

Report: Hot Topics in Executive Compensation Australia 2008-09

ISSUE: Led by the collapse of the financial system, the last quarter of 2008 and first quarter of 2009 have seen the global economy going through a period of unprecedented turbulence, volatility and decline.

The global corporate world is being forced to question some of the very fundamentals of their business models and some of the most difficult questions being asked are around executive compensation and executive performance incentive schemes.

The Hewitt Asia-Pacific Hot Topic Survey 2008/09 assesses the impact of the global economic downturn on executive pay and long term incentive programs for Australian organisations, including:

- Expected executive merit increase budgets for 2009
- Actions taken (or being considered) for Long-Term Incentives
- Changes to types of Long Term Incentives used by organisations
- How performance of executives is being measured

The survey was conducted online and was live for a month (from December 15, 2008 to January 19, 2009). The findings of the Asia Pacific Survey are available separately.





Policy & Practice Reports

ISSUE: The formulation of good HR policy and the implementation of effective HR practices are essential to attract, retain and motivate employees.

Policy & Practice Reports

Our extensive range of Policy & Practice Reports allows you to benchmark your people policies and practices against other organisations in Australia and New Zealand.

Reports Available

Redundancy Policy & Practice Report

This report will provide key information on the legislative requirements for employee redundancies; the policies organisations have in place; and market practice for undertaking redundancies.

Motor Vehicle Policy & Practice Report

Vital statistics included in this report can be used to develop a motor vehicle benefits policy that satisfies employees whilst saving unnecessary extra costs for the organisation.

Retention Policy & Practice Report

This report outlines how organisations are approaching each of the five key factors of an integrated 'total rewards' framework – remuneration, benefits, work/life balance, recognition and development.

Soft Benefits Policy & Practice Report

This report provides detailed statistics and expert commentary on policy and practice around a diverse array of soft benefits such as educational assistance, memberships, health, well-being and more.

Top Executive Climate Survey Report

This benchmarking report provides an overview of market trends and policy information related to salary packaging, benefits and long and short term incentive plan design for executives.

New Hires: Pay Pressure, Policy & Practice Report

This report is designed to help HR practitioners understand where pay pressure on new hire rates is occurring in the Australian labour market and, more importantly, how to deal with this pay pressure.

Sales Commission Policy & Practice Report

This report provides both HR practitioners and Sales Managers with an understanding of the structure of current and future sales commission plans in Australia and New Zealand.

Hot Topic Report: Leave Provisions in New Zealand

This report provides an overview of the measures organisations are implementing as a result of the revised legislation to leave provisions in NZ including annual leave, sick leave and parental leave.

More information is available at www.csirem.com.au/Surveys/HRPolicy (case sensitive) or call +61 2 8440 6500.

To order copies of Hewitt CSI's HR Policy & Practice Reports, complete the order form below and either fax to: **+61 2 9415 3347** or email a PDF of this completed form to: **orders@csirem.com.au**

Report Title	Regular Price	Tick	Participant Price	Tick
NEW! Hot Topic Report: Executive Compensation (Aust Only)	AU\$500 + GST			
Redundancy Policy & Practice Report 2009 (Aust Only)	AU\$1,000 + GST		AU\$750 + GST	
Total Rewards Management Mini-Survey Report 2008 (Aust Only)	AU\$500 + GST		AU\$350 + GST	
Motor Vehicle Policy & Practice Report (Aust & NZ)	AU\$700 + GST		AU\$450 + GST	
Retention Policy & Practice Report 2008 (Aust & NZ)	AU\$700 + GST		AU\$450 + GST	
Soft Benefits Policy & Practice Report 2007 (Aust & NZ)	AU\$500 + GST		AU\$350 + GST	
New Hires: Pay Pressure, Policy & Practice Report 2007 (Aust Only)	AU\$500 + GST			
Australian Top Executive Climate Survey 2007 (Aust Only)	AU\$500 + GST			
Sales Commission Policy & Practice Report 2007 (Aust & NZ)	AU\$500 + GST		AU\$350 + GST	
Employee Retention Strategies Report 2007 (Aust Only)	AU\$500 + GST			
Incentive Pay Plans Policy & Practice Report 2006 (Aust & NZ)	AU\$500 + GST		AU\$350 + GST	
Shift & On-call/Call-out Policy & Practice Report 2006 (Aust & NZ)	AU\$500 + GST		AU\$350 + GST	
Pay Policy & Practice Report For Australian Employees With International Responsibilities 2005 (Aust Only)	AU\$300 + GST			
Relocation Policy & Practice Report 2005 (Aust & NZ)	AU\$300 + GST			

SPECIAL OFFER:

Receive a 10% discount off the total price when you purchase five reports

Receive a 25% discount off the total price when you purchase all fourteen reports

Important Notes: All reports are delivered by email in softcopy (PDF) format.

Participant price applies only to organisations that contributed data to the report being purchased.

Please enter your details:

Name: _____

Title : _____

Company: _____

Address: _____

Phone Number: _____ Fax Number: _____

Email Address: _____

Please charge this fee to my corporate Credit Card (not available to New Zealand Organisations):
(please circle) Mastercard Visa Amex

Card # _ _ _ _ / _ _ _ _ / _ _ _ _ / _ _ _ _ Expiry Date: _ _ / _ _

Cardholder Name: _____ Cardholder Signature: _____

Cheque enclosed made payable to CSI – The Remuneration Specialists Pty Limited

Please invoice my organisation (only for orders over \$1000 incl GST)* - Purchase Order Number: _____

*NOTE: Where an individual purchase is less than \$1000 (incl GST) this document becomes your TAX INVOICE for GST purposes upon completion of payment by CREDIT CARD OR CHEQUE. Please keep this document for your records.

If you are not a current Hewitt CSI client, your details will be added into our marketing database. Please tick the box if you do NOT wish to receive further information from us via post or email:

Terms & Conditions: Prices are quoted in Australian dollars. GST will not be charged on purchases made outside of Australia. Prices are subject to variation due to changes in State or Federal Government legislation.