

Branch Staff	Teller	Customer Service Advisor	Branch Supervisor
	Average Remuneration Package	Average Remuneration Package	Average Remuneration Package
<b>NSW - Sydney</b> (Remuneration Package Range)	<b>40,000</b> 35,000 - 42,000	<b>43,000</b> 40,000 - 45,000	<b>55,000</b> 50,000 - 58,000
<b>VIC - Melbourne</b> (Remuneration Package Range)	<b>37,000</b> 35,000 - 40,000	<b>43,000</b> 40,000 - 45,000	<b>50,000</b> 48,000 - 58,000
<b>QLD - Brisbane and Gold Coast</b> (Remuneration Package Range)	<b>36,000</b> 34,000 - 40,000	<b>42,000</b> 37,000 - 45,000	<b>47,000</b> 43,000 - 50,000
<b>SA - Adelaide</b> (Remuneration Package Range)	<b>36,000</b> 34,000 - 40,000	<b>44,000</b> 40,000 - 48,000	<b>52,000</b> 48,000 - 60,000
<b>WA - Perth</b> (Remuneration Package Range)	<b>38,000</b> 35,000 - 42,000	<b>45,000</b> 43,000 - 48,000	<b>58,000</b> 50,000 - 62,000
<b>ACT - Canberra</b> (Remuneration Package Range)	<b>37,000</b> 35,000 - 40,000	<b>40,000</b> 36,000 - 45,000	<b>43,000</b> 40,000 - 50,000
<b>TAS - Hobart</b> (Remuneration Package Range)	<b>32,000</b> 30,000 - 34,000	<b>35,000</b> 32,000 - 38,000	<b>44,000</b> 42,000 - 48,000
<b>NZ - Auckland</b> (Remuneration Package Range)	<b>34,000</b> 32,000 - 36,000	<b>36,000</b> 34,000 - 40,000	<b>52,000</b> 46,000 - 55,000
<b>NZ - Christchurch / Wellington</b> (Remuneration Package Range)	<b>34,000</b> 30,000 - 35,000	<b>34,000</b> 30,000 - 35,000	<b>52,000</b> 46,000 - 55,000

Branch Staff	Lending Officer	Branch Manager	Regional / District Manager
	Average Remuneration Package	Average Remuneration Package	Average Remuneration Package
<b>NSW - Sydney</b> (Remuneration Package Range)	<b>55,000</b> 50,000 - 60,000	<b>75,000</b> 60,000 - 110,000	<b>130,000</b> 105,000 - 150,000
<b>VIC - Melbourne</b> (Remuneration Package Range)	<b>52,000</b> 48,000 - 60,000	<b>75,000</b> 60,000 - 95,000	<b>130,000</b> 110,000 - 150,000
<b>QLD - Brisbane and Gold Coast</b> (Remuneration Package Range)	<b>50,000</b> 45,000 - 55,000	<b>75,000</b> 65,000 - 90,000	<b>120,000</b> 100,000 - 130,000
<b>SA - Adelaide</b> (Remuneration Package Range)	<b>46,000</b> 44,000 - 50,000	<b>70,000</b> 68,000 - 75,000	<b>100,000</b> 90,000 - 120,000
<b>WA - Perth</b> (Remuneration Package Range)	<b>55,000</b> 50,000 - 60,000	<b>73,000</b> 62,000 - 85,000	<b>130,000</b> 105,000 - 155,000
<b>ACT - Canberra</b> (Remuneration Package Range)	<b>45,000</b> 44,000 - 48,000	<b>65,000</b> 58,000 - 75,000	<b>110,000</b> 80,000 - 120,000
<b>TAS - Hobart</b> (Remuneration Package Range)	<b>42,000</b> 40,000 - 45,000	<b>60,000</b> 58,000 - 70,000	<b>90,000</b> 80,000 - 100,000
<b>NZ - Auckland</b> (Remuneration Package Range)	<b>57,000</b> 45,000 - 65,000	<b>75,000</b> 60,000 - 85,000	<b>105,000</b> 90,000 - 130,000
<b>NZ - Christchurch / Wellington</b> (Remuneration Package Range)	<b>57,000</b> 45,000 - 65,000	<b>80,000</b> 60,000 - 85,000	<b>110,000</b> 90,000 - 130,000

Operations Support	Data Entry Officer	Banking / Operations Officer	Securities Officer	Mortgage Settlements Officer	Collections Officer
	Average Remuneration Package	Average Remuneration Package	Average Remuneration Package	Average Remuneration Package	Average Remuneration Package
NSW - Sydney (Remuneration Package Range)	<b>38,000</b> 33,000 - 42,000	<b>40,000</b> 38,000 - 42,000	<b>45,000</b> 40,000 - 48,000	<b>46,000</b> 38,000 - 50,000	<b>50,000</b> 46,000 - 55,000
VIC - Melbourne (Remuneration Package Range)	<b>38,000</b> 33,000 - 40,000	<b>40,000</b> 38,000 - 42,000	<b>45,000</b> 40,000 - 48,000	<b>42,000</b> 38,000 - 46,000	<b>46,000</b> 40,000 - 50,000
QLD - Brisbane and Gold Coast (Remuneration Package Range)	<b>33,000</b> 30,000 - 35,000	<b>35,000</b> 32,000 - 40,000	<b>45,000</b> 37,000 - 48,000	<b>42,000</b> 37,000 - 47,000	<b>45,000</b> 33,000 - 55,000
SA - Adelaide (Remuneration Package Range)	<b>40,000</b> 38,000 - 44,000	<b>40,000</b> 38,000 - 44,000	<b>48,000</b> 45,000 - 52,000	<b>47,000</b> 42,000 - 52,000	<b>42,000</b> 40,000 - 48,000
WA - Perth (Remuneration Package Range)	<b>43,000</b> 40,000 - 45,000	<b>45,000</b> 44,000 - 46,000	<b>50,000</b> 45,000 - 52,000	<b>51,000</b> 43,000 - 53,000	<b>49,000</b> 41,000 - 55,000
ACT - Canberra (Remuneration Package Range)	<b>33,000</b> 30,000 - 36,000	<b>35,000</b> 32,000 - 38,000	<b>40,000</b> 38,000 - 42,000	<b>40,000</b> 38,000 - 45,000	<b>42,000</b> 38,000 - 45,000
TAS - Hobart (Remuneration Package Range)	<b>33,000</b> 30,000 - 35,000	<b>35,000</b> 33,000 - 36,000	<b>36,000</b> 34,000 - 38,000	<b>37,000</b> 35,000 - 40,000	<b>38,000</b> 35,000 - 40,000
NZ - Auckland (Remuneration Package Range)	<b>30,000</b> 28,000 - 35,000	<b>33,000</b> 32,000 - 36,000	<b>38,000</b> 35,000 - 42,000	<b>40,000</b> 38,000 - 42,000	<b>42,000</b> 38,000 - 45,000
NZ - Christchurch / Wellington (Remuneration Package Range)	<b>30,000</b> 28,000 - 33,000	<b>32,000</b> 30,000 - 35,000	<b>37,000</b> 34,000 - 40,000	<b>37,000</b> 35,000 - 40,000	<b>38,000</b> 37,000 - 45,000

Operations Support	Team Leader / Supervisor	Manager	Senior Manager	General Manager
	Average Remuneration Package	Average Remuneration Package	Average Remuneration Package	Average Remuneration Package
NSW - Sydney (Remuneration Package Range)	<b>60,000</b> 55,000 - 65,000	<b>70,000</b> 65,000 - 85,000	<b>130,000</b> 80,000 - 150,000	<b>160,000</b> 110,000 - 250,000
VIC - Melbourne (Remuneration Package Range)	<b>60,000</b> 55,000 - 65,000	<b>70,000</b> 65,000 - 85,000	<b>110,000</b> 80,000 - 150,000	<b>140,000</b> 110,000 - 230,000
QLD - Brisbane and Gold Coast (Remuneration Package Range)	<b>52,000</b> 45,000 - 65,000	<b>70,000</b> 55,000 - 85,000	<b>90,000</b> 80,000 - 120,000	<b>120,000</b> 105,000 - 200,000
SA - Adelaide (Remuneration Package Range)	<b>56,000</b> 50,000 - 65,000	<b>70,000</b> 65,000 - 80,000	<b>85,000</b> 70,000 - 100,000	<b>110,000</b> 90,000 - 140,000
WA - Perth (Remuneration Package Range)	<b>65,000</b> 58,000 - 68,000	<b>75,000</b> 70,000 - 85,000	<b>90,000</b> 80,000 - 110,000	<b>130,000</b> 110,000 - 150,000
ACT - Canberra (Remuneration Package Range)	<b>42,000</b> 40,000 - 46,000	<b>55,000</b> 40,000 - 65,000	<b>72,000</b> 65,000 - 80,000	<b>110,000</b> 90,000 - 120,000
TAS - Hobart (Remuneration Package Range)	<b>45,000</b> 43,000 - 50,000	<b>55,000</b> 50,000 - 60,000	<b>80,000</b> 70,000 - 85,000	<b>105,000</b> 90,000 - 120,000
NZ - Auckland (Remuneration Package Range)	<b>55,000</b> 45,000 - 65,000	<b>60,000</b> 50,000 - 70,000	<b>70,000</b> 68,000 - 90,000	<b>100,000</b> 90,000 - 110,000
NZ - Christchurch / Wellington (Remuneration Package Range)	<b>55,000</b> 45,000 - 65,000	<b>60,000</b> 45,000 - 70,000	<b>70,000</b> 55,000 - 80,000	<b>80,000</b> 70,000 - 100,000

Residential Lending	Mortgage Assessor / Credit Analyst	Senior Mortgage Assessor / Credit Analyst	Mobile Lending Manager	Senior Manager
	Average Remuneration Package	Average Remuneration Package	Average Remuneration Package	Average Remuneration Package
<b>NSW - Sydney</b> (Remuneration Package Range)	<b>55,000</b> 50,000 - 60,000	<b>68,000</b> 60,000 - 70,000	<b>70,000</b> 65,000 - 80,000	<b>110,000</b> 90,000 - 120,000
<b>VIC - Melbourne</b> (Remuneration Package Range)	<b>55,000</b> 48,000 - 60,000	<b>60,000</b> 50,000 - 70,000	<b>70,000</b> 65,000 - 80,000	<b>110,000</b> 85,000 - 120,000
<b>QLD - Brisbane and Gold Coast</b> (Remuneration Package Range)	<b>55,000</b> 45,000 - 60,000	<b>62,000</b> 50,000 - 70,000	<b>70,000</b> 55,000 - 85,000	<b>120,000</b> 100,000 - 140,000
<b>SA - Adelaide</b> (Remuneration Package Range)	<b>47,000</b> 45,000 - 55,000	<b>60,000</b> 55,000 - 65,000	<b>70,000</b> 65,000 - 80,000	<b>90,000</b> 85,000 - 100,000
<b>WA - Perth</b> (Remuneration Package Range)	<b>55,000</b> 52,000 - 57,000	<b>65,000</b> 55,000 - 70,000	<b>70,000</b> 65,000 - 80,000	<b>135,000</b> 120,000 - 140,000
<b>ACT - Canberra</b> (Remuneration Package Range)	<b>45,000</b> 40,000 - 50,000	<b>55,000</b> 45,000 - 65,000	<b>65,000</b> 58,000 - 70,000	<b>70,000</b> 65,000 - 75,000
<b>TAS - Hobart</b> (Remuneration Package Range)	<b>43,000</b> 38,000 - 45,000	<b>52,000</b> 45,000 - 58,000	<b>70,000</b> 65,000 - 80,000	<b>80,000</b> 75,000 - 90,000
<b>NZ - Auckland</b> (Remuneration Package Range)	<b>42,000</b> 40,000 - 50,000	<b>52,000</b> 50,000 - 60,000	<b>60,000</b> 55,000 - 75,000	<b>80,000</b> 70,000 - 95,000
<b>NZ - Christchurch / Wellington</b> (Remuneration Package Range)	<b>40,000</b> 38,000 - 45,000	<b>52,000</b> 45,000 - 60,000	<b>60,000</b> 48,000 - 65,000	<b>80,000</b> 70,000 - 95,000

Corporate & Commercial Lending	Assistant Relationship Manager	Relationship Manager	Senior Relationship Manager
	Average Remuneration Package	Average Remuneration Package	Average Remuneration Package
<b>NSW - Sydney</b> (Remuneration Package Range)	<b>68,000</b> 57,000 - 75,000	<b>100,000</b> 90,000 - 120,000	<b>130,000</b> 110,000 - 150,000
<b>VIC - Melbourne</b> (Remuneration Package Range)	<b>68,000</b> 57,000 - 75,000	<b>100,000</b> 90,000 - 110,000	<b>120,000</b> 110,000 - 130,000
<b>QLD - Brisbane and Gold Coast</b> (Remuneration Package Range)	<b>65,000</b> 55,000 - 75,000	<b>100,000</b> 90,000 - 130,000	<b>120,000</b> 120,000 - 150,000
<b>SA - Adelaide</b> (Remuneration Package Range)	<b>62,000</b> 55,000 - 70,000	<b>80,000</b> 70,000 - 90,000	<b>95,000</b> 80,000 - 105,000
<b>WA - Perth</b> (Remuneration Package Range)	<b>68,000</b> 60,000 - 75,000	<b>110,000</b> 90,000 - 120,000	<b>150,000</b> 120,000 - 180,000
<b>ACT - Canberra</b> (Remuneration Package Range)	<b>55,000</b> 50,000 - 70,000	<b>75,000</b> 60,000 - 85,000	<b>85,000</b> 70,000 - 100,000
<b>TAS - Hobart</b> (Remuneration Package Range)	<b>55,000</b> 50,000 - 60,000	<b>75,000</b> 65,000 - 78,000	<b>85,000</b> 80,000 - 90,000
<b>NZ - Auckland</b> (Remuneration Package Range)	<b>62,000</b> 60,000 - 65,000	<b>75,000</b> 70,000 - 80,000	<b>85,000</b> 72,000 - 90,000
<b>NZ - Christchurch / Wellington</b> (Remuneration Package Range)	<b>60,000</b> 53,000 - 65,000	<b>70,000</b> 65,000 - 75,000	<b>75,000</b> 70,000 - 80,000

Corporate & Commercial Lending	Executive Manager	State Manager	Business Development Manager
	Average Remuneration Package	Average Remuneration Package	Average Remuneration Package
NSW - Sydney (Remuneration Package Range)	165,000 150,000 - 180,000	210,000 180,000 - 240,000	130,000 120,000 - 160,000
VIC - Melbourne (Remuneration Package Range)	160,000 150,000 - 180,000	200,000 150,000 - 220,000	120,000 110,000 - 150,000
QLD - Brisbane and Gold Coast (Remuneration Package Range)	165,000 150,000 - 200,000	220,000 200,000 - 240,000	140,000 120,000 - 155,000
SA - Adelaide (Remuneration Package Range)	100,000 90,000 - 140,000	140,000 100,000 - 160,000	110,000 100,000 - 120,000
WA - Perth (Remuneration Package Range)	165,000 142,000 - 200,000	220,000 195,000 - 240,000	140,000 125,000 - 175,000
ACT - Canberra (Remuneration Package Range)	100,000 90,000 - 140,000	120,000 100,000 - 140,000	90,000 75,000 - 120,000
TAS - Hobart (Remuneration Package Range)	95,000 90,000 - 110,000	130,000 110,000 - 150,000	90,000 75,000 - 120,000
NZ - Auckland (Remuneration Package Range)	100,000 90,000 - 120,000	130,000 120,000 - 150,000	100,000 80,000 - 110,000
NZ - Christchurch / Wellington (Remuneration Package Range)	90,000 80,000 - 95,000	130,000 90,000 - 140,000	90,000 65,000 - 100,000

Asset / Auto Finance / Finance	Settlement Officer	Credit Analyst	Senior Credit Analyst	Business Development Manager	Senior Business Development Manager
	Average Remuneration Package	Average Remuneration Package	Average Remuneration Package	Average Remuneration Package	Average Remuneration Package
NSW - Sydney (Remuneration Package Range)	49,000 45,000 - 54,000	55,000 50,000 - 60,000	70,000 60,000 - 80,000	115,000 90,000 - 120,000	120,000 110,000 - 130,000
VIC - Melbourne (Remuneration Package Range)	49,000 45,000 - 54,000	55,000 48,000 - 58,000	65,000 60,000 - 75,000	95,000 80,000 - 110,000	120,000 110,000 - 140,000
QLD - Brisbane and Gold Coast (Remuneration Package Range)	44,000 40,000 - 50,000	55,000 50,000 - 60,000	70,000 60,000 - 80,000	105,000 90,000 - 120,000	115,000 100,000 - 130,000
SA - Adelaide (Remuneration Package Range)	44,000 42,000 - 50,000	55,000 50,000 - 60,000	60,000 55,000 - 70,000	90,000 85,000 - 100,000	120,000 90,000 - 125,000
WA - Perth (Remuneration Package Range)	49,000 42,000 - 50,000	60,000 55,000 - 65,000	70,000 65,000 - 75,000	120,000 90,000 - 135,000	130,000 110,000 - 155,000
ACT - Canberra (Remuneration Package Range)	42,000 40,000 - 50,000	50,000 46,000 - 55,000	65,000 63,000 - 67,000	75,000 65,000 - 80,000	110,000 90,000 - 120,000
TAS - Hobart (Remuneration Package Range)	38,000 36,000 - 40,000	45,000 40,000 - 50,000	55,000 50,000 - 65,000	90,000 85,000 - 100,000	100,000 90,000 - 110,000
NZ - Auckland (Remuneration Package Range)	45,000 40,000 - 50,000	53,000 50,000 - 60,000	60,000 55,000 - 75,000	90,000 80,000 - 100,000	100,000 90,000 - 120,000
NZ - Christchurch / Wellington (Remuneration Package Range)	50,000 40,000 - 60,000	55,000 50,000 - 65,000	65,000 60,000 - 80,000	85,000 70,000 - 90,000	90,000 75,000 - 95,000

Rural Lending	Assistant Relationship Manager	Lending / Relationship Manager	Senior / District Relationship Manager
	Average Remuneration Package	Average Remuneration Package	Average Remuneration Package
NSW - Sydney (Remuneration Package Range)	61,000 50,000 - 65,000	90,000 70,000 - 100,000	130,000 110,000 - 150,000
VIC - Melbourne (Remuneration Package Range)	55,000 50,000 - 60,000	85,000 70,000 - 90,000	130,000 110,000 - 145,000
QLD - Brisbane and Gold Coast (Remuneration Package Range)	62,000 55,000 - 70,000	80,000 70,000 - 100,000	140,000 135,000 - 170,000
SA - Adelaide (Remuneration Package Range)	52,000 45,000 - 60,000	75,000 60,000 - 90,000	120,000 95,000 - 140,000
WA - Perth (Remuneration Package Range)	70,000 65,000 - 85,000	100,000 90,000 - 120,000	150,000 130,000 - 175,000
ACT - Canberra (Remuneration Package Range)	52,000 50,000 - 60,000	80,000 75,000 - 85,000	110,000 90,000 - 120,000
TAS - Hobart (Remuneration Package Range)	50,000 45,000 - 55,000	70,000 60,000 - 80,000	100,000 75,000 - 115,000
NZ - Auckland (Remuneration Package Range)	55,000 50,000 - 60,000	85,000 75,000 - 100,000	110,000 90,000 - 120,000
NZ - Christchurch / Wellington (Remuneration Package Range)	50,000 48,000 - 59,000	70,000 60,000 - 95,000	100,000 70,000 - 120,000

Superannuation	Administrator	Senior Administrator	Team Leader	Fund Manager	Manager
	Average Remuneration Package	Average Remuneration Package	Average Remuneration Package	Average Remuneration Package	Average Remuneration Package
NSW - Sydney (Remuneration Package Range)	50,000 45,000 - 55,000	55,000 50,000 - 60,000	75,000 65,000 - 85,000	130,000 100,000 - 150,000	95,000 85,000 - 100,000
VIC - Melbourne (Remuneration Package Range)	48,000 45,000 - 55,000	55,000 50,000 - 60,000	70,000 65,000 - 80,000	130,000 100,000 - 140,000	90,000 80,000 - 95,000
QLD - Brisbane and Gold Coast (Remuneration Package Range)	45,000 36,000 - 48,000	55,000 45,000 - 60,000	58,000 50,000 - 65,000	120,000 100,000 - 130,000	90,000 71,000 - 100,000
SA - Adelaide (Remuneration Package Range)	42,000 34,000 - 50,000	47,000 42,000 - 50,000	58,000 50,000 - 72,000	110,000 90,000 - 120,000	70,000 60,000 - 90,000
WA - Perth (Remuneration Package Range)	46,000 40,000 - 49,000	55,000 45,000 - 60,000	70,000 65,000 - 75,000	130,000 110,000 - 185,000	98,000 87,000 - 120,000
ACT - Canberra (Remuneration Package Range)	32,000 30,000 - 35,000	42,000 40,000 - 45,000	47,000 45,000 - 50,000	100,000 90,000 - 110,000	50,000 45,000 - 55,000
TAS - Hobart (Remuneration Package Range)	35,000 30,000 - 45,000	42,000 40,000 - 45,000	45,000 42,000 - 50,000	75,000 70,000 - 85,000	60,000 55,000 - 65,000
NZ - Auckland (Remuneration Package Range)	48,000 47,000 - 60,000	50,000 45,000 - 55,000	58,000 50,000 - 65,000	80,000 75,000 - 90,000	80,000 75,000 - 100,000
NZ - Christchurch / Wellington (Remuneration Package Range)	47,000 47,000 - 60,000	50,000 47,000 - 60,000	60,000 50,000 - 65,000	68,000 55,000 - 75,000	65,000 60,000 - 70,000

Superannuation Administration (Defined Benefit)	Fund Administrator	Senior Administrator	Team Leader	Administration Manager	Fund Manager
	Average Remuneration Package	Average Remuneration Package	Average Remuneration Package	Average Remuneration Package	Average Remuneration Package
<b>NSW - Sydney</b> (Remuneration Package Range)	<b>50,000</b> 45,000 - 55,000	<b>60,000</b> 55,000 - 65,000	<b>75,000</b> 65,000 - 85,000	<b>100,000</b> 90,000 - 110,000	<b>125,000</b> 100,000 - 130,000
<b>VIC - Melbourne</b> (Remuneration Package Range)	<b>50,000</b> 45,000 - 55,000	<b>60,000</b> 55,000 - 65,000	<b>75,000</b> 70,000 - 80,000	<b>90,000</b> 80,000 - 95,000	<b>130,000</b> 100,000 - 140,000
<b>QLD - Brisbane and Gold Coast</b> (Remuneration Package Range)	<b>45,000</b> 40,000 - 50,000	<b>60,000</b> 55,000 - 65,000	<b>70,000</b> 60,000 - 80,000	<b>90,000</b> 80,000 - 100,000	<b>120,000</b> 100,000 - 140,000
<b>SA - Adelaide</b> (Remuneration Package Range)	<b>44,000</b> 40,000 - 50,000	<b>52,000</b> 42,000 - 55,000	<b>55,000</b> 47,000 - 70,000	<b>80,000</b> 70,000 - 85,000	<b>105,000</b> 90,000 - 130,000
<b>WA - Perth</b> (Remuneration Package Range)	<b>43,000</b> 41,000 - 45,000	<b>49,000</b> 45,000 - 55,000	<b>65,000</b> 55,000 - 75,000	<b>98,000</b> 87,000 - 120,000	<b>130,000</b> 120,000 - 185,000
<b>ACT - Canberra</b> (Remuneration Package Range)	<b>43,000</b> 38,000 - 45,000	<b>50,000</b> 48,000 - 52,000	<b>55,000</b> 53,000 - 58,000	<b>80,000</b> 75,000 - 85,000	<b>100,000</b> 90,000 - 120,000
<b>TAS - Hobart</b> (Remuneration Package Range)	<b>38,000</b> 35,000 - 42,000	<b>40,000</b> 38,000 - 42,000	<b>48,000</b> 40,000 - 50,000	<b>75,000</b> 70,000 - 85,000	<b>90,000</b> 80,000 - 100,000
<b>NZ - Auckland</b> (Remuneration Package Range)	<b>40,000</b> 37,000 - 48,000	<b>52,000</b> 48,000 - 58,000	<b>60,000</b> 55,000 - 70,000	<b>85,000</b> 70,000 - 100,000	<b>95,000</b> 85,000 - 105,000
<b>NZ - Christchurch / Wellington</b> (Remuneration Package Range)	<b>40,000</b> 37,000 - 45,000	<b>45,000</b> 38,000 - 50,000	<b>50,000</b> 42,000 - 55,000	<b>55,000</b> 47,000 - 60,000	<b>95,000</b> 85,000 - 105,000

Superannuation Client Services	Call Centre Member Services	Senior Member Services	Senior Member Services Team Leader	Team Leader Call Centre Manager	Call Centre Manager
	Average Remuneration Package	Average Remuneration Package	Average Remuneration Package	Average Remuneration Package	Average Remuneration Package
<b>NSW - Sydney</b> (Remuneration Package Range)	<b>45,000</b> 40,000 - 50,000	<b>55,000</b> 50,000 - 60,000	<b>75,000</b> 65,000 - 80,000	<b>85,000</b> 75,000 - 90,000	<b>100,000</b> 90,000 - 110,000
<b>VIC - Melbourne</b> (Remuneration Package Range)	<b>45,000</b> 40,000 - 50,000	<b>55,000</b> 50,000 - 55,000	<b>70,000</b> 65,000 - 80,000	<b>75,000</b> 70,000 - 85,000	<b>90,000</b> 80,000 - 95,000
<b>QLD - Brisbane and Gold Coast</b> (Remuneration Package Range)	<b>40,000</b> 35,000 - 42,000	<b>46,000</b> 43,000 - 50,000	<b>72,000</b> 65,000 - 80,000	<b>75,000</b> 65,000 - 85,000	<b>95,000</b> 80,000 - 110,000
<b>SA - Adelaide</b> (Remuneration Package Range)	<b>42,000</b> 40,000 - 48,000	<b>43,000</b> 40,000 - 48,000	<b>55,000</b> 50,000 - 57,000	<b>68,000</b> 65,000 - 87,000	<b>90,000</b> 80,000 - 120,000
<b>WA - Perth</b> (Remuneration Package Range)	<b>44,000</b> 42,000 - 48,000	<b>51,000</b> 50,000 - 60,000	<b>65,000</b> 55,000 - 70,000	<b>80,000</b> 70,000 - 85,000	<b>120,000</b> 100,000 - 150,000
<b>ACT - Canberra</b> (Remuneration Package Range)	<b>35,000</b> 32,000 - 36,000	<b>37,000</b> 35,000 - 38,000	<b>50,000</b> 45,000 - 55,000	<b>60,000</b> 50,000 - 65,000	<b>80,000</b> 70,000 - 85,000
<b>TAS - Hobart</b> (Remuneration Package Range)	<b>34,000</b> 30,000 - 45,000	<b>37,000</b> 35,000 - 38,000	<b>43,000</b> 38,000 - 45,000	<b>48,000</b> 45,000 - 55,000	<b>70,000</b> 65,000 - 80,000
<b>NZ - Auckland</b> (Remuneration Package Range)	<b>40,000</b> 36,000 - 45,000	<b>50,000</b> 46,000 - 55,000	<b>60,000</b> 53,000 - 70,000	<b>60,000</b> 55,000 - 70,000	<b>85,000</b> 70,000 - 100,000
<b>NZ - Christchurch / Wellington</b> (Remuneration Package Range)	<b>40,000</b> 35,000 - 45,000	<b>39,000</b> 35,000 - 42,000	<b>45,000</b> 40,000 - 50,000	<b>60,000</b> 50,000 - 70,000	<b>75,000</b> 65,000 - 90,000

Funds Management	Administrator	Senior Administrator	Manager	Business Development Manager	General Manager
	Average Remuneration Package	Average Remuneration Package	Average Remuneration Package	Average Remuneration Package	Average Remuneration Package
NSW - Sydney (Remuneration Package Range)	55,000 50,000 - 60,000	65,000 55,000 - 70,000	105,000 85,000 - 120,000	110,000 100,000 - 120,000	155,000 140,000 - 165,000
VIC - Melbourne (Remuneration Package Range)	50,000 45,000 - 50,000	60,000 50,000 - 65,000	90,000 80,000 - 100,000	110,000 90,000 - 120,000	160,000 140,000 - 170,000
QLD - Brisbane and Gold Coast (Remuneration Package Range)	44,000 40,000 - 50,000	55,000 50,000 - 62,000	90,000 80,000 - 100,000	120,000 110,000 - 130,000	155,000 140,000 - 170,000
SA - Adelaide (Remuneration Package Range)	43,000 38,000 - 48,000	48,000 42,000 - 50,000	70,000 55,000 - 75,000	100,000 80,000 - 120,000	130,000 100,000 - 150,000
WA - Perth (Remuneration Package Range)	44,000 38,000 - 45,000	53,000 45,000 - 54,000	85,000 80,000 - 100,000	130,000 120,000 - 150,000	165,000 160,000 - 220,000
ACT - Canberra (Remuneration Package Range)	40,000 38,000 - 42,000	45,000 42,000 - 46,000	75,000 70,000 - 80,000	80,000 75,000 - 85,000	110,000 100,000 - 120,000
TAS - Hobart (Remuneration Package Range)	34,000 30,000 - 45,000	43,000 41,000 - 45,000	65,000 55,000 - 75,000	80,000 75,000 - 85,000	100,000 90,000 - 120,000
NZ - Auckland (Remuneration Package Range)	45,000 40,000 - 50,000	52,000 42,000 - 58,000	85,000 70,000 - 100,000	85,000 75,000 - 95,000	130,000 110,000 - 150,000
NZ - Christchurch / Wellington (Remuneration Package Range)	40,000 35,000 - 45,000	45,000 38,000 - 50,000	60,000 50,000 - 70,000	80,000 65,000 - 90,000	100,000 90,000 - 115,000

Funds Management	Settlements Officer	Senior Settlements Officer	Supervisor	Unit Registry	Unit Pricing
	Average Remuneration Package	Average Remuneration Package	Average Remuneration Package	Average Remuneration Package	Average Remuneration Package
NSW - Sydney (Remuneration Package Range)	55,000 48,000 - 60,000	60,000 55,000 - 65,000	80,000 65,000 - 85,000	55,000 48,000 - 60,000	55,000 50,000 - 60,000
VIC - Melbourne (Remuneration Package Range)	50,000 45,000 - 55,000	60,000 55,000 - 65,000	70,000 60,000 - 75,000	50,000 45,000 - 55,000	50,000 45,000 - 55,000
QLD - Brisbane and Gold Coast (Remuneration Package Range)	45,000 40,000 - 45,000	50,000 45,000 - 55,000	60,000 50,000 - 65,000	42,000 34,000 - 46,000	50,000 45,000 - 55,000
SA - Adelaide (Remuneration Package Range)	44,000 42,000 - 47,000	47,000 45,000 - 50,000	65,000 50,000 - 70,000	42,000 38,000 - 48,000	50,000 42,000 - 55,000
WA - Perth (Remuneration Package Range)	49,000 44,000 - 50,000	52,000 50,000 - 55,000	55,000 50,000 - 60,000	46,000 41,000 - 49,000	55,000 49,000 - 60,000
ACT - Canberra (Remuneration Package Range)	40,000 34,000 - 42,000	44,000 42,000 - 46,000	47,000 45,000 - 50,000	35,000 34,000 - 40,000	40,000 35,000 - 45,000
TAS - Hobart (Remuneration Package Range)	34,000 33,000 - 35,000	40,000 38,000 - 42,000	47,000 45,000 - 50,000	32,000 30,000 - 34,000	40,000 35,000 - 45,000
NZ - Auckland (Remuneration Package Range)	45,000 40,000 - 48,000	50,000 45,000 - 55,000	58,000 50,000 - 70,000	42,000 38,000 - 48,000	47,000 42,000 - 50,000
NZ - Christchurch / Wellington (Remuneration Package Range)	40,000 35,000 - 45,000	45,000 40,000 - 50,000	48,000 46,000 - 60,000	35,000 34,000 - 40,000	55,000 45,000 - 60,000

Funds Management	Client Services Officer	Senior Client Services Officer	Client Services Supervisor
	Average Remuneration Package	Average Remuneration Package	Average Remuneration Package
<b>NSW - Sydney</b> (Remuneration Package Range)	<b>50,000</b> 45,000 - 52,000	<b>58,000</b> 55,000 - 65,000	<b>68,000</b> 65,000 - 75,000
<b>VIC - Melbourne</b> (Remuneration Package Range)	<b>50,000</b> 45,000 - 55,000	<b>55,000</b> 50,000 - 65,000	<b>70,000</b> 65,000 - 75,000
<b>QLD - Brisbane and Gold Coast</b> (Remuneration Package Range)	<b>40,000</b> 34,000 - 42,000	<b>48,000</b> 42,000 - 55,000	<b>55,000</b> 48,000 - 55,000
<b>SA - Adelaide</b> (Remuneration Package Range)	<b>46,000</b> 40,000 - 50,000	<b>48,000</b> 42,000 - 55,000	<b>55,000</b> 45,000 - 60,000
<b>WA - Perth</b> (Remuneration Package Range)	<b>48,000</b> 45,000 - 52,000	<b>55,000</b> 50,000 - 60,000	<b>60,000</b> 54,000 - 65,000
<b>ACT - Canberra</b> (Remuneration Package Range)	<b>44,000</b> 42,000 - 50,000	<b>49,000</b> 45,000 - 55,000	<b>55,000</b> 50,000 - 60,000
<b>TAS - Hobart</b> (Remuneration Package Range)	<b>38,000</b> 35,000 - 42,000	<b>45,000</b> 42,000 - 48,000	<b>48,000</b> 40,000 - 55,000
<b>NZ - Auckland</b> (Remuneration Package Range)	<b>44,000</b> 40,000 - 48,000	<b>50,000</b> 45,000 - 55,000	<b>60,000</b> 55,000 - 65,000
<b>NZ - Christchurch / Wellington</b> (Remuneration Package Range)	<b>40,000</b> 35,000 - 45,000	<b>48,000</b> 42,000 - 52,000	<b>55,000</b> 50,000 - 60,000

Treasury Operations Money Market / FX / Fixed Interest Settlements / Derivatives / Capital Market	Officer	Senior Officer	Supervisor	Manager	Senior Manager
	Average Remuneration Package	Average Remuneration Package	Average Remuneration Package	Average Remuneration Package	Average Remuneration Package
<b>NSW - Sydney</b> (Remuneration Package Range)	<b>55,000</b> 45,000 - 60,000	<b>65,000</b> 55,000 - 70,000	<b>70,000</b> 65,000 - 80,000	<b>90,000</b> 80,000 - 100,000	<b>130,000</b> 110,000 - 150,000
<b>VIC - Melbourne</b> (Remuneration Package Range)	<b>55,000</b> 45,000 - 60,000	<b>60,000</b> 55,000 - 65,000	<b>75,000</b> 68,000 - 80,000	<b>90,000</b> 80,000 - 100,000	<b>115,000</b> 100,000 - 130,000
<b>QLD - Brisbane and Gold Coast</b> (Remuneration Package Range)	<b>45,000</b> 38,000 - 45,000	<b>50,000</b> 45,000 - 50,000	<b>60,000</b> 55,000 - 65,000	<b>90,000</b> 75,000 - 105,000	<b>125,000</b> 110,000 - 140,000
<b>SA - Adelaide</b> (Remuneration Package Range)	<b>46,000</b> 40,000 - 50,000	<b>50,000</b> 44,000 - 55,000	<b>60,000</b> 50,000 - 70,000	<b>80,000</b> 65,000 - 90,000	<b>100,000</b> 75,000 - 120,000
<b>WA - Perth</b> (Remuneration Package Range)	<b>45,000</b> 42,000 - 55,000	<b>54,000</b> 49,000 - 55,000	<b>60,000</b> 54,000 - 70,000	<b>87,000</b> 65,000 - 105,000	<b>130,000</b> 110,000 - 150,000
<b>ACT - Canberra</b> (Remuneration Package Range)	<b>45,000</b> 40,000 - 50,000	<b>48,000</b> 44,000 - 55,000	<b>50,000</b> 49,000 - 58,000	<b>70,000</b> 68,000 - 78,000	<b>90,000</b> 80,000 - 95,000
<b>TAS - Hobart</b> (Remuneration Package Range)	<b>35,000</b> 32,000 - 40,000	<b>40,000</b> 38,000 - 47,000	<b>47,000</b> 45,000 - 55,000	<b>65,000</b> 60,000 - 72,000	<b>85,000</b> 75,000 - 95,000
<b>NZ - Auckland</b> (Remuneration Package Range)	<b>47,000</b> 37,000 - 52,000	<b>55,000</b> 45,000 - 60,000	<b>60,000</b> 53,000 - 62,000	<b>65,000</b> 60,000 - 72,000	<b>100,000</b> 80,000 - 125,000
<b>NZ - Christchurch / Wellington</b> (Remuneration Package Range)	<b>50,000</b> 45,000 - 60,000	<b>60,000</b> 50,000 - 65,000	<b>55,000</b> 50,000 - 60,000	<b>65,000</b> 55,000 - 80,000	<b>105,000</b> 90,000 - 115,000

Financial Markets	Settlement Officer	Senior Officer	Supervisor	Manager	Corporate Actions Officer
	Average Remuneration Package	Average Remuneration Package	Average Remuneration Package	Average Remuneration Package	Average Remuneration Package
<b>NSW - Sydney</b> (Remuneration Package Range)	<b>55,000</b> 45,000 - 60,000	<b>65,000</b> 55,000 - 70,000	<b>70,000</b> 65,000 - 80,000	<b>95,000</b> 80,000 - 120,000	<b>55,000</b> 50,000 - 60,000
<b>VIC - Melbourne</b> (Remuneration Package Range)	<b>50,000</b> 45,000 - 55,000	<b>60,000</b> 60,000 - 65,000	<b>67,000</b> 55,000 - 72,000	<b>90,000</b> 75,000 - 100,000	<b>53,000</b> 48,000 - 60,000
<b>QLD - Brisbane and Gold Coast</b> (Remuneration Package Range)	<b>45,000</b> 40,000 - 45,000	<b>55,000</b> 50,000 - 60,000	<b>65,000</b> 55,000 - 70,000	<b>85,000</b> 70,000 - 100,000	<b>50,000</b> 45,000 - 55,000
<b>SA - Adelaide</b> (Remuneration Package Range)	<b>46,000</b> 40,000 - 50,000	<b>52,000</b> 44,000 - 60,000	<b>62,000</b> 45,000 - 70,000	<b>80,000</b> 50,000 - 90,000	<b>50,000</b> 40,000 - 55,000
<b>WA - Perth</b> (Remuneration Package Range)	<b>49,000</b> 44,000 - 50,000	<b>55,000</b> 50,000 - 60,000	<b>60,000</b> 54,000 - 70,000	<b>85,000</b> 70,000 - 100,000	<b>52,000</b> 45,000 - 55,000
<b>ACT - Canberra</b> (Remuneration Package Range)	<b>36,000</b> 34,000 - 38,000	<b>40,000</b> 38,000 - 47,000	<b>50,000</b> 45,000 - 55,000	<b>75,000</b> 50,000 - 80,000	<b>43,000</b> 38,000 - 45,000
<b>TAS - Hobart</b> (Remuneration Package Range)	<b>35,000</b> 34,000 - 37,000	<b>39,000</b> 38,000 - 45,000	<b>48,000</b> 43,000 - 55,000	<b>60,000</b> 50,000 - 65,000	<b>42,000</b> 38,000 - 45,000
<b>NZ - Auckland</b> (Remuneration Package Range)	<b>45,000</b> 38,000 - 47,000	<b>55,000</b> 45,000 - 60,000	<b>62,000</b> 53,000 - 65,000	<b>72,000</b> 65,000 - 78,000	<b>45,000</b> 40,000 - 48,000
<b>NZ - Christchurch / Wellington</b> (Remuneration Package Range)	<b>45,000</b> 40,000 - 50,000	<b>55,000</b> 50,000 - 60,000	<b>60,000</b> 55,000 - 65,000	<b>70,000</b> 60,000 - 80,000	<b>45,000</b> 40,000 - 50,000

Financial Markets / Margin Lending	Client Services	Support	Business Development
	Average Remuneration Package	Average Remuneration Package	Average Remuneration Package
<b>NSW - Sydney</b> (Remuneration Package Range)	<b>55,000</b> 50,000 - 60,000	<b>50,000</b> 45,000 - 55,000	<b>120,000</b> 80,000 - 130,000
<b>VIC - Melbourne</b> (Remuneration Package Range)	<b>49,000</b> 45,000 - 52,000	<b>45,000</b> 42,000 - 55,000	<b>100,000</b> 75,000 - 120,000
<b>QLD - Brisbane and Gold Coast</b> (Remuneration Package Range)	<b>49,000</b> 45,000 - 50,000	<b>45,000</b> 42,000 - 55,000	<b>100,000</b> 90,000 - 130,000
<b>SA - Adelaide</b> (Remuneration Package Range)	<b>46,000</b> 42,000 - 52,000	<b>45,000</b> 42,000 - 50,000	<b>90,000</b> 70,000 - 100,000
<b>WA - Perth</b> (Remuneration Package Range)	<b>49,000</b> 47,000 - 52,000	<b>45,000</b> 38,000 - 49,000	<b>120,000</b> 90,000 - 140,000
<b>ACT - Canberra</b> (Remuneration Package Range)	<b>40,000</b> 38,000 - 48,000	<b>45,000</b> 38,000 - 46,000	<b>70,000</b> 65,000 - 75,000
<b>TAS - Hobart</b> (Remuneration Package Range)	<b>34,000</b> 33,000 - 35,000	<b>36,000</b> 35,000 - 40,000	<b>70,000</b> 65,000 - 75,000
<b>NZ - Auckland</b> (Remuneration Package Range)	<b>48,000</b> 44,000 - 52,000	<b>40,000</b> 35,000 - 45,000	<b>85,000</b> 80,000 - 90,000
<b>NZ - Christchurch / Wellington</b> (Remuneration Package Range)	<b>45,000</b> 40,000 - 50,000	<b>37,000</b> 35,000 - 45,000	<b>85,000</b> 80,000 - 90,000

Trade Finance	Processing Officer	Senior Processing Officer	Team Leader	Manager
	Average Remuneration Package	Average Remuneration Package	Average Remuneration Package	Average Remuneration Package
<b>NSW - Sydney</b> (Remuneration Package Range)	<b>45,000</b> 42,000 - 48,000	<b>50,000</b> 45,000 - 55,000	<b>61,000</b> 55,000 - 65,000	<b>110,000</b> 80,000 - 120,000
<b>VIC - Melbourne</b> (Remuneration Package Range)	<b>45,000</b> 40,000 - 47,000	<b>50,000</b> 45,000 - 55,000	<b>60,000</b> 50,000 - 65,000	<b>110,000</b> 80,000 - 120,000
<b>QLD - Brisbane and Gold Coast</b> (Remuneration Package Range)	<b>42,000</b> 37,000 - 45,000	<b>53,000</b> 48,000 - 58,000	<b>61,000</b> 48,000 - 65,000	<b>92,000</b> 75,000 - 110,000
<b>SA - Adelaide</b> (Remuneration Package Range)	<b>40,000</b> 38,000 - 45,000	<b>48,000</b> 42,000 - 52,000	<b>60,000</b> 48,000 - 62,000	<b>72,000</b> 60,000 - 80,000
<b>WA - Perth</b> (Remuneration Package Range)	<b>49,000</b> 43,000 - 52,000	<b>55,000</b> 50,000 - 60,000	<b>60,000</b> 55,000 - 65,000	<b>110,000</b> 80,000 - 120,000
<b>ACT - Canberra</b> (Remuneration Package Range)	<b>35,000</b> 33,000 - 39,000	<b>40,000</b> 38,000 - 45,000	<b>48,000</b> 45,000 - 50,000	<b>70,000</b> 65,000 - 75,000
<b>TAS - Hobart</b> (Remuneration Package Range)	<b>33,000</b> 30,000 - 34,000	<b>38,000</b> 35,000 - 40,000	<b>44,000</b> 42,000 - 45,000	<b>65,000</b> 60,000 - 75,000
<b>NZ - Auckland</b> (Remuneration Package Range)	<b>35,000</b> 33,000 - 39,000	<b>40,000</b> 38,000 - 45,000	<b>50,000</b> 40,000 - 58,000	<b>70,000</b> 65,000 - 75,000
<b>NZ - Christchurch / Wellington</b> (Remuneration Package Range)	<b>34,000</b> 30,000 - 38,000	<b>38,000</b> 35,000 - 42,000	<b>50,000</b> 40,000 - 58,000	<b>65,000</b> 60,000 - 75,000

Financial Planning	Para Planner	Senior Para Planner (Qualified)	Associate Financial Planner	Financial Planner (Qualified)	Client Services
	Average Remuneration Package	Average Remuneration Package	Average Remuneration Package	Average Remuneration Package	Average Remuneration Package
NSW - Sydney (Remuneration Package Range)	60,000 55,000 - 65,000	75,000 65,000 - 90,000	65,000 55,000 - 75,000	100,000 80,000 - 120,000	50,000 45,000 - 55,000
VIC - Melbourne (Remuneration Package Range)	55,000 50,000 - 65,000	70,000 55,000 - 90,000	60,000 50,000 - 70,000	90,000 70,000 - 110,000	50,000 45,000 - 55,000
QLD - Brisbane and Gold Coast (Remuneration Package Range)	65,000 50,000 - 70,000	85,000 70,000 - 90,000	60,000 55,000 - 65,000	85,000 70,000 - 100,000	49,000 40,000 - 50,000
SA - Adelaide (Remuneration Package Range)	55,000 48,000 - 65,000	65,000 55,000 - 85,000	60,000 50,000 - 70,000	90,000 80,000 - 120,000	49,000 38,000 - 52,000
WA - Perth (Remuneration Package Range)	65,000 60,000 - 70,000	85,000 75,000 - 105,000	65,000 54,000 - 70,000	100,000 98,000 - 120,000	49,000 41,000 - 55,000
ACT - Canberra (Remuneration Package Range)	55,000 40,000 - 60,000	65,000 55,000 - 75,000	65,000 60,000 - 80,000	90,000 70,000 - 120,000	45,000 40,000 - 55,000
TAS - Hobart (Remuneration Package Range)	50,000 45,000 - 55,000	60,000 50,000 - 70,000	60,000 50,000 - 70,000	70,000 55,000 - 105,000	50,000 45,000 - 55,000
NZ - Auckland (Remuneration Package Range)	50,000 43,000 - 60,000	65,000 55,000 - 75,000	65,000 60,000 - 75,000	90,000 80,000 - 100,000	60,000 55,000 - 65,000
NZ - Christchurch / Wellington (Remuneration Package Range)	47,000 43,000 - 60,000	58,000 53,000 - 68,000	63,000 60,000 - 70,000	95,000 80,000 - 110,000	60,000 55,000 - 65,000

Financial Planning	Financial Planner (Qualified - Banking Ind.)	Practice Development Manager	Dealership Manager	Adviser Assistant	Manager
	Average Remuneration Package	Average Remuneration Package	Average Remuneration Package	Average Remuneration Package	
NSW - Sydney (Remuneration Package Range)	100,000 80,000 - 120,000	140,000 110,000 - 170,000	190,000 160,000 - 210,000	55,000 50,000 - 60,000	
VIC - Melbourne (Remuneration Package Range)	90,000 80,000 - 120,000	130,000 110,000 - 170,000	180,000 130,000 - 200,000	45,000 40,000 - 55,000	
QLD - Brisbane and Gold Coast (Remuneration Package Range)	90,000 70,000 - 120,000	120,000 90,000 - 140,000	125,000 120,000 - 130,000	43,000 35,000 - 55,000	
SA - Adelaide (Remuneration Package Range)	80,000 65,000 - 120,000	120,000 90,000 - 150,000	130,000 90,000 - 150,000	46,000 42,000 - 55,000	
WA - Perth (Remuneration Package Range)	95,000 76,000 - 120,000	130,000 110,000 - 155,000	200,000 180,000 - 240,000	49,000 41,000 - 55,000	
ACT - Canberra (Remuneration Package Range)	85,000 75,000 - 120,000	90,000 80,000 - 110,000	110,000 90,000 - 130,000	48,000 40,000 - 50,000	
TAS - Hobart (Remuneration Package Range)	70,000 55,000 - 105,000	90,000 85,000 - 95,000	95,000 80,000 - 110,000	43,000 40,000 - 45,000	
NZ - Auckland (Remuneration Package Range)	85,000 80,000 - 100,000	90,000 85,000 - 110,000	140,000 110,000 - 160,000	50,000 45,000 - 55,000	
NZ - Christchurch / Wellington (Remuneration Package Range)	85,000 80,000 - 100,000	85,000 80,000 - 100,000	140,000 110,000 - 160,000	50,000 45,000 - 55,000	

### Typical Benefits

- Education Costs
- Performance based bonuses
- Financial Planner (Qualified) salaries are exclusive of a bonus

- All Salaries are representative of the total package value
- Australian salaries include Superannuation
- New Zealand Salaries exclude Superannuation
- New Zealand Salaries are represented in New Zealand Dollars