

Exclusive Flagship Survey Purchase

Whether you use a job sizing system or a benchmark job approach, Strategic Pay now offers a one-stop-shop for your market remuneration needs.

From Director, CEO and Senior Executive levels right through to General Staff, our flagship Remuneration Surveys are designed to meet your remuneration management requirements, right across the board.

- + ***New Zealand Directors' Fees Report*** **\$1,000 + GST***
(in conjunction with the Institute of Directors)
The latest information on Directors Fee levels, market movements and trends for Non Executive Chairmen and Directors, representing data from over 200 organisations. Avoid shareholder and media scrutiny by ensuring your practice is market aligned and defensible. This remuneration space has never been so hotly contested.

- + ***CEO and Top Executive Report 2009*** **\$3,500 + GST***
This inaugural survey, published in July, details remuneration and benefit levels for New Zealand CEOs and Top Executives. Together with this, key information on employment practice and variable pay (including LTIs) is offered, providing a definitive picture of current market levels and trends. Drawing on over 1900 roles from 477 organisations, this survey report details practice in both the Private and Public Sectors.

- + ***The New Zealand Benchmark Survey Report 2009*** **\$1,495 + GST***
This report provides market data from the New Zealand General Market on 265 roles across the key functional areas of your organisation including Sales, Marketing, Finance, HR, IT, Operations and Supply Chain. Market rates for each benchmark role are provided for the general market, public and private sectors, region, industry and organisation size (turnover and employee numbers), allowing for the tailored comparison to external market data. Each position has a benchmark job description, together with indicative job size information – so whatever approach you use in-house, the interpretation and application of market data is both simple and robust.

Looking to substantiate your current external market alignment?

Until the end of October 2009 only, we are offering organisations the ability to purchase all three flagship surveys at the **special discounted price of \$4,795 +GST**.

To place your order for these surveys, please print out the order form overleaf and fax back to Strategic Pay on 09 303 4048 or alternatively post to PO Box 5313, Wellesley St, Auckland. To find out more, or to request a visit from one of our consultants please email us on info@strategicpay.co.nz or phone on 09 303 4045.

Order Form - Newsletter Special

Organisation: _____

Report Recipient: Name: _____

Title: _____

Email: _____

DDI: _____

Purchase Order: _____

Authorised Signature: _____

I agree to Strategic Pay's Terms of Purchase and Confidentiality Conditions.

Please note any Special Delivery or Report Instructions here: _____

Report	Price (excl GST)	Report	
		PDF Copy	Hard Copy
SPECIAL OFFER: All three flagship Survey Reports - 20% discount	\$4,795	<input type="checkbox"/>	<input type="checkbox"/>
<i>Or indicate your purchase of any of the reports separately:</i>			
New Zealand Benchmark Report July 2009	\$1,495	<input type="checkbox"/>	<input type="checkbox"/>
New Zealand CEO & Top Executive Remuneration Report 2009	\$3,500	<input type="checkbox"/>	<input type="checkbox"/>
New Zealand Directors' Fees Report 2009	\$1,000	<input type="checkbox"/>	<input type="checkbox"/>

The surveys above are available for purchase individually and other Strategic Pay surveys listed overleaf may also be available for purchase by non-participants - for more information please contact the Strategic Pay Survey Team on 09 303 4045 or surveys@strategicpay.co.nz.

Strategic Pay's standard loyalty discount of 15% off your total order will apply to the purchase of two or more survey reports.

Terms of Purchase

The special 20% off pricing and discount arrangements specified here only apply to orders for all three flagship surveys placed before 31 October 2009. The standard Strategic Pay Loyalty Discount of 15% applies to orders placed within the same calendar year, and invoices will be adjusted accordingly and apply to organisations providing data to the Strategic Pay spectREM™ database. Prices above do not include GST. Further customised sub-sets of market data may be available and quoted on request.

Confidentiality

Strategic Pay Limited acknowledges the remuneration data provided by participants for inclusion in their surveys is submitted on a strictly confidential basis. The survey report formats do not allow particular information to be attributed to an individual organisation. The survey results are intended for the private use of the purchasing companies only. Purchasing companies agree that results will not be made available to anyone outside their companies or transferred to any third party. Any companies receiving queries from others should refer them to Strategic Pay. It is the purchasing company's responsibility to ensure that proper confidentiality, as indicated above, is maintained. All purchasing companies must agree to abide by this confidentiality clause prior to the survey report being delivered.

Return this order form before 31 October 2009 to Strategic Pay by:
 Fax | 09 303 4048
 Post | PO Box 5313, Wellesley Street, Auckland 1141
 Email | surveys@strategicpay.co.nz (signature must still be obtained)

Overview of our Remuneration Surveys

Survey	Data	Published
Association of Consulting Engineers NZ (ACENZ) : Annual benchmark survey covering the consulting engineering sector, covers 40 jobs, 21 specific to the engineering function.	43 organisations 5,660 employees	September
Banking Forum : Annual benchmark survey offering detailed remuneration and benefits information for key banking roles.	6 organisations 15,925 employees	March
Central Government : Annual remuneration survey of government departments, ministries, Crown entities; covers 120 benchmark jobs.	43 organisations 11,507 employees	April
CEO and Senior Executive Remuneration Report (NEW in 2009) : Survey of New Zealand's largest organisations providing commentary on executive remuneration policy and practice and fixed remuneration and variable pay (bonus, STIs, LTIs) for the Chief Executive and top executives.	477 organisations 1,927 employees	May
Cook Islands : Cook Island organisations; report available for Private Sector or Public Sector. Job size; regression analysis structure.	28 organisations 670 employees	January (biennial)
Corporate Services & Executive Management : Our flagship market intelligence report aimed at the Top 200 NZ organisations. Specifically designed for mid-sized to large private sector organisations, this is a benchmark, cross-industry survey offering detailed remuneration and benefits information for over 270 roles which span across all industries.	205 organisations 27,380 employees	March (September supplement)
Director's Fees : In association with Institute of Directors, targets IOD members and organisations to provide annual directors fees information.	204 orgs 337 IoD Members 1719 Directorships	May
ERP, IT & Strategic Business Consulting : Annual benchmark survey offering detailed remuneration and benefits information for more than 35 roles in the areas of IT (particularly SAP) and strategic business consulting.	9 organisations 700 employees	December
Financial Services Industry : Annual survey covering approximately 120 positions in the New Zealand financial services sector. Business streams covered include Corporate Recovery, Corporate Finance, Funds Management, Equity Research and Economics, Trading, Treasury Operations, Personal Trust Management, Investment Advisory Services, Sharebroking, Commercial Lending, Property Finance and Risk Insurance (Actuarial, Underwriting and Claims).	33 organisations 3,900 employees	August
HRINZ HR Practitioners : Run in conjunction with Momentum & HRINZ, this annual survey provides remuneration information to HRINZ members on 26 human resources jobs. Free summary to those who participate.	700 employees (personal contribution)	February
Institutes of Technology & Polytechnics (ITP) : Annual benchmark survey, covering 84 roles (job size and job function). All new participants welcome.	17 organisations 5,500 employees	November
Local Government : Bi-annual remuneration survey for territorial and regional authorities in NZ covering 230 benchmark jobs.	86 organisations 18,450 employees	April & October
Medical Technology Association (MTA) : Annual benchmark survey conducted by Higbee Schäffler. The survey provides detailed remuneration and benefits information for more than 30 roles in the medical device, orthopaedic and pharmaceutical sectors. (Previously known as Medical Industry Association)	26 organisations 580 employees	October/ November
Not for Profit : Annual benchmark survey covering 85 benchmark roles. Targets NGO and other not-for-profit organisations.	225 organisations 6,810 employees	May
NZ Remuneration Report : Strategic Pay's flagship survey – report available for Private Sector or Public Sector. Job size; regression analysis line formulae structure.	336 organisations 62,800 employees	April & October
NZ Benchmark Report (NEW in 2009) : Over 250 benchmark roles provided with full commentary on employment policies and practices.	500 organisations 100,000 employees	April
Pharmaceutical Industry : Annual benchmark survey offering detailed remuneration and benefits information for approximately 30 key roles.	17 organisations 430 employees	September
Regional Councils & Unitary Authorities : 12 regional councils & 4 unitary authorities; covers 35 benchmark jobs. A good complement to the Local Government Survey.	16 organisations 960 employees	May
Regional Tax, Assurance & Business Advisory : Mid-Tier and Big 4 combined regional survey, covering 7-8 key regions around New Zealand. Supplement to Big 4 & Mid-Tier surveys.	8 organisations 2,460 employees	February
Retail Industry : Annual benchmark survey offering detailed remuneration and benefits information for more than 30 key retail roles in Operations, Merchandising, Retail Support and Loss Prevention.	18 organisations 20,300 employees	March
Tax, Assurance and Business Advisory for the Middle Tier Firms : Annual survey offering detailed remuneration and benefits information for key business advisory, tax and assurance roles.	4 organisations 347 employees	February
Tax & Assurance for the Big 4 Firms : A customised annual survey offering detailed remuneration and benefits information for approximately 50 roles across five key business streams – Tax, Assurance, Business Advisory Services, IRM/Management Assurance/ERS and Financial Advisory Services.	4 organisations 1,980 employees	February
Transmission, Distribution & Asset Management : An annual benchmark survey offering detailed remuneration and benefits information for more than 40 specialist roles in electricity network companies.	23 organisations 3675 employees	February
Wine Industry : An annual benchmark survey covering 17 specialist industry roles. All new participants welcome.	52 organisations 728 employees	July