

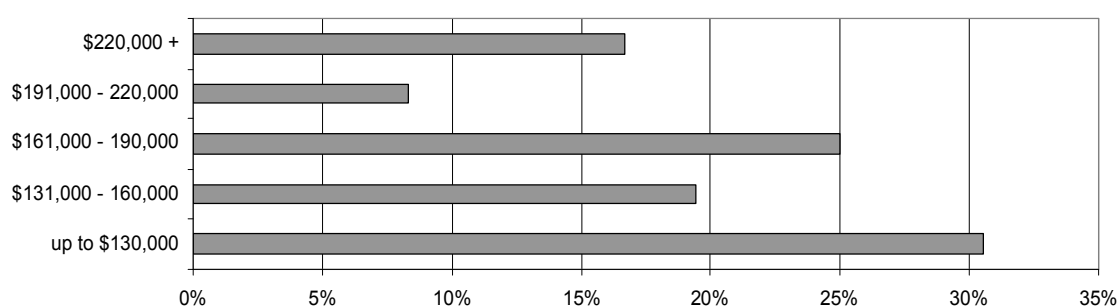
Market: **Property Investment, Funds and Trusts Management**

Position: **PIFM*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	\$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.