



**FINANCIAL**  
*recruitment group*

**FINANCIAL RECRUITMENT GROUP**

**FUNDS MANAGEMENT  
DISTRIBUTION/FINANCIAL PLANNING  
REMUNERATION SURVEY 2010**

## FUNDS MANAGEMENT DISTRIBUTION REMUNERATION

POSITION	SALARY RANGE	BONUS
General Managers/Heads of Distribution	\$250,000 - 430,000	Up to 100% + LTIs
National Key Account Managers	\$195,000 - 250,000	Up to 100% + LTIs
Key Account Managers	\$150,000 - 200,000	Up to 100% + LTIs
State Managers	\$165,000 - 240,000	Up to 100% + LTIs
Senior BDMs	\$150,000 - 180,000	Up to 100%
BDMs	\$100,000 - \$140,000	Up to 100%
BDA's	\$50,000 - \$100,000	Up to 30%

**Note:**

1. Remuneration includes Superannuation and other benefits, i.e. Total Employment Cost.
2. Bonus payments/incentives are in addition to the remuneration package stated above.
3. Several cases revealed token and retention bonuses were paid which were not directly attached to performance.
4. Bonus average up to June 2010 was estimated to be between 40-60% of bonus potential.

## LICENSEE DISTRIBUTION REMUNERATION

POSITION	SALARY RANGE	BONUS
General Manager	\$230,000 - \$450,000	Up to 100% + LTIs
State Manager	\$180,000 - \$250,000	Up to 100% + LTIs
Regional Practice Development Manager	\$160,000 - \$220,000	Up to 100% + LTIs
Practice Development Manager	\$120,000 - \$170,000	Up to 100%

**Note:**

1. Remuneration includes Superannuation and other benefits, i.e. Total Employment Cost.
2. Bonus payments/incentives are in addition to the remuneration package stated above.
3. Average bonus up to June 2010 was estimated to be between 10-50% of bonus potential.

## SENIOR FINANCIAL PLANNER REMUNERATION - BANK

<i>Location</i>	<b>2010</b>	<b>2009</b>	<b>2008</b>
	<i>Remuneration Package \$</i>		
<b>Sydney</b> <i>(Remuneration package range)</i>	80,000-150,000	80,000-120,000	95,000-110,000
<b>Melbourne</b> <i>(Remuneration package range)</i>	80,000-150,000	80,000-120,000	95,000-110,000
<b>Brisbane</b> <i>(Remuneration package range)</i>	80,000-140,000	80,000-120,000	95,000-110,000
<b>Adelaide</b> <i>(Remuneration package range)</i>	80,000-140,000	80,000-120,000	95,000-110,000
<b>Canberra</b> <i>(Remuneration package range)</i>	80,000-140,000	80,000-120,000	95,000-110,000
<b>Perth</b> <i>(Remuneration package range)</i>	80,000-140,000	80,000-120,000	95,000-110,000

## SENIOR FINANCIAL PLANNER REMUNERATION - NON-BANK

<i>Location</i>	<b>2010</b>	<b>2009</b>	<b>2008</b>
	<i>Remuneration Package \$</i>		
<b>Sydney</b> <i>(Remuneration package range)</i>	110,000-150,000	110,000-140,000	110,000-140,000
<b>Melbourne</b> <i>(Remuneration package range)</i>	100,000-150,000	100,000-130,000	100,000-130,000
<b>Brisbane</b> <i>(Remuneration package range)</i>	87,000-120,000	87,000-120,000	87,000-120,000
<b>Adelaide</b> <i>(Remuneration package range)</i>	90,000-100,000	90,000-100,000	90,000-100,000
<b>Canberra</b> <i>(Remuneration package range)</i>	90,000-120,000	94,000-120,000	94,000-120,000
<b>Perth</b> <i>(Remuneration package range)</i>	95,000-130,000	95,000-130,000	95,000-130,000

**Note: Senior Financial Planners are starting to be hired this year on the lower range of the scale compared to last year**

1. Remuneration Range includes Superannuation and other benefits, i.e. Total Employment Cost.
2. Bonus payments are in addition to the remuneration package stated above.
3. Expected bonus potential to be paid this year 0-50%.
4. Figures exclude Planners from Private Bank Divisions who are on higher salary ranges.

## FINANCIAL PLANNER REMUNERATION - BANK

<i>Location</i>	<b>2010</b>	<b>2009</b>	<b>2008</b>
	<i>Remuneration Package \$</i>		
<b>Sydney</b>			
<i>(Remuneration package range)</i>	65,000-90,000	67,000-90,000	67,000-90,000
<b>Melbourne</b>			
<i>(Remuneration package range)</i>	65,000-90,000	67,000-90,000	67,000-90,000
<b>Brisbane</b>			
<i>(Remuneration package range)</i>	65,000-90,000	67,000-90,000	67,000-90,000
<b>Adelaide</b>			
<i>(Remuneration package range)</i>	65,000-90,000	67,000-90,000	67,000-90,000
<b>Canberra</b>			
<i>(Remuneration package range)</i>	65,000-90,000	67,000-90,000	67,000-90,000
<b>Perth</b>			
<i>(Remuneration package range)</i>	65,000-90,000	67,000-90,000	67,000-90,000

## FINANCIAL PLANNER REMUNERATION – NON-BANK

<i>Location</i>	<b>2010</b>	<b>2009</b>	<b>2008</b>
	<i>Remuneration Package \$</i>		
<b>Sydney</b>			
<i>(Remuneration package range)</i>	80,000-120,000	80,000-120,000	90,000-115,000
<b>Melbourne</b>			
<i>(Remuneration package range)</i>	80,000-120,000	80,000-120,000	85,000-110,000
<b>Brisbane</b>			
<i>(Remuneration package range)</i>	80,000-100,000	80,000-100,000	80,000-100,000
<b>Adelaide</b>			
<i>(Remuneration package range)</i>	65,000-85,000	65,000-85,000	65,000-85,000
<b>Canberra</b>			
<i>(Remuneration package range)</i>	62,000-83,000	62,000-83,000	62,000-83,000
<b>Perth</b>			
<i>(Remuneration package range)</i>	85,000-110,000	85,000-110,000	85,000-110,000

**Note:**

1. Remuneration Range includes Superannuation and other benefits, i.e. Total Employment Cost.
2. Expected bonus potential to be paid 0-30%.
3. Bonus payments are in addition to the remuneration package stated above.
4. This does not include private bank areas.

### PARAPLANNER REMUNERATION (*More than 3 yrs experience*)

<i>Location</i>	<b>2010</b>	<b>2009</b>	<b>2008</b>
	<i>Remuneration Package \$</i>		
<b>Sydney</b> <i>(Remuneration package range)</i>	80,000-90,000	80,000-110,000	80,000-110,000
<b>Melbourne</b> <i>(Remuneration package range)</i>	75,000-90,000	75,000-100,000	75,000-100,000
<b>Brisbane</b> <i>(Remuneration package range)</i>	65,000-80,000	65,000-80,000	65,000-80,000
<b>Adelaide</b> <i>(Remuneration package range)</i>	65,000-80,000	65,000-80,000	65,000-80,000
<b>Canberra</b> <i>(Remuneration package range)</i>	60,000-75,000	55,000-75,000	55,000-75,000
<b>Perth</b> <i>(Remuneration package range)</i>	70,000-90,000	75,000-100,000	75,000-100,000

### PARAPLANNER REMUNERATION (*Less than 3 yrs experience*)

<i>Location</i>	<b>2010</b>	<b>2009</b>	<b>2008</b>
	<i>Remuneration Package \$</i>		
<b>Sydney</b> <i>(Remuneration package range)</i>	55,000-80,000	60,000-80,000	60,000-80,000
<b>Melbourne</b> <i>(Remuneration package range)</i>	50,000-75,000	55,000-75,000	55,000-75,000
<b>Brisbane</b> <i>(Remuneration package range)</i>	50,000-65,000	50,000-65,000	50,000-65,000
<b>Adelaide</b> <i>(Remuneration package range)</i>	50,000-65,000	50,000-65,000	50,000-65,000
<b>Canberra</b> <i>(Remuneration package range)</i>	50,000-60,000	40,000-60,000	40,000-60,000
<b>Perth</b> <i>(Remuneration package range)</i>	50,000-70,000	50,000-75,000	50,000-75,000

**Note:**

1. Bonus payments/incentives are in addition to the remuneration package stated above.
2. Remuneration Package includes Superannuation and other benefits, i.e. Total Employment Cost.
3. Potential bonus to be paid this year 0-50%

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