

Comprehensively reviewed and updated
20,000 plus incumbents
50 new positions

Current market data to maintain your edge
in an industry in transition.

The Avdiev Report features market commentary,
remuneration and incentive trends and data for over
350 positions in the property markets.

ten market sectors

Property Investment, Funds & Trust Management
Property Development
Retirement Living / Aged Care
Corporate Real Estate
Retail Management
The Board
Real Estate Agency / Property Advisory / Tenant Advisory
Design & Building Consultants -
Architects/Designers, Specialist Consultants,
Planners, Project Managers & Quantity Surveyors
Building, Construction & Housing
Finance, Corporate & IT

**The Avdiev Report responds to subscriber
requests for new sectors and positions to
reflect changes in a dynamic industry.**

Avdiev also conducts special benchmarking reviews
and provides independent arms length assessments
of directors' and executives' remuneration in response
to corporate governance requirements. We participate
in remuneration committees as independent advisers
to facilitate effective implementation of proposed
remuneration changes.

A crucial resource for remuneration
benchmarking and decision making.

31st
edition

the avdiev group

Specialising in remuneration consulting services and
human resources research for the property,
investment, construction industries and all built
environment related professions.

Avdiev Consulting Services:

Annual Property Industry Remuneration Report
Avdiev ASX Non-Executive Directors' Fees Reports
Women Business Leaders Database
Remuneration Consulting
Benchmarking Reviews
Independent advisers to remuneration committees
Market Research
Career Counselling
Expert Witness Reports and Appearances
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31st
edition

revised
&
expanded

avdiev

property industry
remuneration report 2017 ©

31st edition
order form

with October
2017 update

Investment
Development
Management
Retirement Living
Corporate Real Estate
Construction & Housing
Finance, Corporate & IT
Design & Building Consultants

Comprehensive national remuneration and
incentive data with company size breakdowns
sourced from industry companies and built
environment professionals, changes and
intentions with details for New South Wales,
Victoria, Queensland and Western Australia.

avdiev property industry remuneration report 2017[©] with October 2017 four page update

Property is a dynamic industry. It grows, diversifies, changes, innovates and adapts to disruption.

The Avdiev Report 2017 has been extensively redesigned and updated with input from the industry. We monitor, survey, analyse and publish salary data and business feedback contributed by key industry organisations Australia wide. Current national remuneration and incentive data is presented in an expanded table format for NSW, Vic, Qld and WA and for small, medium and major companies based on annual revenue.

We report changes in last year's employment conditions and remuneration, benefits and incentives intentions for the next twelve months and comments on vital industry issues.

A four page update in October 2017 is included in the purchase.

AVDIEV REMUNERATION REPORT[©]
Market: Building, Design & Construction, Housing

BLD*16 Building/Engineering Graduate/Services Co-ordinator/Administrator

AVDIEV REMUNERATION REPORT[©]
Market: Property Investment, Funds & Trusts Management

PIFM*08 Portfolio Manager (> \$500m funds/portfolio)

AVDIEV REMUNERATION REPORT[©]
Market: Finance, Corporate and Information Technology

FC*03 Chief Accountant/Senior Accountant

Incumbents:	192	#	25%	Median	75%	High	Average
TOTAL FIXED REMUNERATION							
National	192	\$126,000	\$142,850	\$162,795	\$256,800	\$445,107	\$147,467
New South Wales	118	\$126,000	\$144,750	\$165,000	\$256,800	\$447,467	\$147,467
Victoria	32	\$126,800	\$146,250	\$160,896	\$198,911	\$430,369	\$140,369
Queensland	29	\$126,880	\$142,250	\$152,500	\$188,916	\$441,800	\$141,800
Western Australia	9	\$132,500	\$140,000	\$148,000	\$251,840	\$446,379	\$146,379
SHORT-TERM INCENTIVE							
National	99	\$9,003	\$24,150	\$32,300	\$64,706	\$23,493	\$23,493
New South Wales	72	\$12,000	\$26,050	\$34,923	\$64,706	\$23,305	\$23,305
Victoria	16	\$7,750	\$17,215	\$26,068	\$61,200	\$18,958	\$18,958
Queensland	5	\$7,500	\$19,857	\$25,300	\$27,000	\$16,951	\$16,951
Western Australia	5	\$12,000	\$26,000	\$26,756	\$42,700	\$22,541	\$22,541
STI target as % of TFR	58	15.0	15.0	15.0	30.0	14.7	
TFR + STI							
National	192	\$129,367	\$154,123	\$174,878	\$321,000	\$157,220	\$162,907
New South Wales	118	\$133,000	\$157,400	\$185,000	\$321,000	\$162,907	\$162,907
Victoria	32	\$127,807	\$155,000	\$173,426	\$231,200	\$449,846	\$169,846
Queensland	29	\$126,880	\$142,603	\$166,665	\$188,916	\$444,723	\$144,723
Western Australia	9	\$132,500	\$152,000	\$171,000	\$294,540	\$158,901	\$158,901
LONG-TERM INCENTIVE							
National (Actual)	10	\$16,000	\$16,000	\$21,000	\$26,244	\$16,781	\$16,781
LTI target as % of TFR	2						
TFR + STI + LTI							
National	192	\$129,367	\$154,123	\$175,888	\$332,775	\$158,094	\$164,096
New South Wales	118	\$133,000	\$157,400	\$186,513	\$332,775	\$164,096	\$164,096
Victoria	32	\$127,807	\$155,000	\$173,426	\$231,200	\$449,846	\$169,846
Queensland	29	\$126,880	\$142,603	\$166,665	\$188,916	\$444,723	\$144,723
Western Australia	9	\$132,500	\$152,000	\$171,000	\$314,540	\$161,124	\$161,124

Company Size	#	Small	Medium	Major
Turnover		<\$250m	\$250m-\$1b	>\$1b
Total Fixed Remuneration	12	\$148,735	37	\$145,000
Short-term Incentive	6	\$20,622	15	\$16,077
TFR + STI	12	\$153,735	37	\$154,347
Long-term Incentive	1	0	0	0
TFR + STI + LTI	12	\$153,735	37	\$154,347

Position Description
Reports to the senior finance executive, or in a small company directly to the Chief Executive. Responsibilities include:

- directing the accounting functions of the company
- overseeing the preparation of earnings, profit, cash and financial reports
- participating in the development of accounting policies and procedures
- supervising the maintenance of general ledgers and banking
- liaising with external auditors
- ensuring tax compliance.

sample pages from previous reports

avdiev property industry remuneration report 2017[©] with October 2017 four page update

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Whole Report	\$6,950.00	\$3,475.00	\$10,425.00	
** Contributors Price	\$3,300.00	\$1,650.00	\$4,950.00	
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Nominate Position				
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- * Excel data - the remuneration table data and statistics, presented in excel format for your own editing and analysis. Available only with the hard copy.
- ** Price available only to contributors of full remuneration data. Please contact us if you wish to contribute remuneration data prior to purchase in 2017. Phone or email debra@avdiev.com.au

To become a Contributor

- I wish to become a contributor of remuneration data to obtain a discount in 2018

Avdiev ASX Non-Executive Directors' Fees Reports 2017[©]

ASX Non-Executive Directors' Fees Reports is a database of Board and Committee Fees for Top 300 and Property Industry Listed Companies with analyses and charting tools.

ASX top 300 NEDs Fees Report & Property and Construction Fees Report	\$2,750.00	<input type="checkbox"/>
ASX top 300 NEDs Fees Report	\$1,980.00	<input type="checkbox"/>
ASX Property and Construction Fees Report	\$990.00	<input type="checkbox"/>

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Women Business Leaders Profiles Databases 2016[©]

Two databases identifying women directors and senior executives in ASX Top 300 and ASX Property companies. PDF format.

Women Leaders in ASX Top 300 Companies	\$880.00	<input type="checkbox"/>
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