

The Source Remuneration Report (New Zealand)

Participating organisations | March 2020



Company overview

Aon 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 and benefits strategy design
- Remuneration structures/systems
- Policy development and review
- Job analysis
- Remuneration benchmarking
- Customised market surveys
- Performance pay plan design and review
- Salary budget planning
- Salary review assistance
- Remuneration outsourcing
- Employee opinion surveys
- Remuneration mentoring

Survey services

- Industry-specific and general industry salaries and benefits surveys
- Customised salary surveys tailored to individual organisation's needs
- HR benchmarking and remuneration policy and practice survey reports
- Access to international market data
- Talent, Rewards & Performance forums

Data services

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

Remuneration technology

- Data Centre online tool to give you additional insights to the data
- Salary review and management software

Our clients

Over six hundred organisations from various industry sectors throughout Australia and New Zealand use Aon's products and services, ranging from small to large local firms through to the largest multinationals, including: Spark, Vodafone, IAG, Contact Energy, Chorus and ANZ.

Our people

Aon 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 reward solutions, products, training and technology.

Contact us

For more information about Aon's products and services, please contact us:

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The purpose of our data confidentiality guidelines is to prevent remuneration information being attributable to any individual organisation. Aon's data confidentiality guidelines ensure that sensitive client data is not available to those that are not authorised to view it, by disguising specific data elements which can identify and potentially expose our clients.

To ensure the confidentiality of all data, and in accordance with our data collection, data quality and data presentation guidelines, Aon requires a minimum number of observations in order for statistics to be displayed.

Under Aon's data confidentiality guidelines, three organisations must report at least three observations for a data element in order for the mean to be displayed. Four observations are required for the 50th (median), 5 observations are required for 25th (lower quartile) and 75th (upper quartile) percentiles (with continuing increases in observations for other percentiles to ensure data integrity/confidentiality). Where there has been insufficient data provided for analysis, this will not be shown.

Anti-competitive behaviour

Aon is providing this Remuneration Report to its clients for the purpose of enabling them to make independent and informed decisions concerning salaries and benefits. This exchange of information may be perceived as facilitating anti-competitive behaviour.

Aon has taken appropriate steps in collecting and disseminating salary and benefit information in order to avoid the perception that the information exchange amongst competitors will be construed as a mechanism to facilitate anti-competitive behaviour.

Aon's Privacy Policy

Aon has had a long-standing commitment to respecting the privacy of the information entrusted to it by clients and others. This commitment has ensured the ongoing success of our business and our clients' ongoing support of our products and services.

Our formal Privacy Policy document explains Aon's commitment to comply with the *Privacy Act 1988 (Cth)* and how we collect, use, disclose and protect the information we collect from our clients. To view this policy document, please go to our website aonhumancapital.com.au or contact Aon's Privacy Officer on 61 2 9253 7100 for further information.

Summary

Same Incumbent Movements

The annual average movement in Same Incumbent salaries is:

3.3% – Base Salary

3.5% – Total Fixed Remuneration incl. KiwiSaver

3.7% – Total Remuneration Cost incl. KiwiSaver

Survey-On-Survey movements

The average Survey-On-Survey (SOS) movements are:

3.1% – Base Salary

3.0% – Total Fixed Remuneration incl. KiwiSaver

2.8% – Total Remuneration Cost incl. KiwiSaver

Staff attrition

The staff attrition/turnover rates are:

Voluntary (weighted): **13.3%** Involuntary (weighted): **3.5%**

Format for compa-ratios

Compa-ratios – are specific to each organisation participating in the Survey and are therefore not published in the report. These represent the position of each employee in relation to the market and can be accessed via Aon's Data Centre site: aondatacentre.com.au

Graphical compa-ratios* – are a graphical representation of your employees within a specific role and their position against different market percentiles. Produced in Microsoft Excel™, organisations are provided with the ability to select the percentiles they wish to graphically benchmark their employees against.

Aon's Data Centre – is online software designed to provide you with access to remuneration survey data in the format you require, anywhere, anytime. The reports generated within the Data Centre are designed to make your data reporting, analysis and presentation processes more streamlined, efficient and cost effective. You can access the Data Centre 24 hours a day, seven days a week, from any location with an internet connection.

Customised data presentation* – Aon can customise the data presentation according to individual organisation's requirements. Simply request what you need.

Please note: *Indicates that an additional fee is charged by Aon for these products/services.

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Participating organisations

1. AA Insurance
2. Accenture
3. AFT Pharmaceuticals*
4. Air New Zealand
5. Allegion*
6. Allnex*
7. AMP Services
8. ANZ Bank
9. Aon Corporation
10. Apple*
11. APRA AMCOS
12. Aristocrat Technologies
13. ASB
14. Assurity Consulting
15. Auckland Council
16. Auckland International Airport
17. Auckland Transport
18. Avanti Finance
19. Aviat Networks
20. Baycorp
21. Beca
22. Beckman Coulter*
23. BNZ
24. Booster Financial Services
25. Bravura Solutions Operations
26. Campus Living Villages
27. Canon
28. Chorus
29. Christchurch Engine Centre*
30. Ciena*
31. Cisco Systems
32. Citi
33. Cognition Education
34. Contact Energy
35. Crombie Lockwood
36. CSG*
37. Custom Fleet
38. CyberCX*
39. Datacom Group
40. Dell*
41. Department of Internal Affairs
42. DXC Technology
43. Eagle Technology Group
44. Empired
45. Enable Networks
46. Endace Measurement Systems
47. Enlighten Designs
48. EROAD
49. Evolve Education Group*
50. F5 NETWORKS
51. Farmers Mutual Group
52. Fidelity National Information Services
53. Financial Markets Authority
54. Fineos Corporation UC
55. Fiserv
56. Fisher & Paykel Healthcare Corporation*
57. Fletcher Building
58. Flexigroup
59. Fonterra Co-operative Group
60. Foster Moore International
61. Fronde Systems Group
62. Fuji Xerox
63. Fujitsu
64. Fujitsu General Aust
65. General Mills*
66. Genesis Energy
67. Goodman Property Trust*

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| 68. Hach Lange* | 104. NTT (previously Dimension Data) |
| 69. Heartland Bank* | 105. Nyriad |
| 70. Hilti* | 106. NZ Transport Agency |
| 71. HP Inc* | 107. Optimisation |
| 72. IAG | 108. Oracle Corporation* |
| 73. IBM | 109. Orion Health |
| 74. Invenco Group | 110. PALL* |
| 75. InvoCare | 111. Paymark |
| 76. Jade Software Corporation | 112. PepsiCo |
| 77. John Deere* | 113. Pivot Software |
| 78. Kathmandu Holdings* | 114. Port of Tauranga* |
| 79. Kiwi Property Group* | 115. Pushpay |
| 80. Kordia | 116. QBE |
| 81. Latitude Financial Services | 117. Rabobank |
| 82. LeasePlan | 118. Radiometer Pacific* |
| 83. Leica Biosystems* | 119. ReachLocal |
| 84. Leica Microsystems* | 120. Red Hat Asia Pacific* |
| 85. Les Mills International* | 121. Reserve Bank of New Zealand |
| 86. Manawanui | 122. Ricoh |
| 87. Mars Inc | 123. Rothbury Group |
| 88. Marsh | 124. Samsung Electronics* |
| 89. Medical Assurance Society* | 125. Sanford* |
| 90. Mercury* | 126. SAP* |
| 91. Meridian Energy | 127. Scott Technology* |
| 92. Michael Hill International* | 128. SEEK |
| 93. Microsoft* | 129. Serato* |
| 94. Milford Asset Management | 130. Serko* |
| 95. Ministry of Business, Innovation and Employment* | 131. Simplot |
| 96. Ministry of Social Development | 132. Skellerup Holdings* |
| 97. MUFG Bank | 133. SKYCITY |
| 98. MYOB | 134. Sony |
| 99. New Zealand Customs Service | 135. Spark |
| 100. New Zealand Post | 136. Sprint* |
| 101. Nib | 137. Summerset Group Holdings |
| 102. Nike* | 138. Suncorp Services |
| 103. Nobel Biocare Management* | 139. Syngenta Crop Protection |

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| 140. Tait Communications | 155. University of Canterbury |
| 141. TechnologyOne | 156. Unleashed Software |
| 142. Tesla Motors* | 157. Vector |
| 143. The a2 Milk Company* | 158. Visa AP |
| 144. The Colonial Motor Company* | 159. Vista Entertainment Solutions |
| 145. The New Zealand Guardian Trust Company | 160. Vodafone |
| 146. The Warehouse Group* | 161. Volpara Health Technologies* |
| 147. Thomson Reuters (Professional)* | 162. WEL Networks |
| 148. Tower | 163. Wherescape Software |
| 149. Trade Me Group | 164. Willis Towers Watson |
| 150. Transaction Services Group* | 165. Xero |
| 151. Transdev Australasia | 166. Youi Insurance |
| 152. Transpower | 167. Z Energy* |
| 153. Two Degrees Mobile | 168. Zag |
| 154. University of Auckland | 169. Zurich Financial Services |

*new participant for this cycle