

The Avdiev Report features market commentary, remuneration and incentive trends and data for over 270 positions of the property market. Every sector in this year's edition has been revised with 9 new positions added and new, more detailed tables.

ten sectors

Property Investment, Funds & Trust Management
Property Securities
Property Finance
Property Development
Corporate Real Estate
Property Consultants – Architects, Town Planners,
Project Managers & Quantity Surveyors
Real Estate Agency / Property Advisory / Tenant Advisory
Shopping Centre Management
Building, Design & Construction, Housing
Finance and Support

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.

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**property industry
remuneration report 2008[©]**

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Investment
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Corporate Real Estate
Construction & Housing
Property Consultants

Comprehensive national remuneration
and incentive data with details for New South Wales
Victoria and Queensland

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**An essential tool for
remuneration benchmarking**

Hard plus

AVDIEV REMUNERATION REPORT[®]
Market: Property Consultants – Town Planners
Position: C-TP02 Senior Town Planner
Sample size: 25

AVDIEV REMUNERATION REPORT[®]
Market: Property Development
Position: PD04 Development Director
Sample size: 69

AVDIEV REMUNERATION REPORT[®]
Market: Property Investment, Funds and Trusts Management
Position: PIFM09 Portfolio Manager (under \$500m)
Sample size: 36

Findings	25%	Median	75%	High	Average
Total Fixed Remuneration					
National	\$75,941	\$165,200	\$225,180	\$366,250	\$179,488
NSW	\$75,941	\$160,000	\$191,002	\$276,250	\$163,009
Victoria	\$115,878	\$138,840	\$180,670	\$249,600	\$152,071
Queensland	\$99,000	\$108,100	\$132,000	\$140,000	\$114,220
Short-term Incentive					
National	\$8,000	\$27,500	\$60,313	\$90,000	\$38,218
NSW	\$8,000	\$39,450	\$81,250	\$90,000	\$46,613
Victoria	\$9,557	\$25,000	\$42,388	\$49,550	\$26,444
Queensland	\$16,024	\$39,962	\$63,900	\$63,900	\$39,962
Total Remuneration					
National	\$75,941	\$156,125	\$197,901	\$366,250	\$169,472
NSW	\$75,941	\$165,225	\$230,000	\$366,250	\$187,869
Victoria	\$115,878	\$158,880	\$200,600	\$249,600	\$165,293
Queensland	\$99,000	\$116,024	\$163,950	\$187,900	\$130,205

Distribution of National Sample

Position Description
With superiors, formulates and implements investment strategy. Other functions include:
- portfolio formation - overseeing asset managers
- management of investments - monitoring investment exposure and sector allocation
- managing relationships
- participation in structuring of client portfolios



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