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The Avdiev Report features market commentary, remuneration and incentive trends and data for over 270 positions of the property market.

eleven sectors

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Property Consultants – Architects, Town Planners, Project Managers & Quantity Surveyors
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Shopping Centre Management
Building, Design & Construction, Housing
Finance, Support & Shared Services
The Board

**The Avdiev Report moves with the markets.
Several new positions have been added.**

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.

the avdiev group

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25th
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property industry
remuneration report 2011[©]

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Investment
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Development
Management
Corporate Real Estate
Construction & Housing
Property Consultants

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

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A critical tool for remuneration
benchmarking in changing markets

avdiev property industry remuneration report 2011©

The 2011 Avdiev Report presents current national remuneration and incentive figures with details for New South Wales, Victoria and Queensland. It reports changes in last year's employment conditions and remuneration and benefits intentions for the next 12 months.

Key players in the industry contribute information to this report. A four page update is included in October 2011 to subscribers.

AVDIEV REMUNERATION REPORT ©
Market: Property Consultants – Town Planners
Position: C-TP'02 Senior Town Planner
Sample size: 25

AVDIEV REMUNERATION REPORT ©
Market: Property Development
Position: PD'04 Development Director
Sample size: 65

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Market: Property Investment, Funds and Trusts Management
Position: PFM'09 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	\$158,680	\$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
- management of investments
- managing relationships
- participation in structuring of client portfolios
- overseeing asset managers
- monitoring investment exposure and sector allocation.

sample pages from previous reports

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* An excerpt of statistics is available in Excel table format as a supplement to the hard copy.

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