	-
11 - 20	-	-	-	-	-	-	-
21 - 30	2	-	-	174000	-	-	174000
31 - 50	4	137700	141750	144000	150500	162200	148250
51 - 70	2	-	-	145659	-	-	145659
71 - 100	2	-	-	189000	-	-	189000
101 - 150	3	-	135613	135745	155381	-	148748
151 - 200	-	-	-	-	-	-	-
201 - 300	3	-	171000	172000	185250	-	180167
301 - 400	2	-	-	191000	-	-	191000
401 - 600	2	-	-	177000	-	-	177000
601 - 1000	2	-	-	202000	-	-	202000
1001 - 4000	-	-	-	-	-	-	-
4001 or more	-	-	-	-	-	-	-



5.1.106 Super Funds Results – Compliance Manager

	No.	10%	25%	Median	75%	90%	Average
		\$	\$	\$	\$	\$	\$
Overall	13	129458	136000	161000	179520	186900	158587
Revenue							
Up to 1M	-	-	-	-	-	-	-
\$1M - \$5M	-	-	-	-	-	-	-
\$5M - \$10M	-	-	-	-	-	-	-
\$10M - \$20M	2	-	-	145000	-	-	145000
\$20M - \$40M	4	171200	173000	180250	186625	186850	179375
\$40M - \$80M	4	131326	134331	140000	160073	189005	154404
\$80M - \$120M	2	-	-	128500	-	-	128500
\$120M - \$160M	-	-	-	-	-	-	-
\$160M - \$240M	-	-	-	-	-	-	-
\$240M - \$400M	-	-	-	-	-	-	-
\$400M - \$800M	-	-	-	-	-	-	-
\$800M - \$1B	-	-	-	-	-	-	-
\$1B - \$4B	-	-	-	-	-	-	-
\$4B or more	-	-	-	-	-	-	-
Assets							
Up to 1M	-	-	-	-	-	-	-
\$1M - \$4M	-	-	-	-	-	-	-
\$4M - \$8M	-	-	-	-	-	-	-
\$8M - \$12M	-	-	-	-	-	-	-
\$12M - \$20M	-	-	-	-	-	-	-
\$20M - \$40M	-	-	-	-	-	-	-
\$40M - \$60M	-	-	-	-	-	-	-
\$60M - \$100M	-	-	-	-	-	-	-
\$100M - \$200M	-	-	-	-	-	-	-
\$200M - \$500M	-	-	-	-	-	-	-
\$500M - \$1B	-	-	-	-	-	-	-
\$1B - \$3B	-	-	-	-	-	-	-
\$3B - \$10B	3	-	152000	174000	180250	-	163500
\$10B or more	9	122658	136000	160000	170000	191259	154624
FTE							
Up to 5	-	-	-	-	-	-	-
5 - 10	-	-	-	-	-	-	-
11 - 20	-	-	-	-	-	-	-
21 - 30	-	-	-	-	-	-	-
31 - 50	3	-	152000	174000	180250	-	163500
51 - 70	2	-	-	160000	-	-	160000
71 - 100	-	-	-	-	-	-	-
101 - 150	2	-	-	149662	-	-	149662
151 - 200	-	-	-	-	-	-	-
201 - 300	6	116000	138000	161760	185130	197646	158469
301 - 400	2	-	-	161000	-	-	161000
401 - 600	-	-	-	-	-	-	-
601 - 1000	-	-	-	-	-	-	-
1001 - 4000	-	-	-	-	-	-	-
4001 or more	-	-	-	-	-	-	-



5.2 Performance Bonus Results Approach

The Executive Positions Results for Performance Bonus have been calculated as a Performance Bonus Percentage of Fixed Remuneration achievable, **not** what was paid, for each Executive who receives performance bonuses each year. It therefore shows their Performance Bonus opportunity if they reach or exceed all relevant performance hurdles but not necessarily the amount of Performance Bonus that they will actually receive once their performance has been assessed.

The following tables show the performance bonuses achievable:

5.2.1 Combined Performance Bonus

	No	10%	25%	Median	75%	90%	Average
		%	%	%	%	%	%
MD	190	10	20	40	91	130	61
CEO	130	5	10	20	44	100	34
CFO	147	10	15	25	50	100	44
Company Secretary	48	6	10	20	50	63	30
General Counsel & Comp Sec	28	10	15	20	68	109	49
CFO & Company Secretary	73	7	10	25	50	98	42
General Counsel	35	10	16	30	50	62	34
Chief Risk Officer	37	8	10	20	40	100	38
Chief Operating Officer	107	9	15	30	54	100	48
Chief Information Officer	59	10	15	28	50	111	49
Chief People & Culture Officer	87	10	15	25	50	100	45
Chief Marketing Officer	48	8	10	20	30	50	26
Chief Digital Officer	8	8	10	17	52	144	51
Chief Sales Officer	49	10	15	25	50	100	42
Chief Manufacturing Officer	11	10	10	16	25	50	26
Chief Infrastructure Officer	6	7	11	18	42	76	33
Deputy Company Secretary	3	-	10	15	32	-	23
Risk Manager	7	8	12	20	50	82	36
Compliance Manager	11	10	10	15	25	51	22

One hundred and ninety (45%) out of our sample of 426 MDs could receive a performance bonus, with the *median* bonus being 40% and the *average* bonus being 61%. One hundred and thirty CEOs (22%) out of our sample of 587 CEOs could receive a performance bonus, with the *median* bonus being 20% and the *average* bonus being 34%.



5.2.2 Listed Public Performance Bonus

	No	10%	25%	Median	75%	90%	Average
		%	%	%	%	%	%
MD	99	20	40	70	100	180	89
CEO	20	30	44	50	100	103	72
CFO	73	18	30	50	94	146	71
Company Secretary	27	16	20	40	56	67	39
General Counsel & Comp Sec	15	13	18	49	115	184	74
CFO & Company Secretary	33	25	25	50	70	176	72
General Counsel	20	20	29	50	57	80	47
Chief Risk Officer	12	20	20	59	132	158	76
Chief Operating Officer	49	15	21	50	100	140	76
Chief Information Officer	25	20	37	57	120	215	94
Chief People & Culture Officer	43	15	28	50	100	129	73
Chief Marketing Officer	10	20	21	55	85	103	58
Chief Digital Officer	3	-	75	120	160	-	117
Chief Sales Officer	13	32	40	56	100	146	78
Chief Manufacturing Officer	2	-	-	75	-	-	75
Chief Infrastructure Officer	3	-	32	50	75	-	55
Deputy Company Secretary	2	-	-	50	-	-	?
Risk Manager	3	-	15	20	45	-	33
Compliance Manager	8	10	14	22	53	60	31

Ninety-nine MDs (52%) out of our sample of 191 MDs could receive a performance bonus, with the *median* bonus being 70% and the *average* bonus being 89%. Twenty CEOs (51%) out of our sample of 39 CEOs could receive a performance bonus, with the *median* bonus being 50% and the *average* bonus being 72%.



5.2.3 Unlisted Public Performance Bonus

	No	10%	25%	Median	75%	90%	Average
		%	%	%	%	%	%
MD	22	16	21	30	48	50	40
CEO	14	10	12	20	28	44	27
CFO	19	10	15	20	30	45	24
Company Secretary	4	16	19	25	30	30	24
General Counsel & Comp Sec	4	13	18	35	56	68	39
CFO & Company Secretary	9	7	10	15	20	22	15
General Counsel	5	12	15	20	30	30	21
Chief Risk Officer	9	8	10	15	25	44	25
Chief Operating Officer	11	15	15	20	35	40	28
Chief Information Officer	9	10	15	20	30	33	23
Chief People & Culture Officer	13	10	15	15	20	28	17
Chief Marketing Officer	9	15	20	30	30	33	27
Chief Digital Officer	2	-	-	15	-	-	15
Chief Sales Officer	8	9	14	18	26	36	22
Chief Manufacturing Officer	2	-	-	15	-	-	15
Chief Infrastructure Officer	-	-	-	-	-	-	-
Deputy Company Secretary	2	-	-	15	-	-	15
Risk Manager	-	-	-	-	-	-	-
Compliance Manager	2	-	-	10	-	-	10

Twenty-two MDs (48%) out of our sample of 46 MDs could receive a performance bonus, with the *median* bonus being 30% and the *average* bonus being 40%. Fourteen CEOs (14%) out of our sample of 99 CEOs could receive a performance bonus, with the *median* bonus being 20% and the *average* bonus being 27%.



5.2.4 Private Performance Bonus

	No	10%	25%	Median	75%	90%	Average
		%	%	%	%	%	%
MD	54	10	13	20	48	100	38
CEO	34	10	20	25	39	100	40
CFO	35	7	10	20	30	41	23
Company Secretary	8	7	10	15	20	23	15
General Counsel & Comp Sec	8	10	11	18	20	20	16
CFO & Company Secretary	21	7	10	15	25	40	19
General Counsel	6	10	10	10	18	30	17
Chief Risk Officer	7	9	10	15	22	31	18
Chief Operating Officer	32	10	14	20	34	49	25
Chief Information Officer	13	10	10	15	25	38	19
Chief People & Culture Officer	18	10	11	20	25	36	21
Chief Marketing Officer	16	10	10	15	26	30	19
Chief Digital Officer	2	-	-	10	-	-	10
Chief Sales Officer	23	10	12	20	30	44	32
Chief Manufacturing Officer	6	10	11	18	20	25	18
Chief Infrastructure Officer	2	-	-	15	-	-	15
Deputy Company Secretary	-	-	-	-	-	-	-
Risk Manager	2	-	-	30	-	-	30
Compliance Manager	2	-	-	20	-	-	20

Fifty-four MDs (56%) out of our sample of 97 MDs could receive a performance bonus, with the *median* bonus being 20% and the *average* bonus being 38%. Thirty-four CEOs (38%) out of our sample of 67 CEOs could receive a performance bonus, with the *median* bonus being 25% and the *average* bonus being 40%.



5.2.5 NFP Performance Bonus

	No	10%	25%	Median	75%	90%	Average
		%	%	%	%	%	%
MD	18	5	8	10	19	22	13
CEO	49	5	5	10	20	45	20
CFO	17	3	5	10	15	24	16
Company Secretary	8	3	6	10	11	40	20
General Counsel & Comp Sec	2	-	-	4	-	-	4
CFO & Company Secretary	10	5	5	8	10	19	16
General Counsel	4	6	8	10	12	17	11
Chief Risk Officer	7	5	5	10	12	49	21
Chief Operating Officer	14	1	3	6	10	30	16
Chief Information Officer	9	5	7	10	15	22	13
Chief People & Culture Officer	11	4	5	10	12	20	18
Chief Marketing Officer	11	4	5	10	12	20	11
Chief Digital Officer	2	-	-	4	-	-	4
Chief Sales Officer	4	6	8	10	32	73	31
Chief Manufacturing Officer	2	-	-	7	-	-	7
Chief Infrastructure Officer	2	-	-	4	-	-	4
Deputy Company Secretary	2	-	-	4	-	-	4
Risk Manager	3	-	10	15	45	-	35
Compliance Manager	2	-	-	10	-	-	10

Eighteen MDs (29%) out of our sample of 62 MDs could receive a performance bonus, with the *median* bonus being 10% and the *average* bonus being 13%. Forty-nine CEOs (20%) out of our sample of 248 CEOs could receive a performance bonus, with the *median* bonus being 10% and the *average* bonus being 20%.



5.2.6 Government Performance Bonus

	No	10%	25%	Median	75%	90%	Average
		%	%	%	%	%	%
MD	3	-	15	15	18	-	17
CEO	13	4	10	10	25	58	24
CFO	7	7	10	15	18	52	25
Company Secretary	2	-	-	18	-	-	18
General Counsel & Comp Sec	2	-	-	58	-	-	58
CFO & Company Secretary	2	-	-	17	-	-	17
General Counsel	2	-	-	20	-	-	20
Chief Risk Officer	3	-	12	15	58	-	42
Chief Operating Officer	4	22	34	50	70	88	54
Chief Information Officer	3	-	25	40	70	-	50
Chief People & Culture Officer	4	10	10	25	55	82	40
Chief Marketing Officer	2	-	-	25	-	-	25
Chief Digital Officer	-	-	-	-	-	-	-
Chief Sales Officer	2	-	-	58	-	-	58
Risk Manager	2	-	-	15	-	-	15
Compliance Manager	2	-	-	15	-	-	15

Three MDs (7%) out of our sample of 44 MDs could receive a performance bonus, with the *median* bonus being 15% and the *average* bonus being 17%. Thirteen CEOs (8%) out of our sample of 167 CEOs could receive a performance bonus, with the *median* bonus being 10% and the *average* bonus being 24%.



5.2.7 Super Fund Performance Bonus

	No	10%	25%	Median	75%	90%	Average
		%	%	%	%	%	%
CEO	20	10	15	28	39	54	30
CFO	12	5	9	22	30	39	21
Company Secretary	5	3	7	25	34	38	21
General Counsel & Comp Sec	2	-	-	100	-	-	100
CFO & Company Secretary	-	-	-	-	-	-	-
General Counsel	3	-	7	10	25	-	18
Chief Risk Officer	12	10	14	20	29	49	24
Chief Operating Officer	8	4	6	10	21	29	15
Chief Information Officer	2	-	-	13	-	-	13
Chief People & Culture Officer	7	3	12	25	28	34	21
Chief Marketing Officer	10	10	16	25	34	41	26
Risk Manager	5	10	10	10	17	21	14
Compliance Manager	4	5	8	10	10	10	8

Twenty CEOs (43%) out of our sample of 47 CEOs could receive a performance bonus, with the *median* bonus being 25% and the *average* bonus being 30%.



5.3 Remuneration Increase Percentages Given

Contributors to the online questionnaire supplied the remuneration increase percentage given in the last year to each of their Executive and Governance positions. These increases were applied to fixed remuneration. **Please note:** There was not enough data from Government and Super Funds regarding remuneration percentage increases to show results.

The following tables show the remuneration percentage increases given:

5.3.1 Combined Percentage Increases

	No	10%	25%	Median	75%	90%	Average
		%	%	%	%	%	%
MD	162	3	3	5	10	20	9
CEO	231	2	3	5	7	13	8
CFO	189	2	3	5	6	10	8
Company Secretary	62	2	3	4	6	16	9
General Counsel & Comp Sec	49	2	3	4	8	15	11
CFO & Company Secretary	99	2	3	4	7	10	6
General Counsel	40	2	3	4	5	13	8
Chief Risk Officer	59	2	3	4	5	13	7
Chief Operating Officer	177	2	3	5	8	16	9
Chief Information Officer	68	2	3	4	5	10	6
Chief People & Culture Officer	123	2	3	4	7	15	8
Chief Marketing Officer	84	2	3	4	5	12	7
Chief Digital Officer	17	2	2	4	5	9	6
Chief Sales Officer	51	3	3	5	8	10	7
Chief Manufacturing Officer	12	3	3	4	5	5	4
Chief Infrastructure Officer	10	2	2	4	5	7	4
Deputy Company Secretary	7	3	4	4	5	7	5
Risk Manager	27	2	2	3	5	10	15
Compliance Manager	27	2	3	4	6	12	8



5.3.2 Listed Public Percentage Increases

	No	10%	25%	Median	75%	90%	Average
		%	%	%	%	%	%
MD	43	3	5	8	20	35	14
CEO	9	5	5	7	15	40	15
CFO	29	3	4	5	7	25	9
Company Secretary	16	3	4	6	11	18	14
General Counsel & Comp Sec	19	3	3	5	11	17	9
CFO & Company Secretary	25	3	5	9	10	18	9
General Counsel	12	3	5	6	12	23	11
Chief Risk Officer	8	2	3	5	6	12	6
Chief Operating Officer	31	3	4	5	12	21	11
Chief Information Officer	12	3	3	4	4	5	4
Chief People & Culture Officer	26	3	3	6	16	22	10
Chief Marketing Officer	8	3	3	4	5	6	4
Chief Digital Officer	4	4	4	6	15	29	14
Chief Sales Officer	10	4	4	5	6	10	6
Chief Manufacturing Officer	2	-	-	5	-	-	5
Chief Infrastructure Officer	2	-	-	6	-	-	6
Deputy Company Secretary	2	-	-	3	-	-	3
Risk Manager	2	-	-	8	-	-	8
Compliance Manager	5	2	3	4	12	13	7



5.3.3 Unlisted Public Percentage Increases

	No	10%	25%	Median	75%	90%	Average
		%	%	%	%	%	%
MD	20	3	5	5	10	12	8
CEO	19	2	3	5	8	10	6
CFO	22	3	4	6	10	10	6
Company Secretary	10	2	3	4	6	22	9
General Counsel & Comp Sec	3	-	6	6	12	-	9
CFO & Company Secretary	6	3	4	8	12	20	10
General Counsel	7	2	2	4	5	5	4
Chief Risk Officer	10	2	3	4	9	15	7
Chief Operating Officer	17	3	5	5	14	15	8
Chief Information Officer	8	2	3	5	6	9	6
Chief People & Culture Officer	13	2	3	5	6	9	5
Chief Marketing Officer	9	3	5	5	10	14	8
Chief Digital Officer	2	-	-	2	-	-	2
Chief Sales Officer	8	2	3	9	15	18	10
Chief Manufacturing Officer	-	-	-	-	-	-	-
Chief Infrastructure Officer	3	-	2	2	5	-	4
Deputy Company Secretary	2	-	-	7	-	-	7
Risk Manager	3	-	2	2	6	-	4
Compliance Manager	3	-	2	3	6	-	5



5.3.4 Private Percentage Increases

	No	10%	25%	Median	75%	90%	Average
		%	%	%	%	%	%
MD	57	3	3	5	8	15	8
CEO	42	2	3	5	8	16	8
CFO	46	3	4	5	8	14	9
Company Secretary	8	2	3	4	6	29	14
General Counsel & Comp Sec	9	3	3	3	8	19	8
CFO & Company Secretary	22	2	3	4	6	10	5
General Counsel	4	3	3	3	22	57	22
Chief Risk Officer	11	2	3	4	8	18	12
Chief Operating Officer	39	2	3	6	10	14	9
Chief Information Officer	16	3	3	4	8	10	10
Chief People & Culture Officer	23	3	4	5	10	15	11
Chief Marketing Officer	25	3	3	5	10	21	10
Chief Digital Officer	2	-	-	6	-	-	6
Chief Sales Officer	19	3	4	5	8	12	7
Chief Manufacturing Officer	6	3	3	4	4	4	4
Chief Infrastructure Officer	2	-	-	2	-	-	2
Deputy Company Secretary	-	-	-	-	-	-	-
Risk Manager	7	2	2	3	3	34	14
Compliance Manager	5	5	5	10	15	54	23



5.3.5 NFP Percentage Increases

	No	10%	25%	Median	75%	90%	Average
		%	%	%	%	%	%
MD	34	2	4	5	5	8	5
CEO	146	2	3	4	6	10	8
CFO	84	2	3	4	5	10	8
Company Secretary	26	2	3	4	5	6	5
General Counsel & Comp Sec	15	2	3	4	4	5	18
CFO & Company Secretary	44	2	3	3	5	6	4
General Counsel	14	2	3	4	5	10	5
Chief Risk Officer	25	2	3	4	5	9	5
Chief Operating Officer	83	2	3	4	5	13	9
Chief Information Officer	27	2	3	4	5	12	5
Chief People & Culture Officer	53	2	3	4	5	7	8
Chief Marketing Officer	40	2	3	4	5	8	5
Chief Digital Officer	9	2	2	4	4	6	4
Chief Sales Officer	13	3	3	4	5	7	4
Chief Manufacturing Officer	5	3	4	5	5	7	5
Chief Infrastructure Officer	3	-	2	4	4	-	3
Deputy Company Secretary	3	-	4	4	4	-	4
Risk Manager	14	2	3	4	5	5	19
Compliance Manager	13	2	3	4	4	5	3