

Information Package for
The Consult Australia Remuneration Report

April 2011



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Why Participate in an Aon Hewitt Remuneration Report?

As an Aon Hewitt remuneration report subscriber you have access to the very latest market data to ensure informed salary decisions in your organisation.

You also receive the high level of client service Aon Hewitt is known for, along with the following benefits:

Access to Aon Hewitt's salary database — the largest and most reliable database in the marketplace

Online remuneration data through Data Centre that can be filtered according to your specific data needs (optional on some surveys)

Comprehensive data on all the major elements of the remuneration package — salary, benefits and short and long-term incentives

12-month coverage of **actual salary movements and forecasts** for the coming year

'Career Levels' section that provides separate remuneration tables for each Job Family which can be used to enhance job matching, or as an alternative source of data for non-standard positions

Detailed, full-page **Position Descriptions** for all positions covered in the survey

Economic Commentary containing a summary of general trends, up-to-date national and global economic indicators and job vacancy data

A **Policy & Practice 'Feature Survey'** on a specific remuneration or HR issue

Free attendance to a remuneration forum to receive an overview of survey results, expert advice on an area of remuneration/HR management and an opportunity to network (not available for all surveys).

From year to year we see many variations in the way organisations reward their employees. Some positions begin attracting a significantly higher rate of pay whilst others drop, as supply and demand for various skill-sets shift and change. As circumstances change organisations adjust their reward packages to get the most out of limited salary budgets.

Staying informed of these market movements is critical to ensure your reward strategies are still meeting your business needs whilst minimising costs. The money spent on a salary survey subscription can be made back many times over in savings on unnecessary salary costs and by retaining key talent.

About this Report

Since April 2001, Hewitt has had an agreement with Consult Australia (formerly the ACEA) to produce a report of salaries and benefits in the Consulting Engineering sector. The survey is now produced on an annual basis and available only to members of Consult Australia. Roles covered include Engineering roles in the chemical, civil, electrical, environment, mechanical, mining, project management, structural and sustainability disciplines, as well as Architects, Drafters, Planners, Scientists, Surveyors and Technical Officers.

The active participation of the Round Table Forum, of which current members include the ACEA, Arup, Sinclair Knight Merz, Connell Wagner, GHD, Snowy Mountain Engineering Corporation and Hewitt, will ensure that the content and direction of the survey will be constantly enhanced moving forward.

Job Families:

- **Architecture**
- **Engineering - Chemical**
- **Engineering - Civil**
- **Engineering - Electrical**
- **Engineering - Environment**
- **Engineering - Mechanical**
- **Engineering - Mining**
- **Engineering - Project Management**
- **Engineering - Structural**
- **Engineering - Sustainability**
- **Management**
- **Planning**
- **Science**
- **Surveying**
- **Technical Support**
- **Drafting**

Position Descriptions

For detailed descriptions of all positions surveyed please refer to Aon Hewitt's website. Instructions to the web are as follows: Visit www.hewittreward.com.au then click on "Surveys" and "Australian Reports". Under "Industry Specific Surveys" select "Consult Australia Remuneration Report". Here you will see a link to "Position Descriptions". If you require assistance with locating the Position Descriptions please contact us on: +61 (0)2 9253 7100.

Data Submission

The provision of your organisation's remuneration data is a condition of participation in Aon Hewitt salary surveys. This ensures the veracity of the data provided in the Remuneration Report. Our customised data input software 'Rapid Rem' makes submitting remuneration data a simple process.

Positions Surveyed

JOB FAMILY: ARCHITECTURE

1000	Senior Principal - Architecture Landscape
1110	Principal - Landscape*
1120	Senior Associate - Landscape
1130	Associate - Landscape
1140	Senior Architect - Landscape
1150	Experienced Architect - Landscape
1160	Graduate Architect (3-4 years) - Landscape
1165	Graduate Architect (2-3 years) - Landscape*
1170	Graduate Architect (1-2 years) - Landscape
1180	Graduate Architect (Entry Level <1 year) - Landscape Building
1210	Principal - Building
1220	Senior Associate - Building
1230	Associate - Building
1240	Senior Architect - Building
1250	Experienced Architect - Building
1260	Graduate Architect (3-4 years) - Building*
1265	Graduate Architect (2-3 years) - Building
1270	Graduate Architect (1-2 years) - Building*
1280	Graduate Architect (Entry Level <1 year) - Building Combined Architecture Roles
1910	Principal - Combined
1920	Senior Associate - Combined
1930	Associate - Combined
1940	Senior Architect - Combined
1950	Experienced Architect - Combined
1960	Graduate Architect (3-4 years) - Combined
1965	Graduate Architect (2-3 years) - Combined
1970	Graduate Architect (1-2 years) - Combined
1980	Graduate Architect (Entry Level <1 year) - Combined

JOB FAMILY: ENGINEERING - CHEMICAL

12000	Senior Principal - Chemical
12110	Principal - Chemical
12120	Senior Associate - Chemical
12130	Associate - Chemical
12140	Senior Engineer - Chemical
12150	Experienced Engineer - Chemical
12160	Graduate Engineer (3-4 years) - Chemical

12165	Graduate Engineer (2-3 years) - Chemical
12170	Graduate Engineer (1-2 years) - Chemical*
12180	Graduate Engineer (Entry Level <1 year) - Chemical

JOB FAMILY: ENGINEERING - CIVIL

2000	Senior Principal - Civil Geotechnical
2110	Principal - Geotechnical
2120	Senior Associate - Geotechnical
2130	Associate - Geotechnical
2140	Senior Engineer - Geotechnical
2150	Experienced Engineer - Geotechnical
2160	Graduate Engineer (3-4 years) - Geotechnical
2165	Graduate Engineer (2-3 years) - Geotechnical
2170	Graduate Engineer (1-2 years) - Geotechnical
2180	Graduate Engineer (Entry Level <1 year) - Geotechnical Water
2210	Principal - Water
2220	Senior Associate - Water
2230	Associate - Water
2240	Senior Engineer - Water
2250	Experienced Engineer - Water
2260	Graduate Engineer (3-4 years) - Water
2265	Graduate Engineer (2-3 years) - Water
2270	Graduate Engineer (1-2 years) - Water
2280	Graduate Engineer (Entry Level <1 year) - Water Transport
2310	Principal - Transport
2320	Senior Associate - Transport
2330	Associate - Transport
2340	Senior Engineer - Transport
2350	Experienced Engineer - Transport
2360	Graduate Engineer (3-4 years) - Transport
2365	Graduate Engineer (2-3 years) - Transport
2370	Graduate Engineer (1-2 years) - Transport
2380	Graduate Engineer (Entry Level <1 year) - Transport

Positions Surveyed

	Traffic	3170	Graduate Engineer (1-2 years) - Energy
2410	Principal - Traffic		
2420	Senior Associate - Traffic	3180	Graduate Engineer (Entry Level <1 year) - Energy
2430	Associate - Traffic		
2440	Senior Engineer - Traffic		
2450	Experienced Engineer - Traffic	3210	Signalling & Communications
2460	Graduate Engineer (3-4 years) - Traffic	3220	Principal - Signalling & Communications
2465	Graduate Engineer (2-3 years) - Traffic	3230	Senior Associate - Signalling & Communications
2470	<i>Graduate Engineer (1-2 years) - Traffic*</i>	3240	Associate - Signalling & Communications
2480	Graduate Engineer (Entry Level <1 year) - Traffic	3250	Senior Engineer - Signalling & Communications
	Other		Experienced Engineer - Signalling & Communications
2510	Principal - Other	3260	Graduate Engineer (3-4 years) - Signalling & Communications
2520	Senior Associate - Other	3265	<i>Graduate Engineer (2-3 years) - Signalling & Communications*</i>
2530	Associate - Other		
2540	Senior Engineer - Other	3270	Graduate Engineer (1-2 years) - Signalling & Communications
2550	Experienced Engineer - Other		
2560	Graduate Engineer (3-4 years) - Other	3280	Graduate Engineer (Entry Level <1 year) - Signalling & Communications
2565	Graduate Engineer (2-3 years) - Other		
2570	Graduate Engineer (1-2 years) - Other	3310	Power & Lighting
2580	Graduate Engineer (Entry Level <1 year) - Other	3320	Principal - Power & Lighting
	Combined Civil Roles		Senior Associate - Power & Lighting
2910	Principal - Combined	3330	Associate - Power & Lighting
2920	Senior Associate - Combined	3340	Senior Engineer - Power & Lighting
2930	Associate - Combined		
2940	Senior Engineer - Combined	3350	Experienced Engineer - Power & Lighting
2950	Experienced Engineer - Combined	3360	Graduate Engineer (3-4 years) - Power & Lighting
2960	Graduate Engineer (3-4 years) - Combined	3365	Graduate Engineer (2-3 years) - Power & Lighting
2965	Graduate Engineer (2-3 years) - Combined	3370	Graduate Engineer (1-2 years) - Power & Lighting
2970	Graduate Engineer (1-2 years) - Combined	3380	Graduate Engineer (Entry Level <1 year) - Power & Lighting
2980	Graduate Engineer (Entry Level <1 year) - Combined	3410	Security
		3420	<i>Principal - Security*</i>
		3430	Senior Associate - Security
		3440	Associate - Security
		3450	<i>Senior Engineer - Security*</i>
		3460	<i>Experienced Engineer - Security*</i>
		3465	<i>Graduate Engineer (3-4 years) - Security*</i>
		3470	<i>Graduate Engineer (2-3 years) - Security*</i>
		3480	<i>Graduate Engineer (1-2 years) - Security*</i>
			<i>Graduate Engineer (Entry Level <1 year) - Security*</i>
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JOB FAMILY: ENGINEERING - ELECTRICAL			
3000	Senior Principal - Electrical		
	Energy		
3110	Principal - Energy		
3120	Senior Associate - Energy		
3130	Associate - Energy		
3140	Senior Engineer - Energy		
3150	Experienced Engineer - Energy		
3160	Graduate Engineer (3-4 years) - Energy		
3165	Graduate Engineer (2-3 years) - Energy		

Positions Surveyed

Combined Project Management Roles

6910	Principal - Combined
6920	Senior Associate - Combined
6930	Associate - Combined
6940	Senior Engineer - Combined
6950	Experienced Engineer - Combined
6960	Graduate Engineer (3-4 years) - Combined
6965	Graduate Engineer (2-3 years) - Combined
6970	<i>Graduate Engineer (1-2 years) - Combined*</i>
6980	Graduate Engineer (Entry Level <1 year) - Combined

JOB FAMILY: ENGINEERING – STRUCTURAL

7000	Senior Principal - Structural
7110	Principal - Structural
7120	Senior Associate - Structural
7130	Associate - Structural
7140	Senior Engineer - Structural
7150	Experienced Engineer - Structural
7160	Graduate Engineer (3-4 years) - Structural
7165	Graduate Engineer (2-3 years) - Structural
7170	Graduate Engineer (1-2 years) - Structural
7180	Graduate Engineer (Entry Level <1 year) - Structural

JOB FAMILY: ENGINEERING – SUSTAINABILITY

13000	<i>Senior Principal - Sustainability*</i>
13110	Principal - Sustainability
13120	Senior Associate - Sustainability
13130	Associate - Sustainability
13140	Senior Engineer - Sustainability
13150	<i>Experienced Engineer - Sustainability*</i>
13160	Graduate Engineer (3-4 years) - Sustainability
13165	<i>Graduate Engineer (2-3 years) - Sustainability*</i>
13170	<i>Graduate Engineer (1-2 years) - Sustainability*</i>
13180	<i>Graduate Engineer (Entry Level <1 year) - Sustainability*</i>

JOB FAMILY: MANAGEMENT

8000	Regional Manager
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JOB FAMILY: PLANNING

	Senior Principal - Planning
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Transportation

	Principal - Transportation
	Senior Associate - Transportation
	Associate - Transportation
	Senior Planner - Transportation
	Experienced Planner - Transportation
	Graduate Planner (3-4 years) - Transportation
	Graduate Planner (2-3 years) - Transportation
	<i>Graduate Planner (1-2 years) - Transportation*</i>
	Graduate Planner (Entry Level <1 year) - Transportation

Economic Planning

	<i>Principal - Economic Planning*</i>
	Senior Associate - Economic Planning
	<i>Associate - Economic Planning*</i>
	<i>Senior Planner - Economic Planning*</i>
	<i>Experienced Planner - Economic Planning*</i>
	<i>Graduate Planner (3-4 years) - Economic Planning*</i>
	<i>Graduate Planner (2-3 years) - Economic Planning*</i>
	<i>Graduate Planner (1-2 years) - Economic Planning*</i>
	<i>Graduate Planner (Entry Level <1 year) - Economic Planning*</i>

Other

	Principal - Other
	Senior Associate - Other
	Associate - Other
	Senior Planner - Other
	Experienced Planner - Other
	Graduate Planner (3-4 years) - Other
	Graduate Planner (2-3 years) - Other
	Graduate Planner (1-2 years) - Other
	Graduate Planner (Entry Level <1 year) - Other

Combined Planning Roles

	Principal - Combined
	Senior Associate - Combined
	Associate - Combined
	Senior Planner - Combined
	Experienced Planner - Combined

Positions Surveyed

	Combined Planning Roles continued
5960	Graduate Planner (3-4 years) - Combined
5965	Graduate Planner (2-3 years) - Combined
5970	Graduate Planner (1-2 years) - Combined
5980	Graduate Planner (Entry Level <1 year) - Combined

JOB FAMILY: SCIENCE

9000	Senior Principal - Science Environment
9110	Principal - Environment
9120	Senior Associate - Environment
9130	Associate - Environment
9140	Senior Scientist - Environment
9150	Experienced Scientist - Environment
9160	Graduate Scientist (3-4 years) - Environment
9165	Graduate Scientist (2-3 years) - Environment
9170	Graduate Scientist (1-2 years) - Environment
9180	Graduate Scientist (Entry Level <1 year) - Environment
	Geoscience
9210	Principal - Geoscience
9220	Senior Associate - Geoscience
9230	Associate - Geoscience
9240	Senior Scientist - Geoscience
9250	Experienced Scientist - Geoscience
9260	Graduate Scientist (3-4 years) - Geoscience
9265	Graduate Scientist (2-3 years) - Geoscience
9270	Graduate Scientist (1-2 years) - Geoscience
9280	Graduate Scientist (Entry Level <1 year) - Geoscience*
	Hydrogeology
9510	Principal - Hydrogeology*
9520	Senior Associate - Hydrogeology*
9530	Associate - Hydrogeology*
9540	Senior Scientist - Hydrogeology*
9550	Experienced Scientist - Hydrogeology*
9560	Graduate Scientist (3-4 years) - Hydrogeology*
9565	Graduate Scientist (2-3 years) - Hydrogeology*

9570	Graduate Scientist (1-2 years) - Hydrogeology*
9580	Graduate Scientist (Entry Level <1 year) - Hydrogeology*
	Other
9310	Principal - Other
9320	Senior Associate - Other
9330	Associate - Other
9340	Senior Scientist - Other
9350	Experienced Scientist - Other
9360	Graduate Scientist (3-4 years) - Other
9365	Graduate Scientist (2-3 years) - Other*
9370	Graduate Scientist (1-2 years) - Other
9380	Graduate Scientist (Entry Level <1 year) - Other*
	Combined Science Roles
9910	Principal - Combined
9920	Senior Associate - Combined
9930	Associate - Combined
9940	Senior Scientist - Combined
9950	Experienced Scientist - Combined
9960	Graduate Scientist (3-4 years) - Combined
9965	Graduate Scientist (2-3 years) - Combined
9970	Graduate Scientist (1-2 years) - Combined
9980	Graduate Scientist (Entry Level <1 year) - Combined
	Research & Development
9410	Principal Scientist - Research & Development*
9411	Senior Scientist - Research & Development*
9412	Scientist - Research & Development*

JOB FAMILY: SURVEYING

10000	Senior Principal*
10110	Principal
10120	Senior Associate
10130	Associate
10140	Senior Surveyor
10150	Experienced Surveyor
10160	Graduate Surveyor (3-4 years)*
10165	Graduate Surveyor (2-3 years)*
10170	Graduate Surveyor (1-2 years)*
10180	Graduate Surveyor (Entry Level <1 year)*

Positions Surveyed

JOB FAMILY: TECHNICAL SUPPORT

11130	Associate Technical Officer
11140	Senior Technical Officer
11150	Experienced Technical Officer
11160	Graduate Technical Officer (3-4 years)
11165	Graduate Technical Officer (2-3 years)
11170	Graduate Technical Officer (1-2 years)
11180	Graduate Technical Officer (Entry Level <1 year)*

JOB FAMILY: DRAFTING

1030	Drafting Manager
	Architecture
1340	Senior Drafter - Architecture*
1350	Experienced Drafter - Architecture*
1360	Drafter - Architecture
1370	Cadet Drafter - Architecture*
	Engineering - Civil
2640	Senior Drafter - Civil
2650	Experienced Drafter - Civil
2660	Drafter - Civil
2670	Cadet Drafter - Civil (3-4 years)
2675	Cadet Drafter - Civil (1-2 years)
	Engineering - Electrical
3640	Senior Drafter - Electrical
3650	Experienced Drafter - Electrical
3660	Drafter - Electrical
3670	Cadet Drafter - Electrical
	Engineering - Mechanical
4740	Senior Drafter - Mechanical
4750	Experienced Drafter - Mechanical
4760	Drafter - Mechanical
4770	Cadet Drafter - Mechanical
	Engineering - Planning & Environment
5540	Senior Drafter - Planning & Environment*
5550	Experienced Drafter - Planning & Environment*
5560	Drafter - Planning & Environment*
5570	Cadet Drafter - Planning Environment*

Engineering - Project Management

6340	Senior Drafter - Project Management*
6350	Experienced Drafter - Project Management*
6360	Drafter - Project Management*
6370	Cadet Drafter - Project Management*

Engineering - Structural

7240	Senior Drafter - Structural
7250	Experienced Drafter - Structural
7260	Drafter - Structural
7270	Cadet Drafter - Structural (3-4 years)
7275	Cadet Drafter - Structural (1-2 years)

Surveying

10240	Senior Drafter - Surveying
10250	Experienced Drafter - Surveying
10260	Drafter - Surveying*
10270	Cadet Drafter - Surveying*

Modelling - Transport

15240	Principal Modeller - Transport
15250	Senior Modeller - Transport*
15260	Modeller - Transport*
15270	Graduate Modeller - Transport*

Please note: * These positions are available to be surveyed but did not print within this survey cycle

For a softcopy version of all positions surveyed please refer to Aon Hewitt's website. Instructions to the web are as follows: www.hewittreward.com.au then click on "Surveys" and "Australian Reports." Under "Industry Specific Salary Surveys" select "Consult Australia . . .". Here you will see a link to "Position Descriptions". If you require assistance with locating the Position Descriptions please contact Aon Hewitt on: 612 9253 7100.

Participating Organisations

AECOM	Mintrex Consulting Division of Holtfraters*
Airey Taylor Consulting	MPN Group Pty Limited
Arup Pty Limited	MWH Australia Pty Limited
ATC Williams Pty Ltd	Opus International Consultants
Aurecon Australia Pty Ltd	Parsons Brinckerhoff Australia Pty Ltd
BECA Pty Ltd	Paul Davis Rajalingham Consulting Engineers Pty Ltd
Black Geotechnical Pty Ltd*	Pitt & Sherry
Bornhorst & Ward Pty Ltd	R O Bird & Associates Pty Ltd
Coffey International Limited	SCP Consulting Pty Ltd
Cossill & Webley*	Simpson Kotzman Pty Ltd
Douglas Partners Pty Ltd	Sinclair Knight Merz Pty Ltd
ERM Australia*	Snowy Mountains Engineering Corporation
Floth Pty Limited ATF George Floth Unit Trust*	Taylor Thomson Whitting Pty Ltd
GHD Pty Ltd	Tonkin Consulting
Golder Associates Pty Ltd	Tracey Brunstrom & Hammond Pty Ltd
Hatch Associates	URS Australia Pty Ltd
Izzat Consulting Engineers	Wood & Grieve Engineers
Jeffery & Katauskas Pty Ltd	WorleyParsons Services Limited
Kellogg Brown & Root Pty Ltd	
Kittelson & Associates*	
Lane Piper Pty Ltd	* New participant this cycle
McVeigh Consultants Pty Ltd	# Participant for next cycle

Sample Position Description

Position Title	Graduate Scientist (Entry Level <1 year) - Combined	
Position Code	9980	
Career Level	1	Industry Code ACE

Responsible For

Undertaking professional Scientific tasks of limited scope and complexity under close supervision.

Reports To

Scientist or above.

Supervises

No supervisory responsibilities.

Main Activities

- Working on minor phases of broader research assignments.
- Using a variety of standard Scientific methods and techniques in solving problems.
- Assisting more senior Scientists in office, plant, field or laboratory work.
- Assisting in the preparation of specifications, proposals and other documentation under supervision.

Key Skills

- Problem solving/analytical skills.
- Good communication skills.
- Ability to interpret and carry out instructions.
- Ability to use basic theoretical knowledge of Scientific principles to analyse and interpret information.

Internal Contacts

Scientists at all levels.

External Contacts

No external contacts.

Typical Experience

Less than one year of relevant professional experience coupled with a Degree in Science.

Other Comments

Sample Remuneration Table



THE CONSULT AUSTRALIA REMUNERATION REPORT APRIL 2011

REMUNERATION DATA

Position Title:	Graduate Scientist (Entry Level <1 year) - Combined		
Position Code:	9980	Sample Size:	65
Career Level:	1	No. of Organisations:	7

Remuneration Component	% Rec	Average	% of TFR	Percentiles			
				25th	50th	62.5th	75th
TAXABLE BASE SALARY (TBS)*	100%	52684	90%	45871	54661	55045	56420
Salary Sacrifice Superannuation*	3%						
NOMINAL BASE SALARY (NBS)	100%	52783	91%	45871	54661	55045	56420
Annual Leave Loading	5%						
Other Cash*	6%						
TOTAL FIXED CASH	100%	53271	91%	45871	54661	55045	56482
Company Superannuation	100%	4791	8%	4128	4919	4954	5083
Car Allowance*							
Other Non FBT-able Benefits*	42%						
Company Car/Novated Lease (inc FBT)							
Health Insurance (inc FBT)							
Other FBT-able Benefits							
TOTAL FIXED REMUNERATION (TFR)	100%	58241	100%	50000	59999	60000	61999
Target Variable Incentive	14%						
Target Commission							
Ad-Hoc Bonus	2%						
TOTAL VARIABLE PAY	15%						
TOTAL REMUNERATION COST (TRC)	100%	59246	102%	50000	59999	60000	62000
Overtime	6%						
Shift Allowance*							
On-call/Standby Allowance*							
Annual Hot Skills Premium*							
TOTAL EMPLOYMENT COST (TEC)	100%	59512	102%	50000	59999	60000	62000
Long Term Incentive							
Actual Variable Incentive							
Maximum Variable Incentive							
Actual Commission							
Maximum Commission							

Sample Data Only

*All superannuation on these items is included in the "Company Superannuation" line of the table above.

Please refer to Data Centre for statistics on the following:

State	No. of	
	Inc's	Org's
New South Wales	24	4
Australian Capital Territory		
Victoria	18	4
Queensland	12	3
South Australia		
Western Australia	10	5

Organisation Size	No. of	
	Inc's	Org's
Organisation Size A		
Organisation Size B		
Organisation Size C		
Organisation Size D		
Organisation Size E	45	8

Client Testimonials

Here is what our clients have to say about working with us:

“What consistently impresses me is their passion and dedication to attain the most accurate and reliable market data available.”

“Aon Hewitt’s ever friendly, service orientated, approach is second to none (I can say this after having worked with all the major players in this market over my time in this profession) and with their dedication to constantly review and improve products over the long term, I would have no hesitation in recommending Aon Hewitt.”

“Aon Hewitt’s service is brilliant, efficient, thorough and friendly. Working with Aon Hewitt staff has been a pleasure.”

“Aon Hewitt is delivering a clear tailored approach to our remuneration needs and has forged a relationship based on trust, rigour, expertise, professionalism and charm.”

“Aon Hewitt’s service is fantastic - accessible, friendly, professional, thorough, responsive.”

“The things I value most about Aon Hewitt are speed and flexibility – they react quickly to what we require, plus they have sharp pricing and a strong knowledge of our industry.”

“Aon Hewitt is more creative, hands on and proactive - they understand our needs and help us deal with all the issues we face. They offer a good range of specialised surveys and we receive phone support straight away, we don’t have to commission lots of dollars for support. They are more approachable and honest. The data is reliable and we all work together.”

“Aon Hewitt is a great partner to me. The skills and knowledge are not just present, but available at short notice.”

“Aon Hewitt has a strong customer focus and integrity in data matching and swamping. They haven’t forgotten the fundamentals of good rem practice. Enhancements to surveys are well communicated.”

“In my opinion Aon Hewitt is best practice.”

Order Form Details

To subscribe to one of Aon Hewitt's Remuneration Reports, please complete an order form and return it to us by fax or email.

Please use the relevant link (case sensitive) to access the order form you need:

Australian Survey order form:

<http://www.hewittreward.com.au/downloads/orderForms/AusorderformAllSurveys.pdf>

New Zealand Survey order form:

<http://www.hewittreward.com.au/downloads/orderForms/NZorderformAllSurveys.pdf>

Alternatively, for more information about Aon Hewitt's products and services, please contact us:

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Aon Hewitt Company Overview

Aon Hewitt provides expert advice and innovative solutions to assist organisations with all areas of remuneration management. With a reputation for excellence and integrity, we are the primary source of remuneration information and advice for entire industries, as well as individual organisations of all sizes. We pride ourselves on outstanding customer service and our ability to tailor solutions that are aligned to your remuneration needs and contribute to the success of your business.

Our Services

Remuneration Consulting Services:

- Remuneration & benefits strategy design
- Remuneration structures/systems
- Policy development and review
- Job analysis
- Position description writing
- Remuneration benchmarking
- Customised market surveys
- Job pricing
- Performance pay plan design and review
- Salary budget planning and reviewing the remuneration environment
- Salary review assistance
- Remuneration outsourcing
- Employee opinion surveys
- Remuneration mentoring

Executive Remuneration Services:

- Executive benchmarking
- Long and short term incentive design
- Providing remuneration advice and recommendations to Boards of Directors

Survey Services:

- Industry-specific and general industry salaries and benefits surveys
- Customised salary surveys tailored to individual organisations' needs
- HR benchmarking and remuneration policy and practice survey reports
- Access to international market data
- Survey forums

Training Services:

- Public training seminars ranging from a basic introduction to remuneration through to advanced remuneration theory and practice topics
- Customised 'in-house' remuneration training, designed to meet specific organisational requirements and conducted on client premises
- Access to comprehensive HR reference manuals

Data Services:

- 'Peer' cuts of data for competitor analyses
- Data analysis to suit individual organisations' internal remuneration requirements

Remuneration Technology:

- The Data Centre & RapidRem - online survey data and analysis software
- Salary review & management software

Our Clients

Over eight hundred organisations from various industry sectors use Aon Hewitt's products and services, ranging from small to large local firms through to the largest multinationals.

Our People

Aon Hewitt is a team of knowledgeable, experienced, passionate, creative and energetic people who thrive on exceeding client expectations, providing expert advice to organisations, and leading the market in the design and development of innovative remuneration solutions, products, training and technology.

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