

# Pay practice analysis

Survey All-industries Job Evaluated Survey October 2017

Functional job family All

Market segment All organisations

### Remuneration measure legend

Measure	Description	Remuneration ageing factor *
BS	Current base salary	%
TR	Total remuneration	%
TC	Total remuneration cost	%

\* Remuneration ageing applied to both market and client data

Position	Client			Market (Median)			Compa ratio		
	BS	TR	TC	BS	TR	TC	BS	TR	TC
General Management - Grade 9 -	250,000	320,851	320,851	228,972	258,160	258,423	109.2	124.3	124.2
Administration - Grade 3 -	60,000	65,700	65,700	77,380	87,186	87,600	77.5	75.4	75.0
Administration - Grade 5 -	65,000	71,175	71,175	102,526	120,743	122,135	63.4	58.9	58.3
Finance - Grade 4 -	60,000	65,700	65,700	91,197	103,743	104,510	65.8	63.3	62.9
Finance - Grade 6 -	110,000	120,450	120,450	120,619	138,796	139,385	91.2	86.8	86.4
Finance - Grade 6 -	105,000	114,975	114,975	120,619	138,796	139,385	87.1	82.8	82.5
Information Services - Grade 7 -	120,000	141,400	141,400	148,534	171,278	172,676	80.8	82.6	81.9
Marketing Sales & Customer Service - Grade 3 -	55,000	60,225	60,225	75,029	83,040	83,040	73.3	72.5	72.5
Marketing Sales & Customer Service - Grade 3 -	55,000	60,225	60,225	75,029	83,040	83,040	73.3	72.5	72.5
Marketing Sales & Customer Service - Grade 3 -	55,000	60,225	60,225	75,029	83,040	83,040	73.3	72.5	72.5
Marketing Sales & Customer Service - Grade 3 -	55,000	60,225	60,225	75,029	83,040	83,040	73.3	72.5	72.5
Marketing Sales & Customer Service - Grade 6 -	85,000	93,075	93,075	121,064	136,355	136,632	70.2	68.3	68.1
Average compa-ratio:							78.2	77.7	77.4
Consistency within organisation:							66.7	75.0	75.0
Consistency within market:							16.7	0.0	0.0

## Interpreting the survey results

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

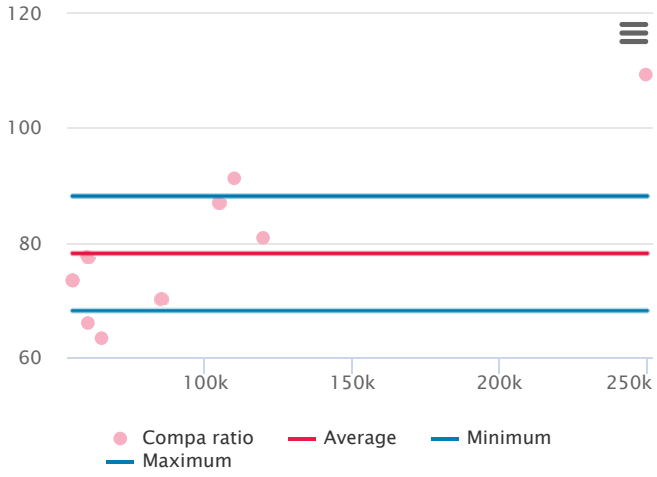
- If it is above 100.0% it means you pay more than the market
- If it is below 100.0% you are paying less than the market

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

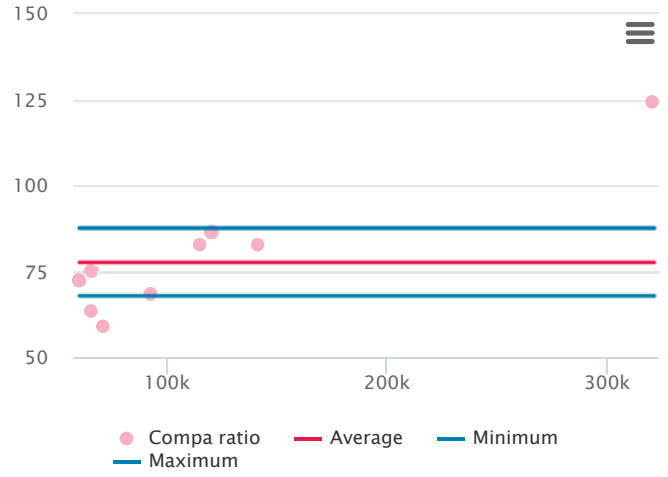
- Ideally this figure should be 50.0 or greater

"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

### Current base salary



### Total remuneration



### Total remuneration cost

