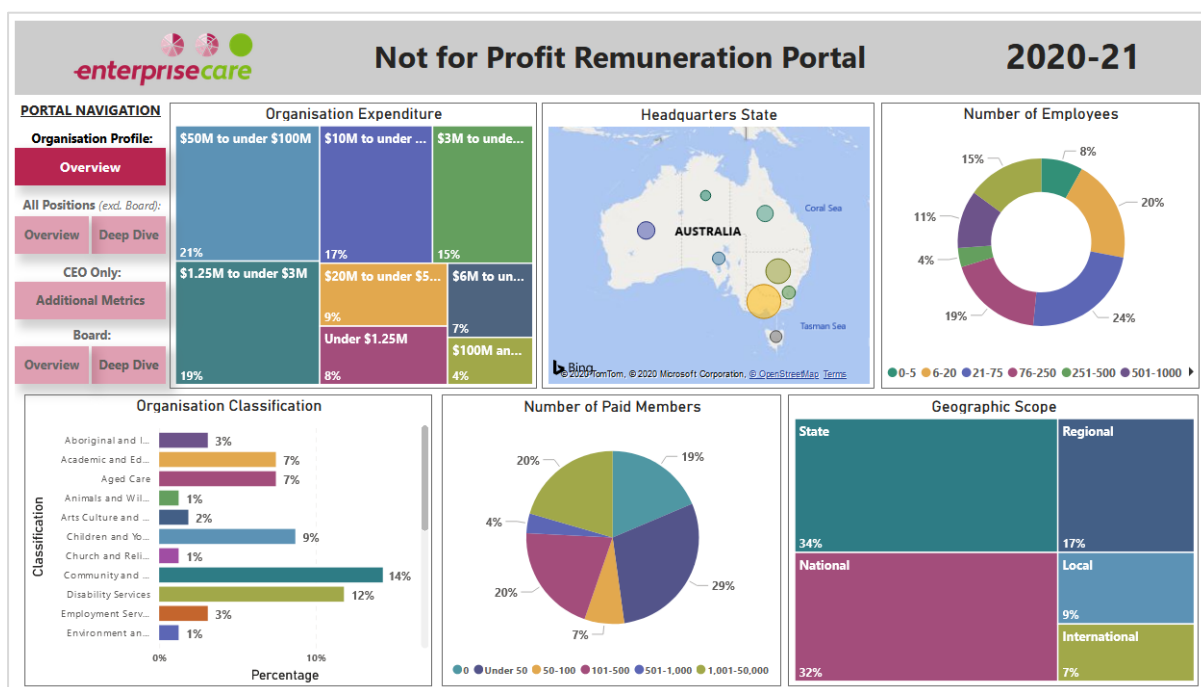


Portal Navigation

The Portal Navigation (found at the top left-hand corner of each page) will allow you to move between the various components of the Portal. The page you are currently on is highlighted in dark red.

Overview

All graphics are interactive e.g. click on *\$50M to under \$100M* in Organisation Expenditure and the other graphics will update to reflect the data for that selection only. To revert back to all data, simply click on the Overview button in Portal Navigation.



Overview Page Charts:

Each of these graphics represent the percentage of organisations who provided data based on:

- **Organisation Expenditure:** The expense range of the organisation for FY20 (i.e. what would appear in the Profit & Loss Statement as organisation expenses)
- **Headquarters State:** The State where the organisation advertises its Headquarters operate from
- **Number of Employees:** The applicable range of employee numbers
- **Organisation Classification:** The main classification the organisation associates itself with (determined by majority of activities)
- **Number of Paid Members:** if applicable, then the range of number of paid members of the organisation
- **Geographic Scope:** The area in which the organisation operates e.g. Local / State / Regional etc

All Positions: Overview

The data displayed on this page is determined by the selection of a Function and Level using the Filters (e.g. Function: *Administration* and Level: *General Manager* OR Function: *Corporate Services* and Level: *Officer*). Filters can be cleared by either using the Clear Filters button.

Please note: that if there is no Function and/or Level selected the values displayed are for **ALL** responses received (except the 'Average Total Remuneration by Year and Gender' graphic and the '2020 Gender Breakdown' graphic, which require **BOTH** the Function and Level to be selected).

Not for Profit Remuneration Portal

2020-21

PORTAL NAVIGATION

Organisation Profile:

Overview

All Positions (ext. Board):

Overview

Deep Dive

CEO Only:

Additional Metrics

Board:

Overview

Deep Dive

Function

Executive	Administration	Communicatio...	Corporate Services	Facilities Management	Finance	Fundraising	Human Resources
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Level

Chief Executive Officer	Deputy Chief Executive ...	Executive Assistant	General Manager	Manager	Officer	Assistant	Medical Services: Tier 1	Medical Services: Tier 2	Allied Health Services: T...	Allied Health Services T...
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Clear Filters

	Average Salary only	Average Other Benefits	Average Total Remuneration	Average Bonus	Minimum Remuneration	Maximum Remuneration
Remuneration Value	\$86,963	\$15,895	\$94,924	\$4,925	\$41,598	\$725,900
Number Receiving	7,421	3,666	7,421	739		

2020 Gender Breakdown

\$101.52K

24.43%

Male

\$93.04K

73.36%

Female

\$86.05K

2.21%

Undisclosed

Average Total Remuneration by Year and Gender

Gender ● Female ● Male ● Average Total Remuneration

2020 Average Increase (for those that received an increase)	4.02%
Number Receiving	4137

Select Function and Level to view data

Remuneration Table Information

Remuneration is made up of a number of different components. The amounts received by those who provided data are detailed here.

- **Average Salary Only:** This is the average base salary received for the selected Function and Level for all those who provided data
- **Average Other Benefits:** This is the average of all other benefits received for the selected Function and Level e.g. motor vehicle related expenses (parking, lease arrangement etc), salary sacrifice, laptop, mobile phone etc
- **Average Total Remuneration:** This is the average total remuneration received by all those who provided data for the selected Function and Level. This figure is made up of base salary and all other benefits
- **Average Bonus:** This is the average bonus received by those who provided data for the selected Function and Level
- **Minimum Remuneration:** This is the lowest average total remuneration reported for the selected Function and Level

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- **Maximum Remuneration:** This is the highest average total remuneration reported for the selected Function and Level
- **Number Receiving:** This is the total number of responses received for that specific remuneration component for the selected Function and Level

2020 Gender Breakdown

This graphic represents the gender breakdown for FY20 remuneration data. Use Function and Level filters for specific position data.

- **Top Data Label:** This is the average total remuneration received by those who provided data
- **Bottom Data Label:** This is the percentage of responses for each gender category

Average Total Remuneration by Year and Gender

You **must select** a Function and Level to gain access to the correct data. This graphic represents the historical data for the selected Function and Level by year and by gender.

Please note: undisclosed gender figures are not included in this graphic.

- **Columns:** These represent the average total remuneration received by males and females
- **Line:** This represents the average total remuneration received regardless of gender

2020 Average Increase

This graphic provides data on the average remuneration increase reported by the selected Function and Level for those who received an increase in FY20. The number receiving indicates the total number of people in that Function and Level who received an increase in FY20.

All Positions: Deep Dive

This table allows you to deep dive into the data for the selected Function and Level.

enterprise care		Not for Profit Remuneration Portal					2020-21		
PORTAL NAVIGATION		Function							Clear Filters
Organisation Profile:		Administration	Communications	Corporate Services	Facilities Management	Finance	Fundraising	Human Resources	
All Positions (excl. Board):		Level							
Overview		General Manager	Manager	Officer	Assistant				
CEO Only:		Select Relevant Filters (each filter line is independent)		Count	Average (mean)	75% earn more	Median Value	25% earn more	Column Explanations
Additional Metrics		Selected Level	Manager	19	\$101,503	\$86,063	\$104,025	\$113,704	Count = number of respondents against Function, Level & Row filter
Board:		Total Expenditure	\$10M to under \$20M	3	\$120,155	\$117,891	\$124,682	\$124,682	Average = All remuneration points added together and divided by the number of respondents
Overview		EFT Employees	6-20	3	\$101,642	\$96,063	\$110,000	\$111,400	Quartiles: obtained by ordering all responses within the category from lowest to highest and dividing into four equal parts:
Deep Dive		Memberships	0	4	\$96,248	\$88,889	\$99,409	\$106,769	75% Earn More = 1st quartile/ first 25% of data responses (i.e. 75% earn more than this figure)
		Geographic Scope	National	7	\$94,371	\$80,740	\$95,074	\$105,452	Median Value = 2nd quartile/ 50% midway data point
		HQ State	NSW	3	\$109,901	\$102,511	\$124,682	\$124,682	25% Earn More = 3rd quartile/ first 75% of data responses (i.e. 25% earn more)
		Classification	Children and Youth	7	\$92,959	\$80,740	\$94,793	\$99,550	
		Gender	Male	2	\$110,300	\$109,900	\$110,300	\$110,700	
		Years in Position	1-3 years	6	\$105,557	\$95,000	\$111,400	\$121,712	

To interrogate this data, first select the required Function and then the Level using the Filters across the top of the page.

The Filter lines on the left-hand side of the table allow you to make selections based on your organisation's profile.

Each Filter line is independent and will display the relevant data for the selected option, based on the previously selected Function and Level.

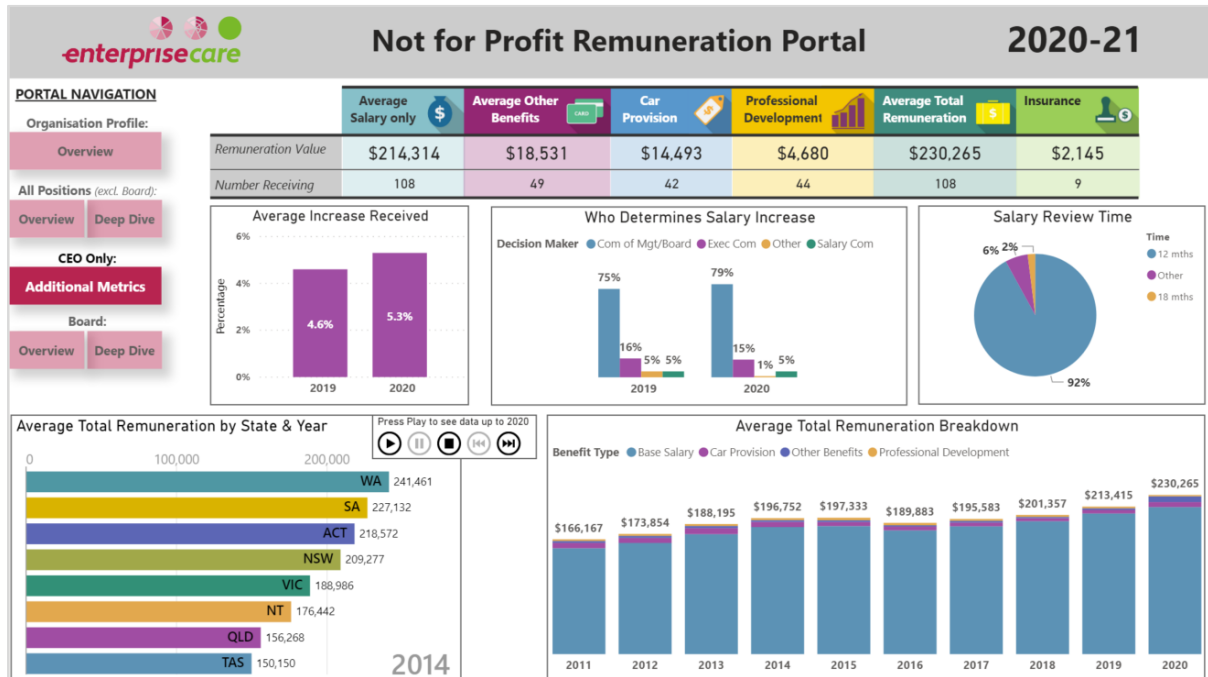
For example:

- Select Function: e.g. *Administration* and Level: e.g. *Manager*.
- The top line of the table will now display the average total remuneration data for all *Administration Managers*.
- Next select the 'Total Expenditure' that is relevant to your organisation. The data displayed is the average total remuneration data for *Administration Managers* from organisations with the selected 'Total Expenditure'.

Explanations for the columns; Average (mean), 75% earn more, Median Value and 25% earn more are provided to the right of the table.

CEO Only: Additional Metrics

The graphics and data displayed on this page are specific to the position of *Chief Executive Officer (CEO)*.



Remuneration Table Information

Remuneration is made up of a number of different components. The amounts received by those who provided data are detailed here. **Please note:** that if there is no Function or Level selected the value displayed are for **ALL** responses received.

- **Average Salary Only:** This is the average base salary received by all CEO's who provided data
- **Average Other Benefits:** This is the average of all other benefits received by all CEO's who provided data (e.g.: laptop, phone etc)
- **Car Provision:** This is the average car provision amount received by all CEO's who provided data. This may have been in the form of a car allowance or a supplied car
- **Professional Development:** This is the average amount received by all CEO's who provided data
- **Average Total Remuneration:** This is the average total remuneration received by all CEO's who provided data. This figure is made up of base salary, other benefits, car provision and professional development
- **Insurance:** This is the average amount paid by the organisation for insurance to cover the CEO
- **Number Receiving:** This is the total number of responses received for that specific remuneration component for the CEO

Average Increase Received

This graphic represents only those CEO's that received a remuneration increase in FY20. For those CEO's the increase in average total remuneration is displayed as a percentage.

Who Determines Salary Increase

This graphic provides data on who determines the salary increase where a salary increase was received by CEO's in FY19 and FY20.

Increases are determined by:

- Committee of Management/Board
- Executive Committee
- Other
- Salary Committee

Salary Review Time

This graphic provides data on the timeframes in which CEO's who receive a salary review were reviewed.

Average Total Remuneration by State & Year

This graphic provides historical data on the average total remuneration received by CEO's based on the State in which they are located.

- Press play to see data from 2014 to 2020
- **Please note:** the graphic may take a few moments to engage
- You can use the pause button at any time if you wish to focus on a particular year
- The graphic will revert back to 2014 at the end of its cycle from 2014 to 2020

Average Total Remuneration Breakdown

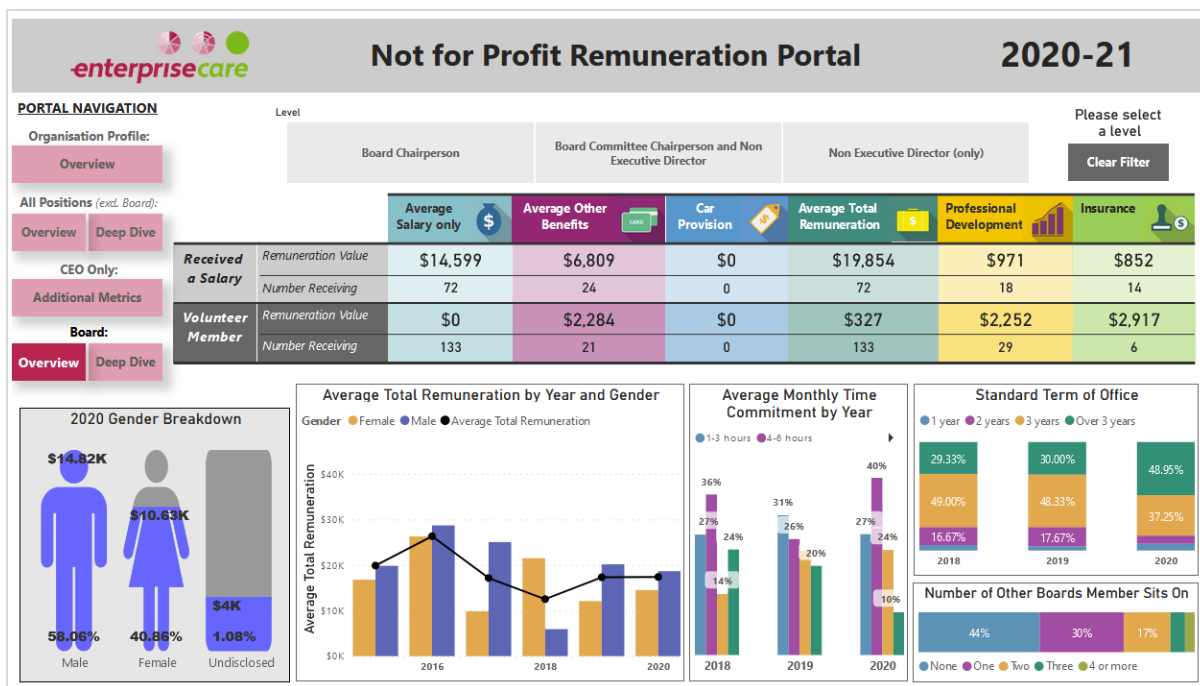
This graphic provides a breakdown of the components that make up the average total remuneration received by CEO's who provided data. Historical data back to 2011 is included in this graphic.

Board: Overview

The data displayed on this page is determined by the Level that has been selected using the Filter e.g.: Board Chairperson or Non Executive Director (only).

This Filter can be cleared by clicking the Clear Filter button.

Please note: If there is no Level selected then the values displayed are for **ALL** responses received (except the 'Average Total Remuneration by Year and Gender' graphic and '2020 Gender Breakdown' graphic, which require a Level to be selected).



Remuneration Table Information

Remuneration is made up of a number of different components. The amounts received by those who provided data are detailed here. **Please note:** that if there is no Level selected the value displayed are for **ALL** responses received.

Remuneration data has been split into those who received a salary and those who are usually described as volunteer board members.

- **Average Salary Only:** This is the average base salary received by the selected Board Level for those who provided data
- **Average Other Benefits:** This is the average of all other benefits received by the selected Board Level for those who provided data (e.g.: laptop, phone etc)
- **Car Provision:** This is the average amount received by the selected Board Level for those who provided data
- **Average Total Remuneration:** This is the average total remuneration received by the selected Board Level for those who provided data. This figure is made up of base salary, other benefits, and car provision

- **Professional Development:** This is the average amount received by the selected Board Level for those who provided data
- **Insurance:** This is the average amount paid by the organisation for insurance to cover the selected Board Level

2020 Gender Breakdown

This graphic represents the gender breakdown for FY20 remuneration data. Use Level Filters for specific position data.

- **Top Data Label:** This is the average total remuneration received by those who provided data
- **Bottom Data Label:** This is the percentage of responses for each gender category

Average Total Remuneration by Year and Gender

This graphic represents the historical data for the selected Level by year and by gender.

Please note: undisclosed gender figures are not included in this graphic. Also, you **must select** a Level to gain access to the correct data.

- **Columns:** These represent the average total remuneration received by males and females
- **Line:** This represents the average total remuneration received regardless of gender

Average Monthly Time Commitment by Year

This graphic provides data on the average monthly time commitment for the selected Board Level who provided data.

Standard Term of Office

This graphic provides data on the standard term of office for the selected Board Level who provided data.

Number of Other Boards Member Sits On

This graphic provides data on the number of other boards the selected Board Level sit on, who provided data.

Board: Deep Dive

This graphic allows the user to deep dive into the Board data by selecting a Level.

enterprise care		Not for Profit Remuneration Portal		2020-21					
PORTAL NAVIGATION		Select Relevant Filters <small>(each filter line is independent)</small>		Count	Average (mean)	75% earn more	Median Value	25% earn more	
Organisation Profile: Overview All Positions (excl. Board): Overview Deep Dive CEO Only: Additional Metrics Board: Overview Deep Dive Clear Filter		Level Board Chairperson Board Committee Chairperson and Non Executive Director Non Executive Director (only)		Selected Level (Filter to the left) Board Chairperson	19	\$20,647	\$6,500	\$12,300	\$30,350
Column Explanations Count = number of respondents against Function, Level & Row filter Average = All remuneration points added together and divided by the number of respondents Quartiles: obtained by ordering all remuneration responses within the category from lowest to highest and dividing into four equal parts: 75% Earn More = 1st quartile/first 25% of data responses (i.e. 75% earn more than this figure) Median Value = 2nd quartile/ 50% midway data point 25% Earn More = 3rd quartile/first 75% of data responses (i.e. 25% earn more)		Total Expenditure: Under \$1.25M EFT Employees: 6-20 Memberships: 50-100 Geographic Scope: National HQ State: NSW Classification: Children and Youth Gender: Female Years in Position: 4-6 years Standard Term of Office: 2 years Ave. Monthly Time Commitment: 4-6 hours Number of Other Boards Member Sits On: 2		2	\$12,500	\$11,250	\$12,500	\$13,750	
				3	\$23,650	\$10,475	\$10,950	\$30,475	
				3	\$9,133	\$6,200	\$10,000	\$12,500	
				8	\$24,018	\$8,125	\$17,265	\$38,750	
				2	\$10,965	\$6,682	\$10,965	\$15,247	
				2	\$1,625	\$1,188	\$1,625	\$2,063	
				6	\$11,050	\$3,300	\$8,475	\$11,963	
				6	\$20,647	\$7,988	\$15,240	\$30,307	
				2	\$30,000	\$20,000	\$30,000	\$40,000	
				6	\$23,677	\$41,250	\$12,975	\$7,238	
				7	\$28,004	\$34,450	\$26,800	\$23,165	

To interrogate this data, select the required Level using the Filters to the left of the table.

The filter lines on the left-hand side of the table allow you to make selections based on your organisation's profile.

Each filter line is independent and displays the relevant data for the selected option. However, it does so, by also taking into account the previously selected Level.

For example:

- Select Level: e.g. *Board Chairperson*
- The top line of the table will now display the average total remuneration data for *Board Chairperson*
- Next select the 'Total Expenditure' that is relevant to your organisation
- The data displayed is the average total remuneration data for all *Board Chairperson's* from organisations with the selected 'Total Expenditure'

Explanations for the columns; Average (mean), 75% earn more, Median Value and 25% earn more are provided to the bottom left of the table.