



## QUESTIONS REGARDING REMUNERATION

What are your expectations in terms of base salary for permanent positions or hourly/daily rate if you are looking for contracting assignments?

You must be in a position to put a value on yourself. It is tempting to inflate your current/package, but be careful as:

- a. You may be asked to show proof
- b. You may miss out on just the right position because you are considered "too expensive" by a few dollars.

Know your true "value" by comparing what is available at your level and the level you aspire to.

You should be in a position to be specific regarding the structure of your total package.

Your package will obviously include a base salary and may also include some of the following:

- |                       |  |
|-----------------------|--|
| Superannuation        | <input type="radio"/> Usually 9.5%. If different, be able to specify the % and/or the structure of the superannuation plan if different to the norm.   |
| Motor Vehicle options | <input type="radio"/> Company provided and maintained<br><input type="radio"/> Your vehicle with a car allowance<br><input type="radio"/> Novated lease through your package – vehicle at your risk  |
| Bonuses               | <input type="radio"/> How calculated?<br><input type="radio"/> Company performance<br><input type="radio"/> Your performance<br><input type="radio"/> Frequency<br><input type="radio"/> Maximum value<br><input type="radio"/> Actual value last year<br><input type="radio"/> Realistic expectations current year<br><input type="radio"/> To a maximum? |
| Commissions           | <input type="radio"/> As per bonuses   |
| Medical Benefits      | <input type="radio"/> To what plan and value   |
| Shares & Options      | <input type="radio"/> Frequency – value – vesting?   |

Education Support

- ☉ Which facility
- ☉ What course
- ☉ To what value
- ☉ How/when paid – e.g. on successful completion?

Other

- ☉ What and to what value

Note:

- ☉ Mobile phones, home cable connection and PC's/ Laptops are considered "tools of trade" and are not generally factored in to remuneration calculations.