

Employer dashboard

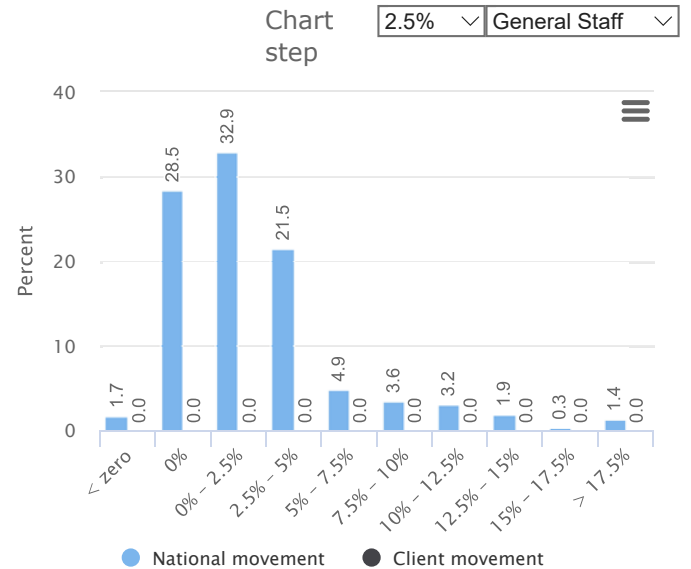
Client

Select a survey

Average base salary movements

Group	Top Execs	General Staff
Your average	0.0	0.0
National average	3.0	3.0
Employee <input type="text" value="Up to 50"/>	1.0	1.0
Sector <input type="text" value="Hospitality and Tourism"/>	2.5	2.5
Industry <input type="text" value="Construction"/>	2.5	2.5
Location <input type="text" value="ACT"/>	4.1	4.1
Revenue <input type="text" value="Under 50m"/>	2.7	2.7

Base salary movement distribution



Pay practice analysis

Market comparison

Market position

	Current base salary	Total remuneration
Average compa-ratio:	81.8	81.0
Consistency within organisation:	53.8	53.8
Consistency within market:	15.4	15.4

The "compa ratio" measures the relationship between your payments and the selected market

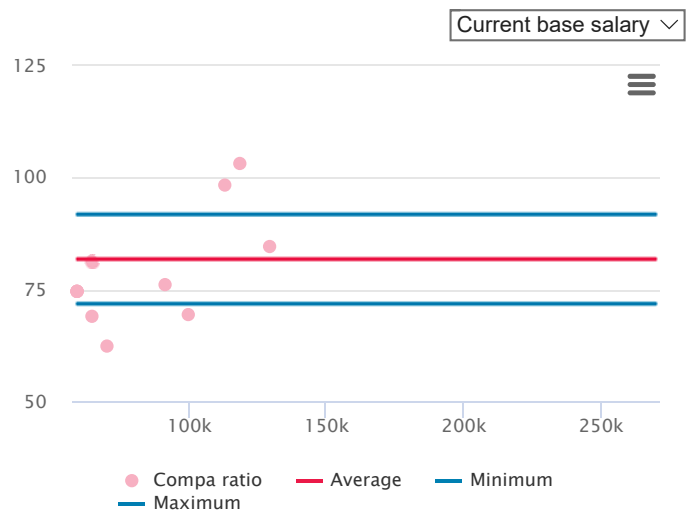
- If it is above 100.0% it means you pay more than the market
- If it is below 100.0% you are paying less than the market

"Consistency within organisation" measures the proportion of individual records within ± 10.0 percent of the Average Compa Ratio. This range is illustrated by the blue Minimum and Maximum lines on the accompanying chart.

- Ideally this figure should be 50.0 or greater

"Consistency within market" identifies the percentage of your records which lie in the range of 90.0 to 110.0 percent of the selected market rates

Pay practice analysis chart



Detailed Pay Practice Analysis Report