

# 2012 ANNUAL EXECUTIVE REMUNERATION REVIEW



## STEWART BROWN Business Solutions

Stewart Brown & Co together with Realise Performance Pty Limited present the 14h annual Review of Aged Care Executive Remuneration. This review uses a system of job matching covering virtually all executive positions in the aged care sector. This system allows the comparison of aged care remuneration with other sectors of the economy, and is the same system that we have used over the past few years.

### What positions are included?

The review will provide comparisons on the current annual remuneration for aged care executive positions under the following job families:

- Chief Executive Officer
- Deputy CEO/Chief Operating Officer
- Regional Manager
- Care Management—Combined
- Care Management—Residential
- Care Management—Community
- CFO/Finance Manager
- Human Resources Manager
- Information Technology Manager
- Other Support Managers

### Review outcomes

A full and detailed report will be forwarded to all participants containing tables, graphs and analysis of the Review data. In addition, each participating organisation will receive a report comparing their data for each executive to the full database in the following format (example only).

Job Family	Job Level	Job Title	Rem Measure	Q1 \$	Median \$	Your Data \$	Trendline \$	Q3 \$
CEO	13	CEO						
			TS	137,400	147,600	153,861	139,600	156,000
			TEC	143,700	162,600	170,295	151,100	169,500
			TPB	154,200	173,500	173,989	159,200	176,500

### How to participate

- **Step 1** — Complete the enclosed Review Registration Form and return it to us.
- **Step 2** — We send you a Data Collection Kit & Tax Invoice based on your registration information.
- **Step 3** — Complete the Data Collection Workbook as at 31 January 2012 for all applicable executives, and forward that to us by 9 March 2012.

## **2012 AGED CARE EXECUTIVE REMUNERATION REVIEW SOME BENEFITS OF PARTICIPATION**

To assist you in ensuring that your reward packages remain cost effective and competitive, participation in the Aged Care Remuneration Review will provide you with:

- Comprehensive information on remuneration and benefits within the Aged Care Industry
- Analysis of positions within job families based on industry trends
- The ability to compare your remuneration practices with industry practices, and determine the appropriateness of your practices
- A clear understanding of your remuneration benefits and costs
- Sound information and knowledge to support Organisational and Human Resource strategic plans and decisions
- Historical trends in remuneration practices

## **ADDITIONAL INFORMATION IN THE 2012 REVIEW**

- Update on economic / HR developments & indicators (e.g. staffing levels, turnover, employment, economic growth, employment and unemployment)
- Indication of salary forecasts as provided by participants
- Clearly presented information that is easy to understand
- Evaluation of remuneration practices in the current economic climate

## **2012 REVIEW REPORTING TIMETABLE**

**31 March 2012 - Organisation Reports emailed to participants**

## **EARLY BIRD DISCOUNT**

Register and Pay by 20 February 2012 and receive a 10% discount!  
Registrations for the 2012 Review close on 9 March 2012.

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