

## Role

- The most senior position of an organisation operating in Australia, whether the organisation is Australian or overseas owned.
- Other position titles in use are Managing Director or General Manager.
- This position includes a General Manager reporting to an overseas Director, but does not include a General Manager reporting to a more senior General Manager in Australia.

## General Functions and Tasks

- Directs, and is fully responsible for, all operations of the company within the established policy and in accordance with the authority delegated by the Board of Directors or overseas principals
- Ensures, and is responsible for, the overall profitability, future development and growth of the business
- Periodically presents current and long range plans and objectives and analyses of their progressive attainment to the Board
- Ensures the soundness of the company's financial structure by review of projections for capital expenditure and financing arrangements, which may result from such plans
- Plans and directs, with Board approval, all negotiations related to mergers, acquisition of new business, or sale of major assets
- Examines economic and market trends and conditions as they affect the company and modifies policies to take full advantage of any changing circumstances

- Establishes controls to measure executive performance at all levels
- Maintains effective communications systems throughout the company
- Resolves problems and conflict arising between operating groups under direct control
- Represents the company in its relationships with major customers, bankers, government bodies, professional societies and similar groups
- Reviews and approves the appointment, employment, transfer or termination of all key executives
- Authorises the freedom of control delegated to staff in regard to policies, contractual agreements and expenditure.

## Relationships and Authority

- Reports either directly to overseas principals or to a Board of Directors representing the shareholders or proprietors of the company.
- In many cases is a Director and may be Chairperson of the Board.
- Manages senior executives in charge of main functional and operating departments and prescribes the limits of their authority.

## Qualifications and Experience

- Preferred tertiary and postgraduate qualifications in an appropriate discipline or equivalent formal studies in management
- Possesses proven successful experience in fields relevant to the business of the company.

## Salary and Benefits Summary (\$p.a)

Item	No. Cases	LQ	Median	UQ	Avg	% Rep
<b>Total Salary</b>	297	180,029	226,068	289,985	244,284	100
Superannuation	297	15,300	20,728	28,345	24,034	100
Car Package Value	177	25,358	32,165	44,185	37,556	60
Vehicle Allowance	52	14,633	22,414	30,000	22,970	18
General Expenses	40	3,500	8,076	11,506	11,397	13
Subscriptions	66	740	1,200	2,500	2,152	22
Health/Medical Insurance	42	2,500	3,000	3,587	3,199	14
Mobile Phone	146	792	1,255	2,092	1,879	49
Laptop	94	1,023	2,000	3,138	2,302	32
Other Benefits not incl. FBT	23	2,408	5,046	14,968	17,092	8
Other Benefits incl. FBT	32	2,359	10,000	38,818	22,733	11
<b>Total Package</b>	297	224,979	283,348	357,948	302,618	100
Performance Pay	141	25,500	50,750	74,568	73,337	47
<b>Total Remuneration</b>	297	240,773	306,068	407,866	337,434	100

	No. Cases	TOTAL SALARY (\$ p.a)				TOTAL PKG (excl. perf. pay) (\$p.a)				TS:TP%
		LQ	Median	UQ	Avg	LQ	Median	UQ	Avg	
<b>ANNUAL TURNOVER</b>										
Less than \$20 million	75	152,442	184,966	219,693	189,837	187,282	229,634	274,196	237,936	80
\$20 million to less than \$100m	164	181,878	226,351	288,736	238,761	234,095	283,379	359,292	299,210	80
\$100m to less than \$200m	32	232,663	275,512	336,307	292,116	296,068	331,691	405,699	359,051	81
\$200 million or more	26	271,988	319,436	418,008	377,310	319,149	379,592	516,198	441,241	86
<b>LOCATION</b>										
NSW/ACT	128	189,191	232,823	284,613	244,940	247,888	283,348	359,292	305,797	80
Victoria/Tasmania	101	180,029	225,046	298,310	247,336	224,979	289,898	360,516	305,391	81
Queensland	28	183,264	257,041	322,476	263,955	226,333	306,872	363,974	320,529	82
South Australia/NT	21	168,319	223,956	275,000	264,623	222,750	274,120	336,786	325,185	81
Western Australia	19	81,683	170,697	214,920	172,170	122,836	209,067	276,121	215,121	80
<b>INDUSTRY GROUP</b>										
Agri/Forest/Fish/Farm	8	169,755	257,780	289,987	237,933	217,860	276,142	335,967	276,428	86
Wholesale - Other	37	172,669	222,907	261,807	229,468	220,659	281,940	358,572	306,400	75
Banking/Finance/Insurance	12	246,865	292,789	359,667	301,797	308,016	331,428	436,873	369,086	82
Business & Prof Services	10	125,450	227,179	286,244	237,745	170,364	249,050	323,467	273,553	87
Government/Instn/Soc Serv	31	149,064	181,586	218,693	202,147	182,034	226,213	281,234	245,960	82
Retail	9	156,550	189,847	252,500	226,957	170,842	243,410	309,547	276,268	82
Other	26	184,589	218,495	295,754	237,791	240,265	271,550	352,899	297,895	80
Construction/Engineering	20	169,250	219,942	313,885	256,872	218,777	285,900	385,941	323,882	79
Mfg - Food/Beverage/Tobacco	16	231,420	269,102	341,350	263,845	273,304	309,770	412,336	327,521	81
Mfg - Petrol/Chemicals	23	165,094	210,570	335,886	271,055	212,938	275,597	366,684	330,921	82
Mfg - Metal/Automotive	35	182,217	221,139	293,539	254,824	231,192	284,388	388,928	312,713	81
Manufacturing - Other	44	200,249	227,882	275,000	243,753	258,157	291,134	339,052	304,623	80
Electronics/IT	9	196,702	242,390	307,434	244,597	232,365	291,731	338,450	292,217	84

**COMPANY CAR PROVISION**

	No. Cases	No. Cars	% Rec	Up to \$20,000		\$20,001-\$32,000		\$32,001-\$55,134		\$55,135-\$80,000		\$80,000+	
				No	%	No	%	No	%	No	%	No	%
Total Cases	297	177	60	12	7	72	41	71	40	11	6	11	6
Less than \$20 million	75	43	57	3	7	26	60	11	26	2	5	1	2
\$20m to less than \$100m	164	101	62	8	8	35	35	43	43	7	7	8	8
\$100m to less than \$200m	32	19	59	0	0	6	32	10	53	2	11	1	5
\$200 million or more	26	14	54	1	7	5	36	7	50	0	0	1	7