



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 | ⊗ Usually 9%. If different, be able to specify the % and/or the structure of the superannuation plan if different to the norm. |
| Motor Vehicle options | ⊗ Company provided and maintained.
⊗ Your vehicle with a car allowance.
⊗ Novated lease through your package – vehicle at your risk. |
| Bonuses | ⊗ How calculated?
➢ Company performance.
➢ Your performance.
➢ Frequency.
➢ Maximum value.
➢ Actual value last year.
➢ Realistic expectations current year.
➢ To a maximum of? |
| Commissions | ⊗ As per bonuses. |
| Medical Benefits | ⊗ To what plan and value? |
| Shares & Options | ⊗ Frequency – value – vesting? |
| Education Support | ⊗ Which facility? |
| 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. |
| Education Assistance | ⊗ What course?
⊗ To what value?
⊗ How/when paid – e.g. on successful completion? |