





## AE33 Senior Accountant Level 2

		By Company					By Incumbent					
		JSR   Adm.	Aggregate	Average	P25	P50	P75	JSR   Adm.	Average	P25	P50	P75
ALL	2.1%	Base Salary	130,172	120,743	128,579	139,797	1.4%	132,983	117,100	130,600	146,900	
		TR+S	148,518	136,426	144,886	157,245		151,410	130,070	148,188	169,520	
		TR+S+I	158,044	141,299	155,474	170,314		160,286	139,905	155,765	180,701	
Comp.	48	2.9%	TSTR	158,516	141,299	155,474	170,314	2.8%	160,906	139,905	156,585	181,087
Incumb.	499		TEC	160,798	143,076	155,990	170,314		163,457	139,905	157,699	186,103

Remuneration data by STATE (where provided)

NSW	1.8%	Base Salary	128,255	119,337	125,565	136,603	0.4%	135,172	118,214	127,854	153,917	
		TR+S	142,767	130,988	140,247	154,706		150,782	130,000	142,619	173,430	
		TR+S+I	150,395	138,074	151,389	160,754		155,085	136,967	147,759	176,882	
Comp.	14	2.3%	TSTR	150,395	138,074	151,389	160,754	2.1%	155,085	136,967	147,759	176,882
Incumb.	129		TEC	150,717	138,074	151,389	161,354		155,307	137,109	147,759	177,381
VIC	2.4%	Base Salary	128,420	115,721	126,261	143,754	1.8%	128,025	112,451	124,040	140,819	
		TR+S	144,814	133,099	139,515	167,567		142,902	125,196	139,032	157,787	
		TR+S+I	155,180	134,565	158,600	171,764		152,651	132,425	150,192	170,310	
Comp.	11	2.5%	TSTR	155,180	134,565	158,600	171,764	2.5%	152,651	132,425	150,192	170,310
Incumb.	144		TEC	155,222	134,565	158,600	171,764		152,836	132,425	150,192	170,310
ACT	-	Base Salary	-	-	-	-	-	-	-	-	-	
		TR+S	-	-	-	-		-	-	-	-	-
		TR+S+I	-	-	-	-		-	-	-	-	-
Comp.	0	-	TSTR	-	-	-	-	-	-	-	-	
Incumb.	0		TEC	-	-	-	-		-	-	-	
QLD	3.0%	Base Salary	132,331	118,627	133,235	147,444	3.4%	135,132	122,399	138,161	149,884	
		TR+S	151,142	138,303	147,501	167,375		154,864	136,995	154,852	178,070	
		TR+S+I	160,107	144,482	156,097	181,440		163,440	141,244	165,797	184,030	
Comp.	14	3.3%	TSTR	160,741	144,482	157,214	181,440	3.3%	164,285	141,244	165,797	186,437
Incumb.	42		TEC	162,659	148,085	157,785	182,190		166,613	141,610	166,951	190,228
SA	1.5%	Base Salary	122,545	112,626	120,476	130,170	1.6%	112,291	97,237	108,610	126,026	
		TR+S	138,494	125,120	136,955	151,920		125,076	109,544	119,882	142,000	
		TR+S+I	151,484	138,054	150,132	163,865		135,572	115,804	128,311	152,948	
Comp.	6	4.1%	TSTR	153,151	138,054	150,132	166,365	5.0%	136,287	115,804	128,311	152,948
Incumb.	28		TEC	157,626	138,273	154,246	171,302		138,900	116,461	130,293	155,647
WA	1.6%	Base Salary	132,924	127,060	132,703	140,199	1.2%	139,071	126,709	137,544	151,579	
		TR+S	153,807	144,094	153,426	160,801		163,877	148,900	160,287	180,893	
		TR+S+I	163,301	146,743	161,887	179,970		175,481	153,936	174,225	193,884	
Comp.	22	3.1%	TSTR	163,515	146,743	161,887	179,970	2.8%	176,675	153,936	174,225	193,884
Incumb.	154		TEC	166,264	148,733	161,887	189,915		183,470	154,082	177,470	204,982
TAS	-	Base Salary	-	-	-	-	-	-	-	-	-	
		TR+S	-	-	-	-		-	-	-	-	-
		TR+S+I	-	-	-	-		-	-	-	-	-
Comp.	0	-	TSTR	-	-	-	-	-	-	-	-	
Incumb.	0		TEC	-	-	-	-		-	-	-	
NT	-	Base Salary	-	-	-	-	-	-	-	-	-	
		TR+S	-	-	-	-		-	-	-	-	-
		TR+S+I	-	-	-	-		-	-	-	-	-
Comp.	2	-	TSTR	-	-	-	-	-	-	-	-	
Incumb.	2		TEC	-	-	-	-		-	-	-	



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By Company						By Incumbent				
JSR   Adm.	Aggregate	Average	P25	P50	P75	JSR   Adm.	Average	P25	P50	P75

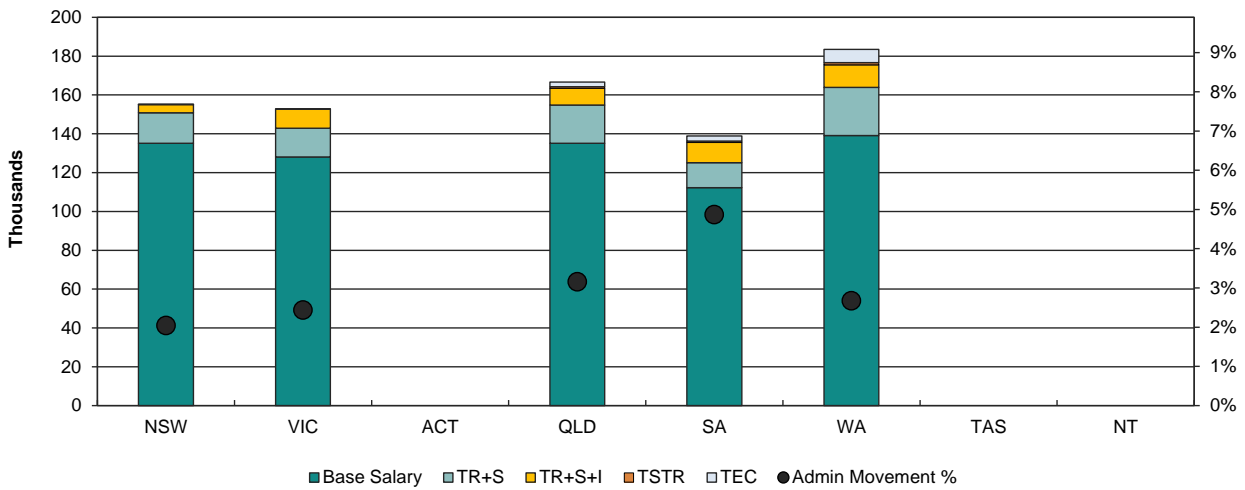
### Remuneration data by INDUSTRY

Industry		Comp.	Incumb.	Rate	Base Salary	TR+S	TR+S+I	TSTR	TEC	JSR   Adm.	Average	P25	P50	P75	
Coal	-	-	-	-	Base Salary	-	-	-	-	-	-	-	-	-	
					TR+S	-	-	-	-	-	-	-	-	-	-
					TR+S+I	-	-	-	-	-	-	-	-	-	-
Energy and Infrastructure	2.5%	14	250	3.0%	Base Salary	128,681	119,389	128,413	134,870	1.4%	132,249	114,591	127,157	144,622	
					TR+S	143,707	132,246	142,548	155,375	1.4%	146,573	126,825	141,518	160,297	
Hydro	2.0%	19	173	2.8%	TR+S+I	149,986	138,509	149,975	162,219	2.6%	153,049	136,624	148,877	171,062	
					TSTR	149,986	138,509	149,975	162,219	2.6%	153,049	136,624	148,877	171,062	
Industrial	1.0%	5	36	1.0%	TEC	150,233	139,259	150,201	162,219	1.5%	153,180	136,624	149,285	171,062	
					Base Salary	131,545	120,653	130,000	144,617	1.5%	136,815	125,157	136,443	152,490	
Metals	2.3%	8	35	4.4%	TR+S	153,868	137,362	148,561	170,174	3.0%	161,664	145,102	160,520	183,882	
					TR+S+I	163,887	143,462	158,466	188,195	3.0%	172,941	152,402	173,940	194,879	
Metals	2.3%	8	35	4.4%	TSTR	164,293	143,462	158,466	188,195	3.0%	174,160	152,402	174,510	194,879	
					TEC	168,197	148,865	158,466	192,100	3.0%	180,953	152,846	179,594	204,327	
Metals	2.3%	8	35	4.4%	Base Salary	123,926	-	126,896	-	0.7%	121,542	-	116,433	-	
					TR+S	141,730	-	138,950	-	0.7%	139,743	-	132,515	-	
Metals	2.3%	8	35	4.4%	TR+S+I	153,850	-	154,210	-	1.1%	151,459	-	149,156	-	
					TSTR	153,850	-	154,210	-	1.1%	151,459	-	149,156	-	
Metals	2.3%	8	35	4.4%	TEC	156,674	-	154,210	-	1.1%	151,994	-	149,656	-	
					Base Salary	135,115	120,639	133,739	153,014	2.1%	132,469	120,092	131,507	142,800	
Metals	2.3%	8	35	4.4%	TR+S	151,269	132,280	150,857	167,550	2.1%	149,283	134,717	145,000	167,519	
					TR+S+I	163,500	139,492	161,648	189,488	2.1%	160,352	146,306	153,503	178,351	
Metals	2.3%	8	35	4.4%	TSTR	165,366	139,492	164,110	190,512	4.3%	163,175	146,306	158,600	181,544	
					TEC	167,588	139,492	164,458	190,512	4.3%	164,478	146,306	159,557	181,544	

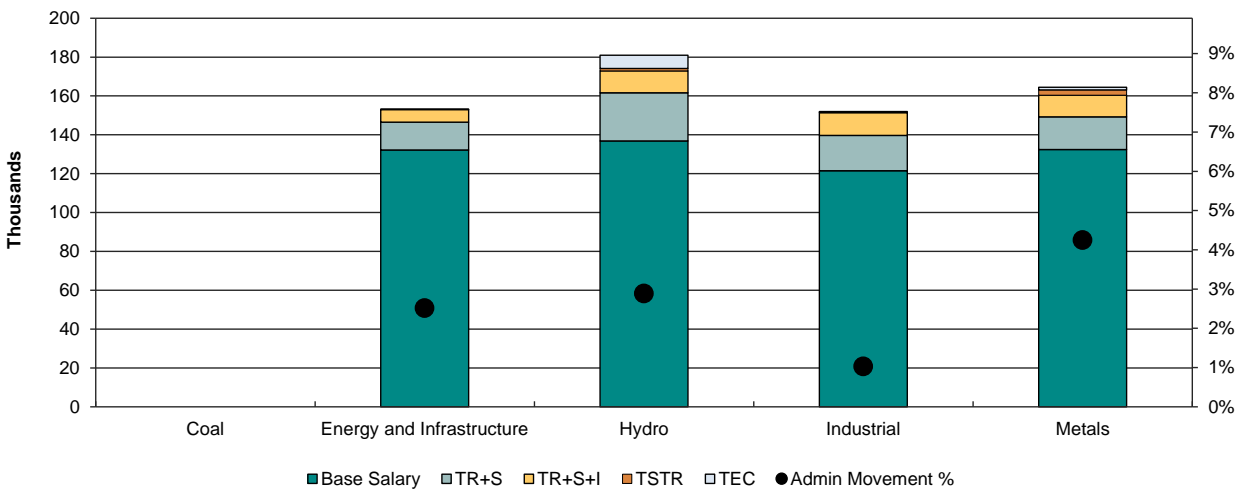


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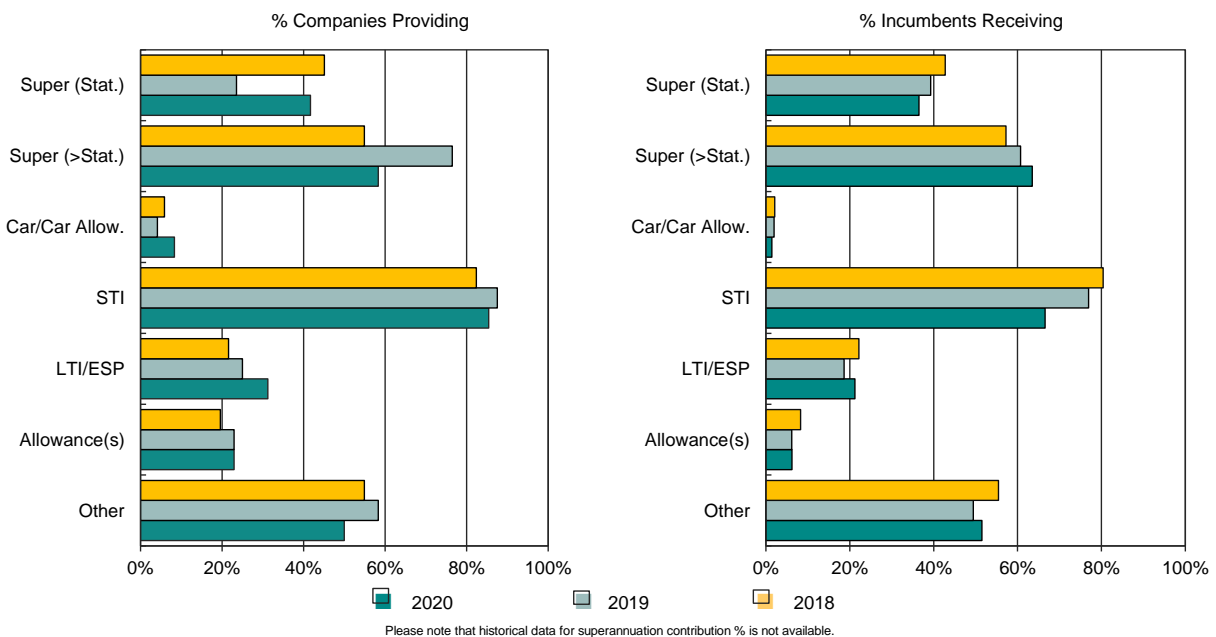
## Comparison By State (Incumbent Average)



## Comparison By Industry (Incumbent Average)



## Benefits Summary





## AE33 Senior Accountant Level 2

### Benefits Analysis

Number of Companies: 48  
 Number of Incumbents: 499

Group	Company Data					Incumbent Data							
	Benefit	#	%	Mean All	Mean Prov	#	%	Mean All	Mean Rcv	% Base	Quartiles		
											Q1	Med	Q3
Allowances	22) Travel	2	4.2%	294	7,051	2	0.4%	28	7,051	5%	-	7,051	-
	29) Other All'ce	6	12.5%	1,153	9,220	20	4.0%	378	9,419	6%	7,174	10,085	11,500
Leave Loading	11) Leave Loading	6	12.5%	241	1,926	82	16.4%	325	1,976	1%	1,693	1,961	2,251
Sacrifice	15) Misc Sal Sac	2	4.2%	623	14,959	5	1.0%	77	7,733	7%	2,453	3,023	15,370
	90) Super (A)	7	14.6%	992	6,802	11	2.2%	145	6,590	5%	4,212	6,400	9,600
Car/Allow	30) Car Allow.	2	4.2%	458	11,000	4	0.8%	88	11,000	8%	11,000	11,000	11,000
	31) Car A	-	-	0	-	-	-	0	-	-	-	-	-
	32) Car B	-	-	0	-	-	-	0	-	-	-	-	-
	33) Car C	-	-	0	-	-	-	0	-	-	-	-	-
	34) Car D	-	-	0	-	-	-	0	-	-	-	-	-
	35) Car Sac	4	8.3%	449	5,387	4	0.8%	43	5,387	4%	3,904	5,440	6,817
	36) Car Other	-	-	0	-	-	-	0	-	-	-	-	-
	37) Car Parking	2	4.2%	159	3,820	8	1.6%	61	3,820	3%	3,111	3,820	4,528
Expenses	46) Private Travel	1	2.1%	476	22,867	3	0.6%	137	22,867	17%	19,200	24,700	24,700
	49) Phone Calls	2	4.2%	75	1,800	5	1.0%	20	2,040	2%	600	3,000	3,000
	50) Prof. Subs	6	12.5%	95	763	48	9.6%	56	583	0%	500	500	665
	51) Clubs	3	6.3%	27	433	9	1.8%	8	433	0%	299	500	500
Loans	61) Loan (B)	-	-	0	-	-	-	0	-	-	-	-	-
	62) Loan (C)	-	-	0	-	-	-	0	-	-	-	-	-
Insurances	70) Hosp/Medical A	4	8.3%	554	6,653	70	14.0%	1,086	7,740	6%	5,580	9,500	9,500
	71) Hosp/Medical B	4	8.3%	659	7,905	9	1.8%	136	7,521	6%	6,671	7,577	7,577
	72) Life Assurance	6	12.5%	292	2,340	74	14.8%	242	1,635	1%	1,048	1,561	1,765
Other	94) Other Non-FBT.	5	10.4%	320	3,076	32	6.4%	141	2,199	2%	1,200	2,085	2,673
	95) Other Non-Ded.	1	2.1%	100	4,800	1	0.2%	10	4,800	4%	-	4,800	-
	96) Other FBT'able	3	6.3%	508	8,132	7	1.4%	56	4,010	3%	488	1,350	1,350
Company Super	91) Super (B)	10	20.8%	2,905	13,942	59	11.8%	1,724	14,580	11%	12,160	14,350	16,640
	92) Super (C)	40	83.3%	12,018	14,421	440	88.2%	13,053	14,804	11%	11,708	13,730	17,551
ST Incentive	79) Coal Production	-	-	0	-	-	-	0	-	-	-	-	-
	80) Group Bonus	20	41.7%	5,526	13,262	166	33.3%	4,516	13,577	10%	8,480	11,185	18,088
	82) Perf. Bonus	21	43.8%	5,076	11,602	147	29.5%	4,359	14,796	11%	10,341	13,705	19,046
	83) Commission	-	-	0	-	-	-	0	-	-	-	-	-
Site/Shift/OT	23) Site Allow	4	8.3%	2,852	34,225	8	1.6%	617	38,509	28%	14,250	38,634	59,100
	24) Shift Allow	1	2.1%	32	1,536	1	0.2%	3	1,536	1%	-	1,536	-
	25) Overtime Allow	-	-	0	-	-	-	0	-	-	-	-	-
Housing	65) FBT'able	1	2.1%	232	11,117	1	0.2%	22	11,117	9%	-	11,117	-
	66) Non-FBT'able	-	-	0	-	-	-	0	-	-	-	-	-
Deferred	93) Deferred Inc.	1	2.1%	201	9,664	2	0.4%	39	9,664	8%	-	9,664	-
LT Incentive	85) LTI	4	8.3%	365	4,379	25	5.0%	147	2,926	2%	1,000	1,000	2,500
	86) Emp. Share Plan	11	22.9%	2,958	12,906	81	16.2%	2,343	14,434	10%	3,091	14,500	22,766
Target Incentive	88) Target Bonus	36	75.0%	10,613	14,151	304	60.9%	8,709	14,295	11%	11,457	13,750	16,778