

Senate Standing Committee on Economics

ANSWERS TO QUESTIONS ON NOTICE

Resources, Energy and Tourism Portfolio

Supplementary Budget Estimates

19 October 2011

Question: SR31

Topic: Tourism Australia – Staff

Proof Hansard Page: Written

Senator Bushby asked:

1. In respect of Tourism Australia, how many staff are employed in each of the 7 bands?
2. For each band, please indicate what number are ongoing, non-ongoing, and what their job titles, common law agreement start and end dates, office locations and salary ranges are.
3. Please provide this information as at: 30 June 2007; 30 June 2008; 30 June 2009; 30 June 2010; 30 June 2011.

Answer:

Please refer to **Attachment A**.

Attachment A

As at 30 June 2007

Office	Band 1		Band 2		Band 3		Band 4		Band 5		Band 6		Band 7	
	Ongoing	Non-ongoing	Ongoing	Non-ongoing	Ongoing	Non-ongoing	Ongoing	Non-ongoing	Ongoing	Non-ongoing	Ongoing	Non-ongoing	Ongoing	Non-ongoing
Auckland	1		1		3				1					
Bangkok					1		1							
Canberra	1		6		13		1	2	1					
Frankfurt			5				1			1				
Hong Kong	1		1		5		4		1	1		1		
Kuala Lumpur	1				2		1		2					
London	4		12		4		4					1		
Los Angeles	2		2		7		4					1		
Seoul			1		3				1					
Shanghai			2		2				1					
Singapore	1		1		3		2			1		1		
Sydney	16		23		51		10	2	3	7		1		3
Taipei			1				1							
Tokyo	1		3		4		4			1	1			
Toronto					2		1							

Auckland: Business Unit Assistant Band 1; Partnership Coordinator Band 2; Distribution Development Manager Band 3; Manager, Corporate Services Band 3; Marketing Manager Band 3; Regional Manager Band 5.

Bangkok: Trade Development Manager Band 3; Bangkok: Country Manager Band 4.

Canberra: Customer Service Officer Band 1; Corporate Services Manager Band 3; Forecasting Analyst Band 2; Research Analyst Band 2; Research Analyst Band 2; Research Information Officer Band 2; Research Officer Band 2; Business Analyst Band 3; Communications & Client Services Coordinator Band 3; Destination Visitor Survey Coordinator Band 3; Manager, Electronic Reporting Band 3; Principal Analyst Band 3; Principal Forecasting Analyst Band 3; Principal Research Analyst Band 3; Research Officer Band 3; Research Technical Analyst Band 3; Senior Research Officer Band 3; Team Leader

Survey Design & Management Band 3; Manager, Communications & Client Services Band 4; Manager, Forecasting & Analysis Band 4; Manager, Surveys Band 4; General Manager, Tourism Research Australia Band 5.

- Frankfurt: Market Support Officer Band 2; Marketing & Events Coordinator Band 2; Partnership Executive Band 2; Trainer Band 2; Marketing Manager Band 4; Regional Manager Band 5.
- Hong Kong: Market Coordinator Band 1; Corporate Services Officer Band 2; Assistant Manager (Brand & Marketing) Band 3; Assistant Manager (PR & Marketing) Band 3; Assistant Marketing Manager Band 3; Public Relations Manager Band 3; Trade Development Manager Band 3; Business Tourism Manager Band 4; Integrated Marketing Communications Manager Band 4; Manager, Corporate Services Band 4; Regional Marketing & Planning Manager Band 4; Country Manager Band 5; International Corporate Services Director Band 5; Regional General Manager Band 6.
- Kuala Lumpur: Marketing Coordinator Band 1; Industry Servicing Manager Band 3; Public Relations Manager Band 3; Assistant Training and Events Manager Band 4; Country Manager Band 5; Training and Events Manager Band 5.
- London: Press Officer Band 1; Retail & Trade Counsellor Band 1; Executive Assistant Band 2; Family Coordinator Band 2; Finance Officer Band 2; Marketing Executive Band 2; Partnership Executive Band 2; Partnership Executive Band 2; Receptionist & Accounts Officer Band 2; Senior Communications Executive Band 2; Senior Event Coordinator Band 2; Senior Public Relations Executive Band 2; Trade Services Manager Band 2; Trainer Band 2; HR Officer Band 3; Marketing Service Manager Band 3; Public Relations Manager Band 3; Senior Public Relations Executive Band 3; Business Tourism Manager Band 4; Corporate Services Manager Band 4; Manager - Partnership Distribution Band 4; Marketing Manager Band 4; Regional General Manager Band 6.
- Los Angeles: Business Unit Assistant Band 1; Online Trade Counsellor Band 1; Marketing Coordinator Band 2; Partnership Coordinator Band 2; Business Events Manager Band 3; Design & Production Manager Band 3; Distribution Development Manager Band 3; Events Manager Band 3; Market Insights & Planning Manager Band 3; Online Communications Manager Band 3; Public Relations Manager Band 3; Regional Corporate Services Manager Band 4; Regional Marketing Manager Band 4; Regional Partnership Director Band 4; Regional PR & Promotions Manager Band 4; Regional General Manager Band 6.
- Seoul: Marketing Coordinator Band 2; Industry Servicing Manager Band 3; Public Relations Manager Band 3; Trade Development Manager Band 3; Country Manager Band 5.
- Shanghai: Marketing Coordinator Band 2; Public Relations Officer Band 2; Industry Servicing Manager Band 3; Public Relations Manager Band 3; Country Manager Band 5.
- Singapore: Executive Assistant Band 1; Marketing Coordinator Band 2; Consumer Marketing Coordinator Band 3; Public Relations Manager Band 3; Trade Development Manager Band 3; Corporate Services Manager Band 4; Regional Marketing Manager Band 4; Country Manager Band 5; Regional General Manager Band 6.
- Sydney: Business Events Assistant Band 1; Domestic Marketing Assistant Band 1; Executive - Assistant Band 1; Finance Officer Band 1; People and Culture Administrator Band 1; Personal Assistant Band 1; Receptionist Band 1; Regional Assistant Accountant Band 1; Risk Services Officer Band 1; Service

Desk Analyst Band 1; Business Events Coordinator Band 2; Domestic Marketing Coordinator Band 2; E-Marketing Coordinator Band 2; Executive Assistant Band 2; Graphic Designer Band 2; Information Services Coordinator Band 2; International Media Consultant Band 2; Market Analyst Band 2; Payroll Administrator Band 2; Research Executive Band 2; Service Desk Analyst Band 2; Trade Events Coordinator Band 2; Australian Experiences Consultant Band 3; Brand Communications Supervisor Band 3; Compliance and System Accountant Band 3; Corporate Affairs Assistant Band 3; Domestic Operations Manager Band 3; Domestic Programs Manager Band 3; E-Strategy Online Marketing Analyst Band 3; Events Marketing Manager Band 3; Global Programs Executive Band 3; Government Relations Manager Band 3; Industry Communication Manager Band 3; Industry Development Executive Band 3; Learning and Development Consultant Band 3; Manager, Corporate Affairs Band 3; Market Servicing Coordinator Band 3; Marketing Project Manager Band 3; Operations Executive Band 3; Oracle Database Administrator Band 3; Partnership Services Manager Band 3; People and Culture Consultant Band 3; Procurement Services Coordinator Band 3; Production Supervisor Band 3; Production Supervisor Band 3; Project Manager Band 3; Relationship Manager Band 3; Senior Insights Analyst Band 3; Senior International Media Consultant Band 3; Senior Researcher Band 3; Senior Software Engineer Band 3; Service Delivery Manager Band 3; Service Desk Coordinator Band 3; Software Engineer Band 3; Strategic Marketing Analyst Band 3; Support Data Base Administrator Band 3; Trade Events Operations Manager Band 3; Distribution & Market Development Manager Band 4; Financial Accountant Band 4; Internal Communications Manager Band 4; Manager, Australian Experiences Band 4; Manager, Corporate Planning Band 4; Manager, Global Programs Band 4; Manager, Partnership Marketing Band 4; Manager, Risk and Administration Band 4; Manager, Technology Operations Band 4; Manager, Trade Events Band 4; Network & Infrastructure Manager Band 4; Senior Management Accountant Band 4; Chief Technology Officer Band 5; General Manager, People and Culture Band 5; Global Public Relations Manager Band 5; Group Finance & Procurement Manager Band 5; Manager, Australia Marketing Band 5; Manager, Consumer Marketing Band 5; Manager, Digital Marketing Band 5; Manager, International Operations Band 5; Manager, Tourism Events Australia Band 5; Tourism and Aviation Economist Band 5; General Manager, Research & Strategy Band 6; Director, Corporate Services Band 7; Director, International Band 7.

Taipei: Marketing Coordinator Band 2; Trade Development Manager Band 4.

Tokyo: Industry Support Executive Band 1; Corporate Services Officer Band 2; Marketing Executive Band 2; Online Marketing Executive Band 2; Senior Industry Servicing Executive Band 3; Senior Marketing Executive Band 3; Consumer Marketing Manager Band 4; Corporate Services Manager Band 4; Industry Servicing Manager Band 4; PR Manager Band 4; Strategic Marketing Manager Band 5; Regional General Manager Band 6.

Toronto: Distribution Development Manager Band 3; PR Manager Band 3; Country Manager Band 4.

Pay Bands as at 30 June 2007

BAND	Australia - AUD		Canada - Canadian Dollar		China - RMB		Germany - Euro		Hong Kong - HKD	
	MIN	MAX	MIN	MAX	MIN	MAX	MIN	MAX	MIN	MAX
1	42,602	63,902	39,488	59,232	40,379	60,568	30,376	54,957	225,615	338,422
2	50,258	75,387	47,260	70,891	68,856	103,285	38,892	67,676	297,606	446,409
3	64,919	97,379	60,070	90,105	118,520	177,780	49,049	85,387	452,933	679,400
4	92,508	138,762	78,785	118,177	197,259	295,889	64,141	110,850	703,412	1,055,118
5	125,969	188,953	102,402	153,603	302,790	454,186	84,338	150,403	1,195,101	1,792,652
6	158,642	237,963							1,823,849	2,735,773

As at 30 June 2008

Office as at 30 June 2008	Band 1		Band 2		Band 3		Band 4		Band 5		Band 6		Band 7	
	Ongoing	Non-ongoing	Ongoing	Non-ongoing	Ongoing	Non-ongoing	Ongoing	Non-ongoing	Ongoing	Non-ongoing	Ongoing	Non-ongoing	Ongoing	Non-ongoing
Auckland					1				1					
Bangkok					1		1							
Canberra	1		4		7		2	1	1					
Frankfurt			3		2		1							
Hong Kong	1		2		5		3			2		1		
Kuala Lumpur	1				1		1		2					
London	5		10		3		4					1		
Los Angeles	2		1		7		3					1		
Mumbai														
Seoul			1		3				1					
Shanghai			2		2					1				
Singapore			2		4		2			1		1		
Sydney	18		22		36	2	9	5	3	8		2		3
Taipei							1							
Tokyo	1		2		3		4		1		1			
Toronto					1									

Auckland: Corporate Services & Planning Manager Band 3; Regional Manager Band 5

Bangkok: Trade Development Manager Band 3; Country Manager Band 4

Canberra: Customer Service Officer Band 1; Analyst Band 2; Research Analyst Band 2; Research Information Officer Band 2; Research Officer Band 2; Corporate Services Manager Band 3; Manager International Visitor Survey Band 3; Principal Forecasting Analyst Band 3; Principal Research Officer Band 3; Senior Research Officer Band 3; Manager Analyst and Forecasting Band 4; Manager, Communications and Clients Services Band 4; Manager, Surveys Band 4; General Manager Tourism Research Australia Band 5

Frankfurt: Marketing & Events Coordinator Band 2; Partnership Executive Band 2; Trainer Band 2; Partnership Development Manager Band 3; Public Relations Manager Band 3; Marketing Manager Band 4

- Hong Kong: Market Coordinator Band 1; Business Tourism Administrator Band 2; Corporate Services Officer Band 2; Assistant Manager, Brand & Marketing Band 3; Assistant Manager, PR & Marketing Band 3; Assistant Marketing Manager Band 3; Public Relations Manager Band 3; Trade Development Manager Band 3; Business Tourism Manager Band 4; Country Manager Band 4; Manager, Corporate Services Band 4; International Corporate Services Director Band 5; Regional Marketing and Planning Manager Band 5; Regional General Manager Band 6
- Kuala Lumpur: Marketing Coordinator Band 1; Public Relations Manager Band 3; Assistant Training and Events Manager Band 4; Country Manager Band 5; Training and Events Manager Band 5
- London: Famils Coordinator Band 1; Helpline - France/UK Band 1; Helpline - Germany/UK Band 1; Helpline - Italy/UK Band 1; Press Officer Band 1; Accounts & Administration Officer Band 2; Accounts Officer Band 2; Executive Assistant Band 2; Marketing Executive Band 2; Partnership Executive Band 2; Senior Events & Business Tourism Coordinator Band 2; Senior Public Relations Executive Band 2; Trade Services Manager Band 2; HR Consultant Band 3; Insights and Planning Manager Band 3; Marketing Service Manager Band 3; Business Events Manager Band 4; Corporate Services Manager Band 4; Marketing Manager Band 4; Public Relations Manager Band 4; Regional General Manager Band 6;
- Los Angeles: Business Unit Assistant Band 1; Online Trade Counsellor Band 1; Marketing Coordinator Band 2; Business Events Manager Band 3; Design & Production Manager Band 3; Distribution Development Manager Band 3; Events Manager Band 3; Online Communications Manager Band 3; Public Relations Manager Band 3; Regional PR & Promotions Manager Band 3; Corporate Services Manager Band 4; Regional Marketing Manager Band 4; Regional Partnership Development Manager Band 4; Regional General Manager Band 6
- Seoul: Marketing Coordinator Band 2; Industry Servicing Manager Band 3; Public Relations Manager Band 3; Trade Development Manager Band 3; Country Manager Band 5;
- Shanghai: Marketing Coordinator Band 2; Public Relations Officer Band 2; Industry Servicing Manager Band 3; Public Relations Manager Band 3; Country Manager Band 5;
- Singapore: Marketing Coordinator Band 2; Executive Assistant Band 2; Consumer Marketing Coordinator Band 3; Public Relations Manager Band 3; Research, Planning & Digital Program Manager Band 3; Trade Development Manager Band 3; Corporate Services Manager Band 4; Regional Marketing Manager Band 4; Country Manager Band 5; Regional General Manager Band 6;
- Sydney: Business Events Assistant Band 1; Business Unit Assistant Band 1; Domestic Marketing Assistant Band 1; Executive Assistant Band 1; People and Culture Advisor Band 1; Receptionist Band 1; Regional Assistant Accountant Band 1; Risk Services Officer Band 1; Service Desk Analyst Band 1; Business Event Coordinator Band 2; Executive Assistant Band 2; Government Relations Executive Band 2; Graphic Designer Band 2; Image Librarian Band 2; International Media Consultant Band 2; Market Analyst Band 2; Payroll Administrator Band 2; Records & Document Management Coordinator Band 2; Research Executive Band 2; Senior Trade Events Coordinator Band 2; Tourism Research Information Officer Band 2; Trade Events Coordinator Band 2; Brand Communications Supervisor Band 3; Business Development Manager Band 3; Business Events Manager Band 3; Business Events Project Manager Band 3; Corporate Analyst & Knowledge Coordinator Band 3; Database and Systems Administrator Band 3; Digital Producer Band 3; Domestic Operations Manager Band 3; Domestic Program Manager Band 3; Events Marketing Manager Band 3; Industry Communications Manager Band 3; Market Servicing Co-ordinator Band 3; Network & Infrastructure Administrator Band 3; People and Culture

Consultant Band 3; Procurement Services Coordinator Band 3; Production Supervisor Band 3; Public Affairs Manager Band 3; Public Relations Manager Band 3; Relationship Manager, Digital Marketing Band 3; Research Technical Analyst Band 3; Senior Journalist & Media Consultant Band 3; Senior Software Engineer Band 3; Service Delivery Manager Band 3; Service Desk Coordinator Band 3; Strategic Marketing Analyst Band 3; Support Database Administrator Band 3; Trade Development Manager Band 3; Trade Events Operations Manager Band 3; Advocacy Manager Band 4; Campaign Manager Band 4; Corporate Planning Manager Band 4; Executive Digital Producer Band 4; Financial Accountant Band 4; Manager, Application Operations Band 4; Manager, Australian Experiences Band 4; Manager, Government Relations Band 4; Manager, Industry Development Band 4; Manager, Strategic Communications Band 4; Manager, Trade Events Band 4; Project Manager Band 4; Senior Management Accountant Band 4; Technology Infrastructure Manager Band 4; Chief Technology Officer Band 5; General Manager, People & Culture Band 5; Global Public Relations Manager Band 5; Group Finance and Procurement Manager Band 5; Manager, Australia Marketing Band 5; Manager, Business Events Australia Band 5; Manager, Consumer & Market Insights Band 5; Manager, International (Eastern) Band 5; Manager, International (Western) Band 5; Manager, Marketing & Communications Band 5; Tourism and Aviation Economist Band 5; General Manager Corporate Communications Band 6; General Manager, Trade Marketing Band 6; Executive General Manager International Band 7; Executive General Manager Marketing Band 7; Executive General Manager, Corporate Band 7;

Taipei: Trade Development Manager Band 4;

Tokyo: Industry Support Executive Band 1; Corporate Services Officer Band 2; Marketing Executive Band 2; Senior Industry Servicing Executive Band 3; Senior Marketing Executive Band 3; Consumer Marketing Manager Band 4; Corporate Services Manager Band 4; Industry Servicing Manager Band 4; Public Relations Manager Band 4; Market Development Manager Band 5; Regional General Manager Band 6;

Toronto: Public Relations Manager Band 3.

Pay Bands as at 30 June 2008

BAND	Australia - AUD		Canada - Canadian Dollar		China - RMB		Germany - Euro		Hong Kong - HKD	
	MIN	MAX	MIN	MAX	MIN	MAX	MIN	MAX	MIN	MAX
1	44,945	67,417	40,673	61,009	43,851	65,777	33,133	55,221	233,962	350,944
2	53,022	79,532	48,678	73,018	74,778	112,168	41,562	69,270	308,618	462,926
3	68,490	102,734	61,873	92,809	128,713	193,069	51,363	85,605	469,691	704,537
4	97,596	146,394	81,149	121,723	214,223	321,335	66,629	111,049	729,438	1,094,156
5	132,897	199,345	105,474	158,212	328,830	493,246	88,038	146,729	1,239,320	1,858,980
6	167,367	251,051							1,891,331	2,836,997
7	205,057	307,585								

BAND	India - Rupee		Japan – Yen(000)		Korea – Won (000)		Malaysia -Ringgit		New Zealand - NZD	
	MIN	MAX	MIN	MAX	MIN	MAX	MIN	MAX	MIN	MAX
1	241,196	361,794	3,507	5,962	24,709	37,063	34,244	51,366	36,713	55,069

2	335,431	503,147	4,572	7,679	29,714	44,572	48,428	72,642	46,516	69,774
3	550,551	825,827	6,476	10,728	39,001	58,501	74,372	111,558	62,973	94,459
4	1,102,972	1,654,458	8,915	14,858	52,861	79,291	122,059	183,089	84,977	127,465
5	1,807,166	2,710,750	12,523	20,871	86,517	129,775	204,105	306,157	121,726	182,590
6			14,433	24,055						
7										

BAND	Singapore – S;		Taiwan – NT;		Thailand - Baht		UK - GBP		USA – USD	
	MIN	MAX	MIN	MAX	MIN	MAX	MIN	MAX	MIN	MAX
1	34,430	51,646	731,185	1,096,777	307,284	460,926	19,872	29,808	37,085	55,627
2	44,902	67,352	867,060	1,300,590	485,262	727,894	25,550	38,324	44,502	66,752
3	61,133	91,699	999,129	1,498,693	848,202	1,272,302	33,586	50,378	57,341	86,011
4	91,213	136,819	1,760,634	2,640,950	1,497,098	2,245,648	45,602	68,402	74,713	112,069
5	150,012	225,018					62,785	94,177	96,230	144,346
6	211,875	317,813					81,950	122,926	125,418	188,126
7										

As at 30 June 2009

Office	Band 1		Band 2		Band 3		Band 4		Band 5		Band 6		Band 7	
	Ongoing	Non-ongoing	Ongoing	Non-ongoing	Ongoing	Non-ongoing	Ongoing	Non-ongoing	Ongoing	Non-ongoing	Ongoing	Non-ongoing	Ongoing	Non-ongoing
Auckland	1				2		1			1				
Canberra	1		5		11		2	1		1				
Frankfurt			5		2		1			1				
Hong Kong	1		2		1		3			2		1		
Kuala Lumpur	1				2		1		2					
London	5		10		5		4					1		
Los Angeles			4		5	1	3					1		
Mumbai					2		1							
Seoul			1		1				1					

Shanghai			1		1		1			1				
Singapore			2		4		2			1		1		
Sydney	12	3	24	1	33	3	10	8	2	7		4		4
Taipei							1							
Tokyo	1		1		4		2		1		1			
Toronto					1		1							

- Auckland: Trade Coordinator Band 1; Corporate Services & Planning Manager Band 3; Partnership Manager Band 3; Partnership Marketing Manager Band 4; Regional Manager Band 5;
- Canberra: Administration/Accounts Officer Band 1; Analyst Band 2; Communications Coordinator Band 2; Research Analyst Band 2; Research Information Officer Band 2; Research Officer Band 2; Client Services Coordinator Band 3; Corporate Services Manager Band 3; Manager, Electronic Reporting Band 3; Principal Analyst, Forecasting & Analysis Band 3; Principal Analyst, Surveys Band 3; Principal Forecasting Analyst Band 3; Principal Research Officer Band 3; Senior Research Officer Band 3; Team Leader, Surveys Band 3; Manager, Communications and Client Services Band 4; Manager, Forecasting & Analysis Band 4; Manager, Surveys Band 4; General Manager, Tourism Research Australia Band 5;
- Frankfurt: Events & Marketing Coordinator Band 2; Office Coordinator Band 2; Partnership Development Executive Band 2; Partnership Executive Band 2; Trainer Band 2; Partnership Development Manager Band 3; Public Relations Manager Band 3; Marketing Manager Band 4; Regional Manager Band 5.
- Hong Kong: Marketing Coordinator Band 1; Business Events Executive Band 2; Corporate Services Officer Band 2; Planning & Insights Manager Band 3; Corporate Services Manager Band 4; Industry Servicing Manager Band 4; Public Relations Manager Band 4; International Corporate Services Director Band 5; Regional Marketing & Planning Manager Band 5; Regional General Manager Band 6.
- Kuala Lumpur: Marketing Executive Band 1; Industry Servicing Manager Band 3; Public Relations Manager Band 3; Manager Trade Development Band 4; Country Manager Band 5; Partnership & Distribution Manager Band 5;
- London: Family Co-ordinator Band 1; Helpline, France/UK Band 1; Helpline, Germany/UK Band 1; Helpline, Italy/UK Band 1; PR Assistant Band 1; Account & Administration Officer Band 2; Business Support Officer Band 2; Finance Officer Band 2; Marketing Executive Band 2; Partnership Executive Band 2; Senior Events & Business Tourism Coordinator Band 2; Senior PR Executive Band 2; Trainer Band 2; Distribution Development Manager Band 3; Insights & Planning Manager Band 3; Marketing Services Manager Band 3; Trade Services Manager Band 3; London: Business Events Manager Band 4; Corporate Services Manager Band 4; Marketing Manager Band 4; Public Relations Manager Band 4; Regional General Manager Band 6.
- Los Angeles: Aussie Specialist Coordinator Band 2; Finance Officer Band 2; Marketing Coordinator Band 2; Partnership Coordinator Band 2; Advertising Manager Band 3; Digital Manager Band 3; Distribution Development Manager Band 3; Events Manager Band 3; Market Insights and Planning Manager Band 3; Media Manager Band 3; Corporate Services Manager Band 4; Regional Marketing Manager Band 4; Regional Partnership Manager Band 4; Regional General Manager Band 6;
- Mumbai: Industry Servicing Executive Band 3; Industry Servicing Manager Band 3; Country Manager Band 4;

- Seoul: Marketing & Corporate Services Coordinator Band 2; Marketing Communications Manager Band 3; Country Manager Band 5;
- Shanghai: Industry Servicing & Trade Events Coordinator Band 2; Industry Servicing Manager Band 3; Marketing Communications Manager Band 4; Chief Representative, China Band 5;
- Singapore: Executive Assistant Band 2; Marketing Coordinator Band 2; Assistant Marketing Manager Band 3; Industry Servicing Manager Band 3; Public Relations Manager Band 3; Research, Planning & Digital Programs Manager Band 3; Corporate Services Manager Band 4; Regional Marketing Manager Band 4; Country Manager Band 5; Regional General Manager Band 6;
- Sydney: Business Unit Assistant Band 1; Contracts Administration Officer Band 1; Marketing Executive Band 1; Receptionist Band 1; Regional Assistant Accountant Band 1; Risk Services Officer Band 1; Service Desk Analyst Band 1; Business Events Coordinator Band 2; Domestic Marketing Coordinator Band 2; Events Coordinator Band 2; Executive Assistant Band 2; Government Relations Executive Band 2; Government Reporting & Treasury Accountant Band 2; Graphic Designer Band 2; Image Librarian Band 2; International Media Consultant Band 2; Market Analyst Band 2; Payroll Administrator Band 2; People & Culture Advisor Band 2; Records & Document Management Coordinator Band 2; Research Executive Band 2; Systems Administrator Band 2; Visual Assets Librarian Band 2; Associate Producer Band 3; Business Development Manager Band 3; Business Events Marketing Manager Band 3; Design Studio Manager Band 3; Digital Producer Band 3; Domestic Programs Manager Band 3; Experiences Development Consultant Band 3; Governance Coordinator Band 3; Industry Communications Manager Band 3; Infrastructure & Systems Architect Band 3; Market Servicing Coordinator Band 3; Oracle Applications Database Administrator Band 3; People & Culture Consultant Band 3; Procurement Services Coordinator Band 3; Senior Insights Analyst Band 3; Senior Market Analyst Band 3; Senior Software Engineer Band 3; Service Delivery Manager Band 3; Software Engineer Band 3; Studio Manager Band 3; Trade Development Manager Band 3; Trade Events Operations Manager Band 3; Web Producer Band 3; Advocacy Manager Band 4; Executive Digital Producer Band 4; Financial Accountant Band 4; Government Relations Manager Band 4; Industry Events Manager Band 4; Information Systems Manager Band 4; International Media Hosting Manager Band 4; Manager, Corporate Evaluation & Performance Band 4; Manager, Corporate Planning Band 4; Manager, Industry Development Band 4; Manager, Legal Band 4; Manager, Strategic Communications Band 4; Marketing Communications Manager Band 4; Public Affairs Manager Band 4; Public Relations Manager Band 4; Senior Domestic Programs Manager Band 4; Senior Management Accountant Band 4; Technology Infrastructure Manager Band 4; Chief Technology Officer Band 5; General Manager Business Events Australia Band 5; General Manager, People & Culture Band 5; Group Finance and Procurement Manager Band 5; Manager, Consumer & Market Insights Band 5; Manager, Global Public Relations Band 5; Manager, International (Eastern) Band 5; Manager, International (Western) Band 5; Marketing Manager Band 5; General Manager, Consumer Marketing Band 6; General Manager, Corporate Communications Band 6; General Manager, Strategy & Research Band 6; General Manager, Trade Marketing Band 6; Executive General Manager Corporate Band 7; Executive General Manager International (Eastern) Band 7; Executive General Manager International (Western) Band 7; Executive General Manager Marketing Band 7;
- Taipei: Business Events Manager Band 5;
- Tokyo: Market Coordinator Band 2; Senior Marketing Executive Band 3; Senior Trade Development Executive Band 3; Corporate Services Manager Band 4; Trade Development Manager Band 4; Market Development Manager Band 5; Regional General Manager Band 6;
- Toronto: Distribution Development Manager Band 3; Country Manager Band 4.

As at 30 June 2010

Office	Band 1		Band 2		Band 3		Band 4		Band 5		Band 6		Band 7	
	Ongoing	Non-ongoing	Ongoing	Non-ongoing	Ongoing	Non-ongoing	Ongoing	Non-ongoing	Ongoing	Non-ongoing	Ongoing	Non-ongoing	Ongoing	Non-ongoing
Auckland	1		1		1					1				
Frankfurt			4		2		1			1				
Hong Kong	1		2		2		3					1		
Kuala Lumpur	1				2		1		2					
London	5		8		4		3					1		
Los Angeles			4		5	1	2					1		
Mumbai	1						1							
Seoul			1		1				1					
Shanghai	1		1		3		2			1				
Singapore			2		4		2			1		1		
Sydney	12	1	28	2	31	8	10	10	1	8		4		4
Taipei							1							
Tokyo			1		3		3		1		1			
Toronto					1									

Auckland: Trade Coordinator Band 1; Trade & Events Executive Band 2; Corporate Services Manager Band 3; Regional Manager Band 5.

Frankfurt: Events & Marketing Coordinator Band 2; Office Coordinator Band 2; Partnership Development Executive Band 2; Trainer Band 2; Partnership Development Manager Band 3; Public Relations Manager Band 3; Marketing Manager Band 4; Regional Manager Band 5.

Hong Kong: Marketing Coordinator Band 1; Business Events Executive Band 2; Corporate Services Officer Band 2; Planning & Insights Manager Band 3; Public Relations Manager Band 3; Corporate Services Manager Band 4; Industry Servicing Manager Band 4; Regional Marketing Manager Band 4; Regional General Manager Band 6.

Kuala Lumpur: Marketing Executive Band 1; Industry Servicing Manager Band 3; Public Relations Manager Band 3; Manager Trade Development Band 4; Country Manager Band 5; Partnership, Distribution & Business Events Manager Band 5.

London: Helpline, France/UK Band 1; Helpline, Germany/UK Band 1; Helpline, Italy/UK Band 1; PR Assistant Band 1; Trade Families Coordinator Band 1; Account & Administration Officer Band 2; Executive Assistant Band 2; Finance Officer Band 2; Marketing Executive Band 2; Partnership Executive

Band 2; Senior PR Executive Band 2; Trainer Band 2; Distribution Development Manager Band 3; Insights & Planning Manager Band 3; Marketing Services Manager Band 3; Trade Services Manager Band 3; Business Events Manager Band 4; Corporate Services Manager Band 4; Public Relations Manager Band 4; Regional General Manager Band 6;

- Los Angeles: Aussie Specialist Coordinator Band 2; Finance Officer Band 2; Marketing Coordinator Band 2; Partnership Coordinator Band 2; Advertising Manager Band 3; Digital Marketing Manager Band 3; Distribution Development Manager Band 3; Events Manager Band 3; Market Insights and Planning Manager Band 3; Marketing Communications Manager Band 3; Regional Marketing Manager Band 4; Regional Partnership Manager Band 4; Regional General Manager Band 6.
- Mumbai: Coordinator Band 1; Country Manager Band 4;
- Seoul: Marketing & Corporate Services Coordinator Band 2; Marketing Communications Manager Band 3; Country Manager Band 5;
- Shanghai: Marketing & Corporate Services Coordinator Band 1; Industry Servicing & Trade Events Coordinator Band 2; Digital Marketing Manager Band 3; Servicing Manager Band 3; Public Relations Manager Band 3; Communications Manager Band 4; Regional Industry Development Manager Band 4; Chief Representative Band 5;
- Singapore: Executive Assistant Band 2; Marketing Coordinator Band 2; Assistant Marketing Manager Band 3; Industry Servicing Manager Band 3; Insights & Planning Manager Band 3; Public Relations Manager Band 3; Corporate Services Manager Band 4; Regional Marketing Manager Band 4; Country Manager Band 5; Regional General Manager Band 6;
- Sydney: Business Events Assistant Band 1; Public Relations Coordinator Band 1; Infrastructure Administrator Band 1; Receptionist Band 1; Assistant Accountant Band 1; Research Assistant Band 1; Risk Services Officer Band 1; Trade Marketing Coordinator Band 1; Business Events Coordinator Band 2; Contracts Administration Coordinator Band 2; Domestic Marketing Coordinator Band 2; Executive Assistant Band 2; Government Relations Executive Band 2; Graphic Designer Band 2; Image Librarian Band 2; Payroll Administrator Band 2; People & Culture Advisor Band 2; Policy Writer Band 2; Project Administrator Band 2; Records & Document Management Coordinator Band 2; Research Executive Band 2; Senior Trade Events Coordinator Band 2; Statutory & Treasury Accountant Band 2; Systems Administrator Band 2; Trade Events Coordinator Band 2; Visit & Media Consultant Band 2; Visual Assets Librarian Band 2; Business Development Manager Band 3; Business Events Stakeholder Manager Band 3; Content Editor Band 3; Digital Producer Band 3; Domestic Programs Manager Band 3; Experiences Development Consultant Band 3; Governance Coordinator Band 3; Industry Communications Manager Band 3; Market Servicing Coordinator Band 3; Network & Infrastructure Administrator Band 3; Oracle Applications Database Administrator Band 3; People & Culture Consultant Band 3; Procurement Services Coordinator Band 3; Production Supervisor Band 3; Senior Insights Analyst Band 3; Senior Market Analyst Band 3; Senior Software Engineer Band 3; Service Delivery Manager Band 3; Software Engineer Band 3; Solicitor Band 3; Studio Manager Band 3; Trade Development Manager Band 3; Trade Events Operations Manager Band 3; Web Producer Band 3; Advocacy Manager Band 4; Executive Digital Producer Band 4; Financial Accountant Band 4; Government & Media Relations Manager Band 4; Information Systems Manager Band 4; International Media Hosting Manager Band 4; Manager, Corporate Evaluation & Performance Band 4; Manager, Corporate Planning Band 4; Manager, Industry Development Band 4; Manager, Legal Services Band 4; Manager, Strategic Communications Band 4; Manager, Trade Events Band 4; Marketing Communications Manager Band 4; Marketing Communications Manager Band 4; Project Office Manager Band 4; Public Affairs Manager Band 4; Public Relations Manager Band 4; Senior Domestic Programs Manager Band 4; Senior Management Accountant Band 4; Technology Infrastructure Manager Band 4; Chief Technology Officer Band 5; General Manager Finance and

Procurement Band 5; General Manager, People & Culture Band 5; Head of Business Events Australia Band 5; Manager, Consumer & Market Insights Band 5; Manager, Global Public Relations Band 5; Manager, International (Eastern) Band 5; Manager, International (Western) Band 5; Marketing Manager Band 5; General Manager, Consumer Marketing Band 6; General Manager, Corporate Communications Band 6; General Manager, Strategy & Research Band 6; General Manager, Trade Marketing Band 6; Executive General Manager Corporate Band 7; General Manager International (Eastern) Band 7; Executive General Manager International (Western) Band 7; Executive General Manager Marketing Band 7.

Taipei: Business Events Manager Band 4;

Tokyo: Marketing Executive Band 2; Senior Marketing Executive Band 3; Business Development Manager Band 4; Corporate Services Manager Band 4; Insights & Planning Manager Band 4; Marketing and Communications Manager Band 5; Regional General Manager Band 6;

Toronto: Distribution Development Manager Band 3.

Pay Bands as at 30 June 2010

BAND	Australia - AUD		Canada - Canadian Dollar		China - RMB		Germany - Euro		Hong Kong - HKD	
	MIN	MAX	MIN	MAX	MIN	MAX	MIN	MAX	MIN	MAX
1	47,672	71,508	41,568	62,351	47,008	70,513	34,672	57786	247,298	370,947
2	56,239	84,358	49,749	74,624	80,162	120,244	43,492	72487	326,209	489,313
3	72,645	108,968	63,234	94,851	137,980	206,970	53,749	89581	496,464	744,695
4	103,518	155,276	82,934	124,401	229,647	344,471	69,724	116206	771,016	1,156,523
5	140,960	211,440	107,795	161,692	352,506	528,759	92,126	153544	1,309,961	1,964,942
6	177,522	266,283							1,999,137	2,998,706
7	217,499	326,248								

BAND	India - Rupee		Japan – Yen (000)		Korea – Won (000)		Malaysia -Ringgit		New Zealand - NZD	
	MIN	MAX	MIN	MAX	MIN	MAX	MIN	MAX	MIN	MAX
1	282,370	423,555	3,552,258	5,920,430	26,438	39,657	35,545	53,318	38,682	58,023
2	392,692	589,038	4,631,809	7,719,682	31,794	47,691	50,268	75,402	49,011	73,517
3	644,535	966,802	6,520,584	10,867,641	41,730	62,595	77,198	115,797	66,351	99,527
4	1,291,258	1,936,887	9,030,468	15,050,780	56,560	84,840	126,697	190,046	89,535	134,303
5	2,115,664	3,173,496	12,685,658	21,142,763	92,571	138,857	211,861	317,791	128,257	192,385
6			14,620,758	24,367,930						
7										

BAND	Singapore – S\$	Taiwan – NT\$	UK - GBP	USA - USD
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	MIN	MAX	MIN	MAX	MIN	MAX	MIN	MAX
1	37,013	55,519	758,239	1,137,358	20,897	31,346	38,642	57,964
2	48,269	72,404	899,141	1,348,712	26,868	40,302	46,371	69,556
3	65,718	98,577	1,036,097	1,554,145	35,318	52,978	59,749	89,624
4	98,054	147,081	1,825,777	2,738,666	47,954	71,932	77,851	116,776
5	161,263	241,894			66,024	99,036	100,272	150,408
6	227,766	341,649			86,179	129,268	130,685	196,028
7								

As at 30 June 2011

Office	Band 1		Band 2		Band 3		Band 4		Band 5		Band 6		Band 7	
	Ongoing	Non-ongoing	Ongoing	Non-ongoing	Ongoing	Non-ongoing	Ongoing	Non-ongoing	Ongoing	Non-ongoing	Ongoing	Non-ongoing	Ongoing	Non-ongoing
Auckland	1				3					1				
Frankfurt			3		4		1					1		
Hong Kong	1		2		2		2					1		
Kuala Lumpur	1				2		1		2					
London	6		8		3		4					1		
Los Angeles			3		6		3					1		
Mumbai	1		1		1		1							
Seoul			1		1				1					
Shanghai	1		1		3		2			1				
Singapore			2		4		2			1		1		
Sydney	10	1	28	1	34	4	12	9	1	8		3		4
Taipei							1							
Tokyo			2		3		3		1		1			
Toronto					1									

Auckland: Marketing Coordinator Band 1; Corporate Services Manager Band 3; Insights & Planning Manager Band 3; Trade & Events Executive Band 3; General Manager, New Zealand Band 5.

- Frankfurt: Partnership & Events Coordinator Band 2; Senior Advertising & Digital Executive Band 2; Trainer Band 2; Corporate Services Manager Band 3; Insights & Planning Manager Band 3; Partnership Manager Band 3; Public Relations Manager Band 3; Marketing Manager Band 4; Regional General Manager Band 6.
- Hong Kong: Marketing Coordinator Band 1; Business Events Executive Band 2; Corporate Services Officer Band 2; Planning & Insights Manager Band 3; Public Relations Manager Band 3; Corporate Services Manager Band 4; Industry Servicing Manager Band 4; Regional General Manager Band 6.
- Kuala Lumpur: Marketing Executive Band 1; Industry Servicing Manager Band 3; Public Relations Manager Band 3; Manager Trade Development Band 4; Country Manager Band 5; Partnership, Distribution & Business Events Manager Band 5.
- London: Helpline, France/UK Band 1; Helpline, Germany/UK Band 1; Helpline, Italy/UK Band 1; PR Assistant Band 1; Trade Famils Coordinator Band 1; Account & Administration Officer Band 2; Events Executive Band 2; Executive Assistant Band 2; Marketing Executive Band 2; Senior PR Executive Band 2; Trainer Band 2; Insights & Planning Manager Band 3; Marketing Services Manager Band 3; Trade Services Team Leader Band 3; Business Events Manager Band 4; Corporate Services Manager Band 4; Distribution Development Manager Band 4; Public Relations Manager Band 4; Regional General Manager Band 6.
- Los Angeles: Finance Officer Band 2; Marketing Coordinator Band 2; Partnership Coordinator Band 2; Advertising Manager Band 3; Digital Marketing Manager Band 3; Distribution Development Manager Band 3; Events Manager Band 3; Marketing Communications Manager Band 3; Corporate Services Manager Band 4; Regional Marketing Manager Band 4; Regional Partnership Manager Band 4; Regional General Manager Band 6.
- Mumbai: Market Co-ordinator Band 1; Industry Servicing Executive Band 2; Industry Servicing Manager Band 3; Country Manager Band 4.
- Seoul: Marketing & Corporate Services Coordinator Band 2; Marketing Communications Manager Band 3; Country Manager Band 5.
- Shanghai: Marketing & Corporate Services Coordinator Band 1; Industry Servicing & Trade Events Coordinator Band 2; Digital Marketing Manager Band 3; Industry Servicing Manager Band 3; Public Relations Manager Band 3; Marketing Communications Manager Band 4; Regional Industry Development Manager Band 4; Chief Representative Band 5.
- Singapore: Executive Assistant Band 2; Marketing Coordinator Band 2; Assistant Marketing Manager Band 3; Industry Servicing Manager Band 3; Insights & Planning Manager Band 3; Public Relations Manager Band 3; Corporate Services Manager Band 4; Regional Marketing Manager Band 4; Country Manager Band 5; Regional General Manager Band 6.
- Sydney: Cadet Band 1; Global Public Relations Coordinator Band 1; Infrastructure Administrator Band 1; Marketing Executive Band 1; Receptionist Band 1; Regional Assistant Accountant Band 1; Research Assistant Band 1; Risk Services Officer Band 1; Trade Marketing Coordinator Band 1; Business Events Coordinator Band 2; Contracts Administration Coordinator Band 2; Domestic Marketing Coordinator Band 2; Executive Assistant Band 2; Government Relations Executive Band 2; Graphic Designer Band 2; Image Librarian Band 2; Insights Analyst Band 2; Payroll Administrator Band 2; People & Culture Advisor Band 2; Records & Document Management Coordinator Band 2; Senior Trade Events Coordinator Band 2; Statutory & Treasury Accountant Band 2; Systems Administrator Band 2; Trade Events Coordinator Band 2; Visit and Media Consultant Band 2; Visual Assets

BAND	India - Rupee		Japan – Yen (000)		Korea – Won (000)		Malaysia -Ringgit		New Zealand - NZD	
	MIN	MAX	MIN	MAX	MIN	MAX	MIN	MAX	MIN	MAX
1	312,160	468,241	3,789	5,920	27,125	40,688	36,150	54,224	39,379	59,068
2	434,121	651,182	4,940	7,719	32,620	48,931	51,123	76,684	49,894	74,840
3	712,533	1,068,799	6,955	10,867	42,815	64,223	78,511	117,766	67,545	101,318
4	1,427,486	2,141,229	9,632	15,050	58,031	87,046	128,851	193,277	91,147	136,721
5	2,338,867	3,508,300	13,531	21,142	94,978	142,467	215,462	323,194	130,565	195,848
6			15,595	24,367						
7										

BAND	Singapore – S\$		Taiwan – NT\$		UK - GBP		USA - USD	
	MIN	MAX	MIN	MAX	MIN	MAX	MIN	MAX
1	38,012	57,018	767,338	1,151,006	21,566	32,349	39,067	58,601
2	49,572	74,359	909,931	1,364,896	27,728	41,591	46,881	70,321
3	67,492	101,238	1,048,530	1,572,795	36,449	54,673	60,406	90,610
4	100,701	151,052	1,847,686	2,771,530	49,489	74,233	78,707	118,061
5	165,617	248,425			68,137	102,205	101,375	152,063
6	233,916	350,873			88,936	133,404	132,123	198,184
7								

Common law expiry dates as at 30 June 2011 are as follows: (Note that certain non-ongoing staff are employed under industrial awards and certified agreements)

Auckland: 1 September 2008 to 30 August 2011
Frankfurt: 25 August 2008 to 25 August 2011
Hong Kong: 1 September 2009 to 1 September 2011
London: 1 April 2009 to 31 March 2012
Los Angeles: 10 September 2009 to 9 September 2012
Shanghai: 1 September 2009 to 31 August 2011
Singapore: 1 November 2009 to 31 October 2012; 1 December 2008 - 30 November 2011
Sydney: 31 January 2011 to 31 January 2014; 27 June 2011 to 27 June 2014; 1 March 2010 to 28 February 2013; 28 March 2009 to 27 March 2012; 30 November 2009 to 30 November 2012; 5 October 2010 to 5 October 2013; 6 June 2011 to 6 June 2014; 25 August 2008 to 25 August 2011; 15 September 2008 to 15 September 2011; 1 January 2011 to 31 December 2014; 11 February 2008 to 14 September 2011; 16 August 2010 to 16 August 2013; 6 June 2011 to 6 June 2014; 13 May 2011 to 13 May 2014; 16 March 2011 to 30 January 2012