



# THE PAY MARKET IN 2005



**Classified Salary Information  
Services Pty Limited**

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## FOREWORD

Towards the end of each year, remuneration consultants are asked to give their predictions as to the expected salary market conditions for the following year. Obtaining credible information can be quite a challenge, which is why **CSi** has developed a report to bring you current and relevant information. Organisations may use this information as a guide, along with other material obtained, to incorporate into their management reports and forecasts for the next year.

Salary and wage costs are often a significant item on an organisation's income and expense statement. Careful attention needs to be paid to how this expense is managed. A one percent over-estimation can be costly – particularly as the business environment remains tight. Therefore employers use predictive information to develop the best outcome – one that is not too costly but should nevertheless cushion them from excessive staff attrition due to uncompetitive salaries.

**CSi** has sourced information in this report using trends from our various databases and the most recent general economic and market data available. Much of the trend analysis has been extracted from our November 2004 General/Combined Industries Database.

This report is designed as a preliminary document to provide organisations with an overview of the anticipated pay market in 2005. For further information contact **CSi**'s team of remuneration specialists: [consulting@classalinfo.com.au](mailto:consulting@classalinfo.com.au)

Peter Barton  
Managing Director, **CSi**  
December 2004



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## INTRODUCTION

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### Positive but not totally solid economic performance

The Australian economy has grown strongly over recent years and the year 2005 should continue the trend of positive sustained economic performance. The expansion and recovery of the global economy is good for the development of the Australian economy in 2005. Low unemployment and inflation levels should endure, but there is some concern in the strengthening Australian dollar and Australians' propensity to buy imported products, with the resultant negative effect on the current account deficit. See Appendix 1 for a more detailed statistical analysis of the current economic climate in Australia.

There was some concern in the latter weeks of 2004 about the lack of impetus in the agricultural sector and as a result Australia's export earnings are not as high as expected, despite a booming resources market led by insatiable Chinese demand. High levels of personal debt are worrying, however the overall view remains positive.

In the past, it has been traditional to talk in terms of push/pull forces on pay rises. Salary market rises "pulled" upwards by an improving economy in tandem with higher levels of CPI "pushing" from below. However, we have an unusual situation where the pay market is generally calm, and while there are "pull" pressures from the improving economy, the CPI rate remains very low resulting in good "real" increases of approximately 2.7% for the year 2004.

The current lack of pay market pressure may also be a reflection of a general improvement in the overall wealth of Australians emanating from sources other than personal salary/wage income.

The following summarises the impact of a wide range of positive factors increasing individuals' wealth.

1. Housing – the largest capital item of most Australian families. House prices have risen substantially over the last decade and this growth has resulted in significant wealth creation. However, the desire of some state governments to share in this gain through increased taxes and recent softness in the market suggests this cannot be sustained over the course of the next few years. Recent first home buyers will be well aware of this.
2. Stockmarket highs – the prices of shares have risen to all time highs.
3. Interest rates – have been sufficiently low to encourage larger numbers of Australians to take some ownership in their property or borrow against a portfolio of investments.
4. Lower capital costs for many motor vehicles, typically the second largest private capital acquisition.
5. Lower prices for other commodities; not just computers, but such as air travel, mobile phone calls and wine, have likewise had a positive impact on Australian lifestyles.

It is our view that until personal income growth returns to become the primary driver in individuals' wealth creation there will be less upward pressure on pay outcomes.

## Lower staff attrition

The main indicator of stability in the employment market, staff attrition, is well below the heady rates of the volatile employee driven market of the "Dotcom" boom of the late 90's. The rapid rise and fall of individuals' personal circumstances during that volatile period, has most likely resulted in a degree of cynicism and self reliance.

Other factors have also had a significant impact on the lower attrition rates, such as :

1. Increasing personal freedom for employees by being able to work in a wide range of part time and casual occupations.
2. The work culture has changed substantially to a much more favourable work/life balance – employees are now actively "engaged" by wide ranging practices which include flexible working hours, paid parental leave, and the ability to work from home. These practices have undoubtedly improved the quality of life of employees.
3. And finally, meaningful performance-based bonuses have been paid across a wider range of positions to further improve the financial earning capability of employees .

This means that employers are currently looking at both financial and non financial benefits in their quest to maintain high levels of staff retention. At the moment it appears that the market is neither one driven by the employers or employees. However, as the economy continues to grow unemployment falls and skill shortages become more apparent, so the likelihood is of a move to an employee driven market by mid 2005. See Appendix 2 for definitions for employer and employee driven markets.

## Attrition rates for 2004

The following table presents a summary of the Staff Attrition rates for 2004 in terms of simple and weighted averages.

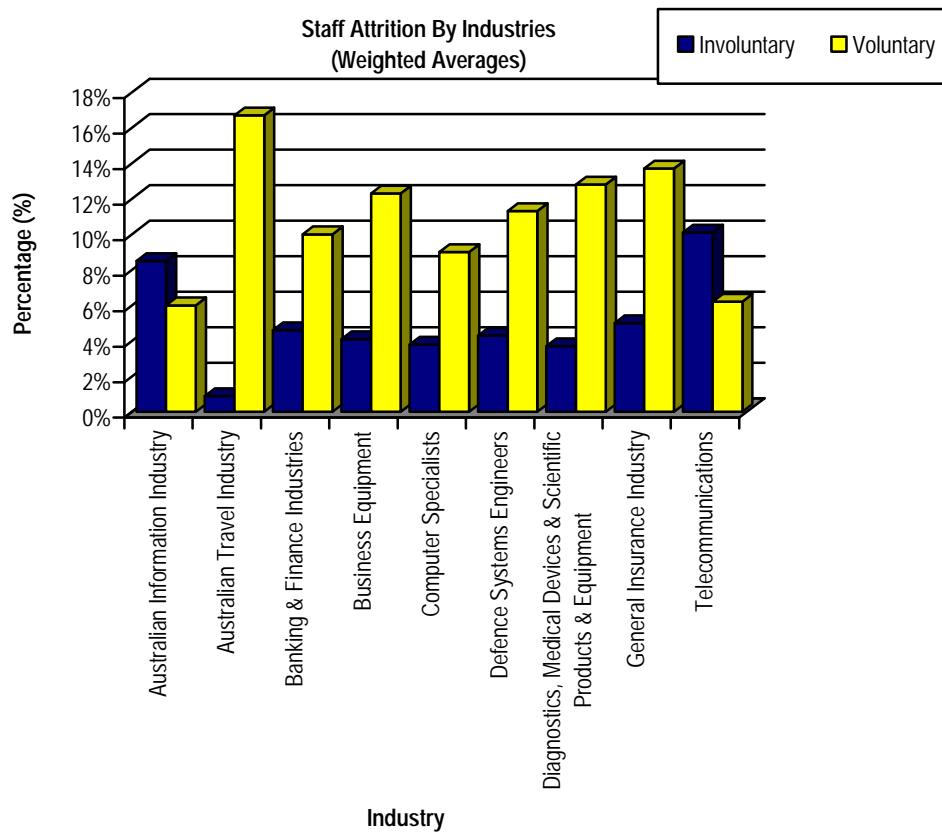
Type of Staff Attrition	Weighted Average	Simple Average	Median Response	Minimum Reported	Maximum Reported
Voluntary	10.6%	12.3%	11.0%	0.0%	54.0%
Involuntary	5.7%	5.3%	3.0%	0.0%	62.0%
Total Staff Attrition	16.8%	17.7%	16.2%	0.0%	62.0%

Source: CSi General/Combined Industries Salaries and Benefits Survey November 2004

As a point of comparison, the simple rate of voluntary attrition in 1999 was 17.8% and the weighted 18.8%.

## Staff Attrition Rates by Industry for 2004

The graph below shows a comparison between voluntary and involuntary turnover (using weighted averages) across a number of industries.

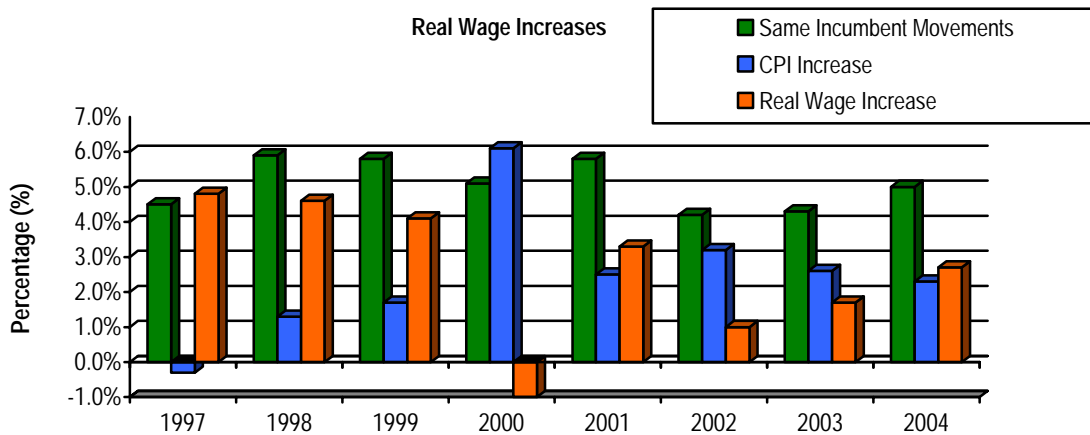


Source: Various CSI Salaries and Benefits Surveys conducted in 2004

Attrition rates are currently comparatively low across all industry sectors. It is generally considered that a voluntary attrition rate of between 5 and 10% per annum does not cause significant disruption and allows a constant stream of fresh ideas and talent into the organisation. However, in some areas where talent supplies are low this can still be expensive.

Involuntary attrition is particularly high in the information technology and telecommunications sectors. This is the product of aggressive performance management programs and organisational restructuring rather a direct lowering of headcount through redundancies.

## PAST PAY TRENDS/MOVES

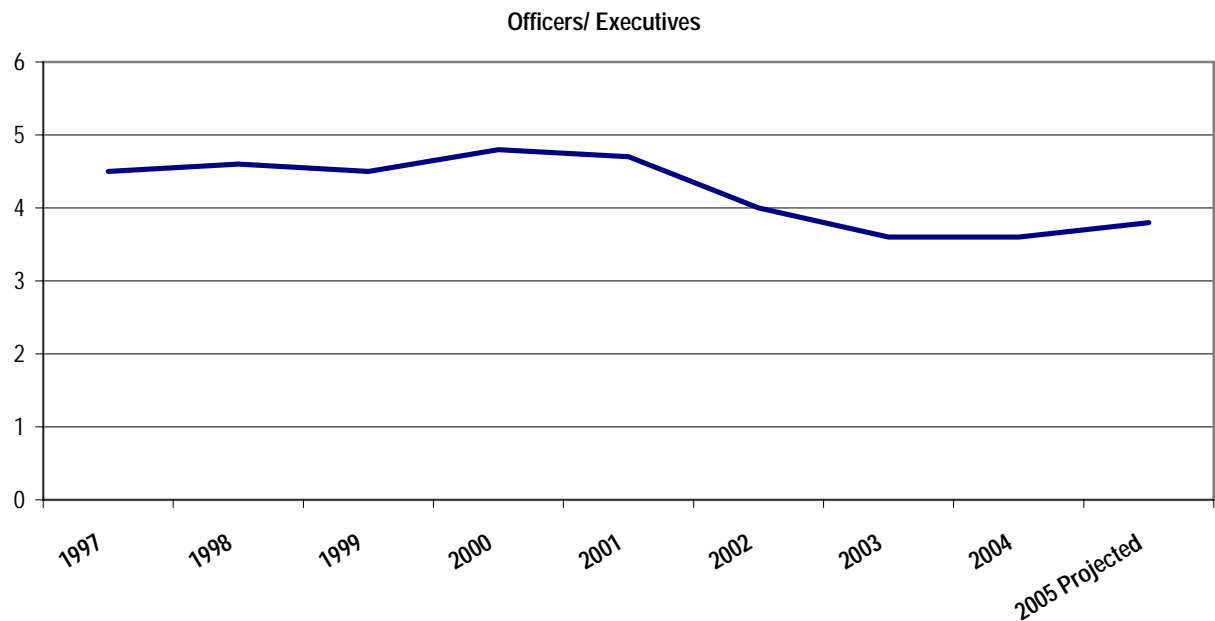


The graph above provides a summary of actual wage increases based on same incumbent moves, CPI increases and real wage increases over the last 7 years. It can be seen that, apart from 2001, as a result of the introduction of the GST the previous year, there have been “real” pay increases most years (a positive difference between increases and CPI). These are of a similar magnitude to the real increases realised in the late 80’s and early 90’s when salary increases ran at the 10% level but inflation was in the range of 8-9%.

The current rate of real increase is 2.7%, which is higher than the last two years.

The trend is thus of conservative but meaningful pay increases without exerting significant pressure on organisations’ ability to pay. The trend is fairly similar to the Us, as shown in the graph below

### Salary Budget Trends In The Us 1997 – 2004



Source: WorldatWork Conference Salary Budget Survey 2004/2005



## History of Average Salary Increases as reported in CSi's General/Combined Industries Survey.

DATE	Average Salary Increase	
	Nominal Base Salary	Total Remuneration Cost
June 1996	4.8%	3.4%*
November 1996	5.2%	5.0%*
June 1997	5.1%	5.2%*
November 1997	4.6%	4.8%*
June 1998	6.1%	5.8%*
October 1998	6.0%	5.7%*
June 1999	6.0%	5.9%*
October 1999	5.8%	5.8%*
June 2000	5.1%	5.8%
November 2000	5.3%	5.8%
June 2001	5.2%	6.1%
November 2001	5.8%	7.2%
June 2002	5.2%	5.4%
November 2002	4.2%	5.6%
June 2003	3.7%	4.4%
November 2003	4.3%	4.1%
June 2004	4.8%	5.4%
<b>November 2004</b>	<b>4.8%</b>	<b>5.4%</b>

Nominal Base Salary: PAYG salary exclusive of all allowances

Total Remuneration Cost: Nominal Base Salary plus all benefits, fixed allowances and variable payments.



## FUTURE PAY TRENDS/MOVES

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### Anticipated Salary Increases for the Next Twelve Months

CSi expects salaries to increase by 3.5% - 4.5% in 2005, fairly comparable to the trends predicted for the United States and United Kingdom. Increases in guaranteed pay in the US have been maintained at levels of 3 – 4% over recent years. A predicted increase of 0.1% is now considered important - the WorldatWork Summary of Pay trends for 2005, reports that “participating organisations’ projections for 2005 are one-tenth to two tenths of a percentage point higher than last year.”

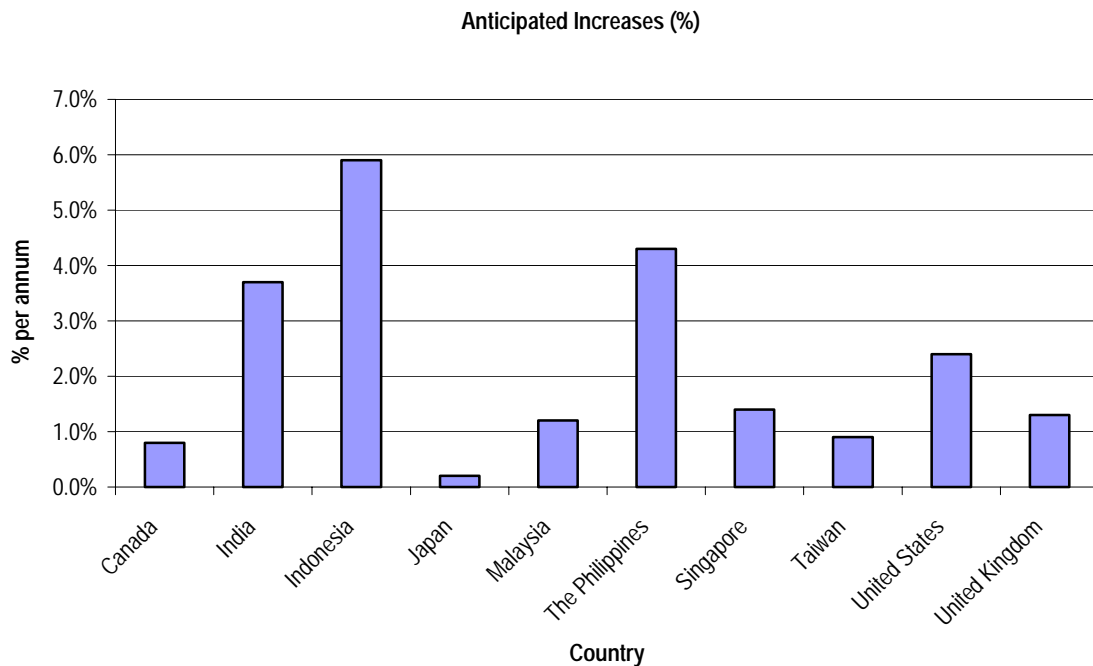
The table below summarises contributor expectations for the next 12 months across a range of CSi surveys.

Survey	Average Increase	Median Increase
IT Vendors (Aug 04)	3.6%	3.5%
Australian Travel Industry (April 03)	4.2%	4.0%
Internal IT Specialists (Nov 04)	4.0%	4.0%
Financial Services (Nov 04)	4.0%	4.0%
Business Equipment (Sept 04)	3.6%	4.0%
Defence Systems Engineers (Nov 04)	3.6%	3.5%
Diagnostics, Medical Devices, Scientific Products & Equipment Industries (Oct 04)	4.5%	4.0%
General Insurance Industry (Nov 04)	4.0%	4.0%
Telecommunications Industry Aug 04)	4.0%	4.0%
General/Combined Industries Survey (Nov 04)	4.1%	4.0%

An analysis of increases over the next 12 months in a range of other economies illustrates pay increases are globally competitive, in comparison to both develop and developing countries.



## An international perspective of expected salary increases for 2005



## PRESSURE POINTS

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Whilst salary increases for staff will be moderate in 2005, there will be pockets of "hot spot" activity.

Sales and pre-sales job families will remain central to organisations as they strive to increase revenue. We anticipate above average salary pressure in this job family.

Scarcity of supply may lead to pay premiums for those technical specialists with skills in specialised but widely-used technologies ie security, ERP, and CRM.

HR specialists will also attract premiums as this function is seen to be less of an overhead and plays a greater part in the revenue generation processes of employing organisations.

Chief operating officers who drive operational activities so that CEOs can focus on driving the sales team, may also command premiums.

The demand for graduates has increased dramatically and we anticipate substantially higher starting rates to be paid this year.

Subsidiaries of US companies will come under higher levels of control to comply with corporate governance especially in the area of performance pay.

On the topic of equity based incentives, changes will be required to comply with global accounting standards and the expensing of stock options. This is likely to result in reductions of options provided to executives or moves to restricted shares or combined restricted shares and stock options.

*Our thanks to Rick Watt, Chairman of the AIIA Remuneration Committee for his contribution to the above.*

## Senior Executives

This is one of the few real “hot spots” of pay pressure and looks likely to continue to be so in 2005. It is likely that top executive pay increases, especially those under the jurisdiction of Remuneration Committees, will continue to rise at rates higher than the general market, around 6% for guaranteed pay, with even higher payments when short term and long term incentive payouts are factored in. These higher increases will, in line with global trends, be largely attributable to higher profitability levels and share prices.

The contradictions and paradoxes of top executive pay practices will continue in 2005.

1. Pay rates will continue to increase despite considerable media hype and increasing regulation – if anything, regulation and greater transparency of top executive pay has resulted in upward pressure in this pay market rather than the converse.
2. In a recent analysis of top executive pay in the AFR (Australian Financial Review), Rupert Murdoch was shown to be the highest earner for the year with \$20 million. No mention was made of that other famous Aussie American, Mel Gibson who reputedly pocketed \$218 million or even Kostya Tsyzy, who reputedly pocketed \$3 million for making very short work of his latest opponent. There is no talk of excess or regulation here, yet it must be recognised that one of the reasons why top executive pay has increased so rapidly in the US and therefore globally, has been to keep pace with the reward for entertainment stars. How would you feel as a studio executive on a salary of \$300,000 hiring b-list film stars for ten times your own salary? See Appendix 4 for the Top 50 sports stars’ gross earnings in 2004.
3. We believe that there should be more structure built into top executive reward. Remuneration committees will continue to deal with senior executives’ pay in isolation to the general pay market and other company employees. For example, executive only perquisites of special retirement schemes, multiple equity compensation tools, deferred compensation arrangements, generous relocation packages and post-retirement consultancies. Those seeking to imitate executive pay in the US, under the mantra of “globalisation”, should be wary of a recent feature published in the Fortune magazine, which quotes the chairman of the New York Stock Exchange remuneration committee as saying “I suppose that if we gave Grasso a billion dollars, we might have overpaid him” (as it was they paid him US\$300 million). Unfortunately such largesse has resulted in increasing regulation, corporate governance and restriction. This control is likely to continue until confidence is restored in the ability of remuneration committees to set reward levels consistent with performance (personal and corporate), and relativities with other executives both in company and in the external pay market.



## CONCLUSION

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We are now in an era where guaranteed pay increases are comparatively conservative and the emphasis is equally on performance based payments, lifestyle benefits and more flexible employment conditions. Each organisation should take a contextual approach to designing and implementing remuneration policies that takes into account the particular cultural and financial circumstances of its employee demographic. This requires an increasingly sophisticated and adaptable HR strategy to be developed.

Whilst the national economy is likely to set a macro direction for the country as a whole, in a micro sense, each company is likely to chart its own course in line with its own situation.

Get the hygiene right - Fred Hersberg, the well known pay/motivational expert of the 70's, espoused the theory that employees could not be well motivated (by factors other than money) if they were dissatisfied with their current level of reward. Care should be taken to ensure that employees are on pay rates which are salary market competitive – contributors can access CSI's confidential web site and view their comparatios which show the competitiveness of the pay rates of individual employees against the market. In modern jargon, employees will be better engaged if their guaranteed pay is satisfactory.

Peter Barton  
Managing Director



## APPENDIX 1: ECONOMIC COMMENTARY

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### The Economy In A Minute

Forecasts depict an economy that will continue to grow strongly throughout the coming financial year (3.3% – 3.6%) combined with low unemployment and inflation. Driving growth will be a strengthening global economy, enduring household consumption (that has been supported by growth in real after-tax incomes, rapid increases in wealth, and sustained consumer confidence) and a rebound in the agricultural industry. Conversely, should the global economy stumble, and domestic fundamentals shift it is conceivable that this projection could materialise quite differently.

**GDP - Economic Growth**      Current Quarter: 3.7% Jun\*      Forecast: 3.75% Sept\*

\* Annualised Figures   # Forecast for Calendar Year      2004: 3.6%#

#### Comment:

Forecast predict the 2004/05 financial year should see the solid economic conditions of the past 12 months continue, supported by low unemployment and low inflation. However in contrast to 2003/04, future growth will be based on a broader array of economic fundamentals rebalancing from domestic to external drivers. The most significant of these will be a strengthening global economy, rebound in the agricultural industry and enduring household consumption that has been supported by the growth in real after-tax incomes, rapid increases in wealth, and sustained consumer confidence.

In annual trend terms the economy grew by 3.7% in the second quarter of 2004, up from 1.9% in the year to June 2003, with the Agriculture, Forestry and Fishing Industry providing the most significant contribution as the drought precariously abates and there is a rebound in the agricultural sector. With the recovery of the world economy and domestic rural sector offsetting downside risks such as a slowing in household consumption, the domestic economy is expected to grow at a rate of approximately 3.6% in 2004 before easing to 3.5% in 2004/05.

**Inflation**      Current Quarter: 2.3% Sept\*      Forecast: 2.5% Dec\*

\* Annualised figures   # Forecast for calendar year      2004: 2.4%#

#### Comment:

The September Consumer Price Index (CPI) revealed that annual inflation rose by 2.3%, placing it at the lower end of RBA's target range (2 - 3%). However many commentators now believe that if the Australian dollar depreciates, combined with a strong local economy, domestic inflationary pressures will be realised. Add to this a strengthening global economy and it is possible that domestic inflation levels may exceed the RBA's target range.

The main contributors to the increase in prices over the past quarter were automotive fuel, house purchases, property rates and electricity. In contrast the cost of fruit & vegetables, motor vehicles, pharmaceuticals, audio, visual and computing media and services and women's outerwear fell.

## Unemployment

Current Quarter: 5.5% Oct\*

Forecast: 5.6% Nov\*

\* Annualised Figures # Forecast for Calendar Year

2004: 5.6%#

### Comment:

Unemployment remains below 6%, and if the economy gains momentum as suspected it may remain so for a little bit longer. Job advertisement indices, which measure the number of advertisements for jobs over a given period of time, remain positive indicating downward pressure on the unemployment rate exists.

## Economic Growth Forecasts

Bank	2004/05
ANZ	3.7%
Commonwealth	3.8%
National	3.8%
Westpac	3.5%*

\*Figure represents calendar year 2004.

## INFLATION

### Annualised Inflationary Movements

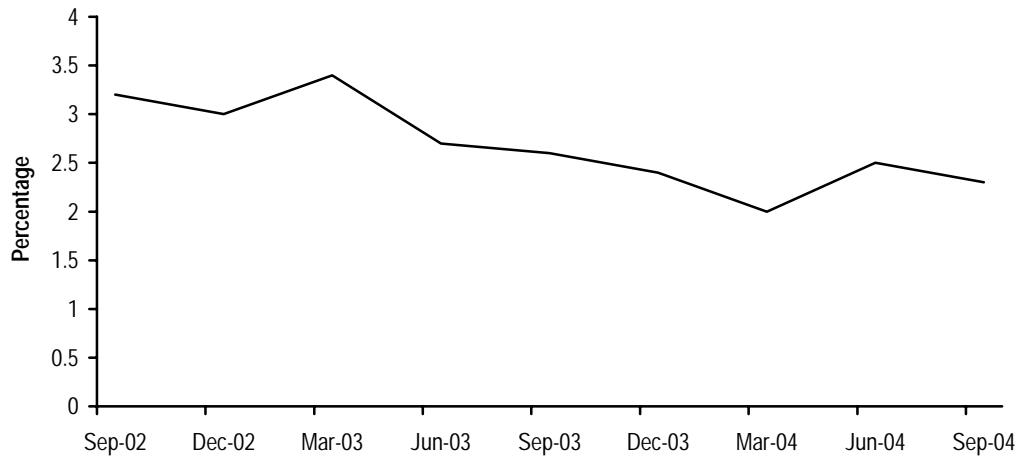
(September 2003 – September 2004)

Consumer Price Index (CPI)	Annualised Movements
All Groups	2.3%
All Groups Excluding Housing	2.0%

The annual change in the inflation rate to September 2004 was 2.3%, with a 0.4% change in the September quarter.

## History of CPI Movements (All Groups)

(Annual Movements September 2002 - September 2004)



## Capital City Comparison – CPI, All Groups

(% Annualised Movements September 2003 – September 2004)

Capital City	Annualised Movements
Sydney	2.7%
Melbourne	1.7%
Brisbane	2.4%
Adelaide	2.5%
Perth	2.5%
Hobart	2.8%
Darwin	2.2%
Canberra	2.5%

## Inflation Forecasts

Bank	2004/2005
ANZ	2.4%
Commonwealth	2.4%
National	2.5%
Westpac	2.7%*

\*Figure represents calendar year 2004.



## INTEREST RATES

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\* **RBA Cash Target Rate**      **5.25%**    **3rd November 2004**

The Australian Central Bank last increased interest rates in November and December 2003, by one quarter of a percentage point in each month, citing a buoyant domestic economy (in particular, a potentially overheating housing market) and clear improvements in the global market. Throughout 2004 the Central Bank has elected to observe the impact of these increases before making any additional changes.

Future changes to the official cash rate will be determined by the inflationary pressures exerted on the domestic economy by low unemployment rates, an increase in exports and the cash injection provided by the Federal Government's 2004 Budget in the form of tax cuts and family payments.

### Official Cash Rate (OCR) Forecasts

Bank	2005
Commonwealth	5.25%*
National Australia Bank	5.5%*

\*Figures represent financial year.

## LABOUR MARKET

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### Employment Growth

ABS figures for October 2004 showed that the trend figure of people employed increased to 9,723,000.

### Changes to Employment Distribution

The fastest growing job industries, according to ABS job vacancy figures (May 2004), are: property and business services, retail trade and manufacturing.

### Unemployment

The trend unemployment rate in October 2004 decreased to 5.5%, while the participation rate was 63.6% over the same period.

The trend unemployment rate by state for October 2004 is as follows:

<b>State</b>	<b>Number Unemployed</b>	<b>Unemployment Rate</b>
New South Wales	177,200	5.3%
Victoria	157,500	6.1%
Queensland	10,300	5.0%
South Australia	46,000	6.0%
Western Australia	49,700	4.8%
Tasmania	14,900	6.5%
Northern Territory	7,900	7.8%
ACT	7,500	4.1%

### Unemployment Forecasts

<b>Bank</b>	<b>2004/2005</b>
ANZ	5.5%
Commonwealth	5.9%
NAB	5.0%
Westpac	5.7%*

\*Figure represents calendar year 2004.

## APPENDIX 2: VARYING EMPLOYMENT MARKET SITUATIONS

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### **What Is An Employees' Market?**

An employees' market is one where an individual's bargaining power is strong – the “pay me more or I will leave” mentality prevails. There is a low risk factor from the employee's perspective because there are so many other employment opportunities available, often at higher rates of pay. Staff attrition rates tend to be relatively high (>20%pa) despite many varied attempts by employers to reduce them. “Just in time” staff loyalty prevails. Unemployment should be low and falling in this environment. The years of the late 90's including the year 2000 were times when an employees' market prevailed.

### **What is an Employers' Market?**

An employers' market is one where the employer holds the relative advantage over employees in the employment relationship and can therefore keep pay rates in check. Staff attrition is generally lower (in the 10- 15% range) and unemployment tends to be rising. An employers' market may be identified as that operating in the current climate and that of the early 90's.

## APPENDIX 3: AUSTRALIAN PERSONAL TAXATION RATES

Changes to the tax thresholds that were announced in the May 2004 - 05 Federal Budget became effective July 1, 2004.

### Income Tax Changes

Previous Tax Rates		Tax thresholds from 1 July 2004	
Taxable Income (\$)	Tax Rate(%)	Taxable Income (\$)	Tax Rate(%)
0 – 6,000	Nil	0 – 6,000	Nil
6,001 – 21,600	Nil + 17% of excess over 6,000	6,001 – 21,600	Nil + 17% of excess over 6,000
21,601 – 52,000	2,652 + 30% of excess over 21,600	21,601 – 58,000	2,652 + 30% of excess over 21,600
52,001 – 62,500	11,772 + 42% of excess over 52,000	58,001 – 70,000	13,572 + 42% of excess over 58,000
62,501 +	16,182 + 47% of excess over 62,500	70,001+	18,612 + 47% of excess over 70,000

Source: Australian Tax Office

### HECS Repayment Rates

The current HECS repayment rates are as follows. The measure is taken as a percentage of the employees HECS repayment income (HRI). This figure is defined as the taxable income plus net rental losses plus reportable fringe benefits received.

HRI	Repayment Rate (as % of HRI)
\$0 - \$24,365	0
\$24,365-\$25,694	3.0
\$25,695-\$27,688	3.5
\$27,689-\$32,118	4.0
\$32,119-\$38,763	4.5
\$38,764-\$40,801	5.0
\$40,802-\$43,858	5.5
\$43,859 +	6.0

## APPENDIX 4: TOP 50 SPORTS STARS' GROSS EARNINGS IN 2004

Source: BRW Magazine, December 16-22, 2004 "The pickings get slimmer"

NAME	SPORT	EARNINGS (\$)
Greg Norman *	Golf	18,000,000
Harry Kewell *	Soccer	15,000,000
Lleyton Hewitt *	Tennis	13,700,000
Chad Reed *	Motor Sport	6,500,000
Mark Viduka *	Soccer	6,000,000
Adam Scott *	Golf	5,815,000
Kostya Tszyu *	Boxing	5,500,000
Stuart Appleby *	Golf	5,000,000
Ian Thorpe	Swimming	4,500,000
Mark Webber *	Motor racing	4,000,000
Mark Hensby *	Golf	3,700,000
Mark Schwarzer *	Soccer	3,000,000
Craig Moore *	Soccer	3,000,000
Rod Pampling *	Golf	2,456,000
Ricky Ponting *	Cricket	2,240,000
Nick O'Hern *	Golf	2,357,000
Robert Allenby *	Golf	2,336,000
Stan Lazaridis *	Soccer	2,000,000
Chris Anstey *	Basketball	2,000,000
Brett Emerton *	Soccer	2,000,000
Adam Gilchrist	Cricket	2,000,000
Lucas Neill *	Soccer	2,000,000
John Aloisi *	Soccer	2,000,000
Richard Green *	Golf	1,929,000
Craig Parry *	Golf	1,865,000
Peter Lonard *	Golf	1,800,000
Geoff Ogilvy *	Golf	1,693,000
Stephen Leaney *	Golf	1,615,000
Grant Hackett	Swimming	1,500,000
Josip Skoko *	Soccer	1,500,000
Mark Bresciano *	Soccer	1,500,000
David Andersen *	Basketball	1,500,000
Robbie McEwen *	Cycling	1,500,000
Taj Burrow *	Surfing	1,500,000
Shane Warne	Cricket	1,450,000
Brett Lee	Cricket	1,300,000
Darren Bennett *	American Football	1,292,000
Tony Popovic *	Soccer	1,200,000
Damian Moss *	Baseball	1,156,000
Matthew Hayden	Cricket	1,110,000
Alicia Molik *	Tennis	1,100,000
Glenn McGrath	Cricket	1,100,000
Andre Stolz *	Golf	1,106,000
Peter O'Malley *	Golf	1,095,000
Paul Sheehan	Golf	1,065,000
Graham Marsh *	Golf	1,028,000
Brett Rumford *	Golf	1,010,000
Karrie Webb *	Golf	1,010,000
Tim Cahill *	Soccer	1,000,000
Vince Grella *	Soccer	1,000,000

\* Made all or most of earnings overseas

Note: US\$ earnings – average exchange rate for 2004 is \$US1 = \$1.36



## GLOSSARY OF TERMS

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**Average Weekly Earnings (AWE)** – A wages growth indicator that covers both full-time and part-time employees and includes overtime payments. The Australian Bureau of Statistics (ABS) refers to the figure as the “all employees total earnings” figure.

**Average Weekly Ordinary Time Earnings (AWOTE)** – A wages growth indicator that covers only full-time workers and includes standard working hours (ie. excludes overtime payments).

**Consumer Price Index** – A measure of inflation. The index calculated by the ABS that measures the price rises of a certain number of goods.

**Labour Force** – The part of the population over the age of 15 (in Australia) working or ready and able to work.

**Participation Rate** – The percentage of the labour force actually working.

**Trend Figures** – One of the three forms by which the ABS releases its data. Seen to be the most accurate ABS measure, as it excludes both seasonally adjusted distortions as well as irregular items. The other two forms by which data is released from the ABS are seasonally adjusted and original forms.

**FBT** – Fringe Benefits Tax