

Executive Salaries

The best

Australia's best-paid CEOs and executive chairmen



Remuneration
Values in \$A or \$A conversion, ranked by total remuneration.

Base Salary: Base annual pay not dependent on company results.

Superannuation: Compulsory and non-compulsory company superannuation contributions where disclosed.

Retirement benefits: Some companies chose to disclose retirement benefits, which could be payments on cessation of employment, the accrual in the reporting period for retirement benefits due under the executive's service contract or the total amount of end of service payments to be paid upon cessation of employment.

Other: Includes benefits such as interest-free loans, annual and long service leave, fringe benefits and associated taxes, director indemnity insurance premiums, motor vehicles, housing allowances and relocation costs.

Company	Name	Base salary	Super-annuation	Retirement benefits	Other	Total remuneration not inc bonuses	Short-term incentives	Fixed pay plus STI	Long-term incentives	Total remuneration	Change %	Direct/indirect shares	Total shareholder return %
News Corp*	R Murdoch	8,424,000	0	0	419,296	8,843,296	18,200,000	27,043,296	1,607,104	28,650,399	-14.3	326,577,672	-35.4
Macquarie Group	A Moss	670,928	0	0	0	670,928	27,223,798	27,894,726	-3,139,282	24,755,444	-26.1	404,236	n/a
Babcock & Brown	P Green	365,000	12,908	0	20,123	398,031	4,611,714	5,009,745	17,084,886	22,094,631	29.7	12,772,963	-76.0
Consolidated Media	J Alexander	3,363,764	198,750	15,000,000	107,203	18,669,717	0	18,669,717	435,422	19,105,139	186	1,827,133	-7.8
Transurban Group	K Edwards	1,289,868	100,000	5,249,395	86,233	6,725,496	9,218,000	15,943,496	721,036	16,664,532	333	n/a	-39.2
Leighton Holdings	W King	3,154,827	93,140	0	209,941	3,457,908	7,598,600	11,056,508	5,438,250	16,494,758	18.8	135,708	26.6
Westfield Group	F Lowy	8,000,000	0	66,506	818,772	8,885,278	7,000,000	15,885,278	0	15,885,278	10.4	179,598,368	-13.7
Telstra Corporation	S Trujillo	2,900,634	99,366	0	399,201	3,324,201	5,162,400	8,486,601	4,832,922	13,394,523	13.7	250,000	-1.7
Rio Tinto*	T Albanese	1,553,760	1,774,240	0	332,800	3,660,800	1,328,080	4,988,880	8,110,960	13,099,840	284	0	39.0
AMP	A Mohl	1,800,000	13,000	2,282,000	0	4,095,000	2,742,000	6,837,000	5,353,000	12,190,000	94.9	1,658,692	-30.3
Qantas Airways	G Dixon	2,308,955	77,775	0	387,327	2,774,057	3,010,286	5,784,343	6,387,263	12,171,606	81.5	3,422,550	-42.0
Westfield Group	S Lowy	2,500,000	0	0	70,513	2,570,513	4,000,000	6,570,513	3,161,090	9,731,603	15.7	179,598,368	-13.7
Henderson Group^	R Yates	826,000	0	0	559,320	1,385,320	3,964,800	5,350,120	3,993,120	9,343,240	57.2	1,260,253	-42.9
Westfield Group	P Lowy	2,980,448	0	0	-147,589	2,832,859	4,000,000	6,832,859	3,161,090	9,993,949	0.1	179,598,368	-13.7
Bell Financial Group	C Bell	577,503	12,908	0	0	590,411	8,356,980	8,947,391	2,183	8,949,574	20.6	31,880,023	n/a
Bell Financial Group	A Provan	531,368	12,908	0	0	544,276	8,356,980	8,901,256	2,183	8,903,439	20.4	31,880,023	n/a
National Aust. Bank	J Stewart	2,710,013	0	0	155,744	2,865,757	1,631,500	4,497,257	4,321,646	8,818,903	4.9	106,839	-31.9
Commonwealth Bank	R Norris	3,122,450	100,014	0	0	3,222,464	2,850,000	6,072,464	2,590,456	8,662,920	31.9	201,238	-23.4
Westpac	G Kelly	1,780,797	8,858	0	0	1,789,655	2,300,533	4,090,188	4,449,405	8,539,593	n/a	277,639	-18.0
Sims Group	J Sutcliffe	1,280,943	192,291	0	55,966	1,529,200	3,368,363	4,897,563	3,477,498	8,375,061	143	52,255	63.2
Challenger Financial	M Tilley	1,486,871	13,129	0	1,811,936	3,311,936	2,000,000	5,311,936	2,796,856	8,108,792	67.2	11,072,999	-66.2
Rio Tinto*	L Clifford	1,457,040	378,560	849,680	2,972,320	5,657,600	1,048,320	6,705,920	1,057,680	7,763,600	87.1	91,255	39.0
Goodman Group	G Goodman	1,386,871	13,129	0	111,438	1,511,438	3,033,333	4,544,771	3,038,212	7,582,983	22.5	74,398,414	-51.7
Coca-Cola Amatil	T Davis	1,925,000	765,000	0	210,525	2,900,525	2,400,000	5,300,525	2,058,758	7,359,283	32.7	923,564	-23.8
BHP Billiton*	M Kloppers	1,744,153	0	698,064	77,260	2,519,476	2,902,654	5,422,129	1,726,458	7,148,588	71.7	160	26.8
Woolworths	M Luscombe	1,843,541	363,015	0	190,231	2,396,787	2,652,650	5,049,437	1,847,846	6,897,283	57.2	333,290	-6.9
David Jones	W McInnes	1,912,250	50,000	0	81,408	2,043,658	3,088,333	5,131,991	1,739,532	6,871,523	-3.8	886,195	-46.7
Santos	J Ellice-Flint	1,702,694	987,357	0	299,444	2,989,495	1,950,000	4,939,495	1,898,273	6,837,768	32.0	4,113,344	58.9
ANZ	J McFarlane	2,081,964	417,975	915,261	1,124,507	4,539,707	2,090,000	6,629,707	123,411	6,753,118	13.4	684,434	-31.9
Sonic Healthcare	R Goldschmidt	604,371	21,129	0	131,653	757,153	735,000	1,492,153	5,256,974	6,749,127	21.0	280,000	-0.2
Boral	R Pearce	2,253,333	455,000	0	55,626	2,763,959	2,269,953	5,033,912	1,628,424	6,662,336	58.8	4,101,178	-32.3
Babcock & Brown	J Babcock	302,169	59,619	0	96,397	458,185	3,903,944	4,362,129	2,168,225	6,530,354	-10.6	15,865,804	-76.0
BHP Billiton*	C Goodyear	924,300	0	443,664	1,954,456	3,322,420	1,827,863	5,150,284	1,245,240	6,395,524	-21.4	998,755	26.8
Westpac	D Morgan	632,452	0	0	946	633,398	793,333	1,426,731	4,857,364	6,284,095	-40.6	n/a	-18.0
Suncorp-Metway	J Mulcahy	1,900,000	100,000	0	29,781	2,029,781	1,200,000	3,229,781	2,960,070	6,189,851	16.0	979,142	-30.9
AGL Energy	P Anthony	526,411	3,996	5,118,840	214,607	5,863,854	0	5,863,854	325,946	6,189,800	-45.0	n/a	-2.0
QBE Insurance	F O'Halloran	1,566,000	231,000	0	682,000	2,479,000	2,506,000	4,985,000	1,043,000	6,028,000	19.4	1,104,569	-25.0
Pacific Brands	P Moore	1,560,130	126,000	3,448,357	28,885	5,163,372	525,000	5,688,372	169,525	5,857,897	199	n/a	-45.2
CSL	B McNamee	2,048,741	100,000	0	193,565	2,342,306	1,167,645	3,509,951	2,204,841	5,714,792	33.1	625,533	23.1
Crown	R Craigie	2,533,686	97,665	0	33,960	2,665,311	1,666,667	4,331,978	1,335,617	5,667,595	62.6	2,341,102	n/a
Newcrest Mining	I Smith	1,912,000	13,000	0	6,000	1,931,000	2,068,000	3,999,000	1,638,000	5,637,000	46.5	4,050	39.2
United Group	R Leupen	2,336,871	13,129	0	212,941	2,562,941	1,448,000	4,010,941	1,595,203	5,606,144	30.7	1,623,387	-23.5
FKP Property	P Brown	1,450,000	50,000	0	978,847	2,478,847	1,312,500	3,791,347	1,587,421	5,378,768	50.4	488,822	-31.2
Paladin Energy	J Borshoff	1,587,000	13,000	0	0	1,600,000	600,000	2,200,000	3,145,000	5,345,000	103	21,591,394	-22.4
Toll Holdings	P Little	2,079,000	100,000	0	21,000	2,200,000	1,275,000	3,475,000	1,870,000	5,345,000	-60.2	37,191,800	-57.4
Amcor	K MacKenzie	1,649,063	200,000	0	251,477	2,100,540	1,629,968	3,730,508	1,484,328	5,214,836	-6.7	12,763	-29.2
Stockland	M Quinn	1,879,735	13,129	0	156,128	2,048,992	1,700,000	3,748,992	1,398,927	5,147,919	12.3	1,452,000	-32.2
Wesfarmers	R Goyder	2,730,707	38,000	525,000	125,967	3,419,674	0	3,419,674	1,644,981	5,064,655	-4.5	302,757	-12.2
Oxiana	O Hegarty	1,192,940	107,060	0	0	1,300,000	606,450	1,906,450	3,122,145	5,028,595	119	27,021,224	-23.7
Crane Group	G Sedgwick	1,375,671	24,329	851,278	24,969	2,276,247	1,328,145	3,604,392	1,303,811	4,908,203	42.7	82,568	-19.8
Origin Energy	G King	1,800,000	100,000	0	6,775	1,906,775	1,800,000	3,706,775	1,191,657	4,898,432	17.5	307,741	66.1
Orica	G Liebelt	1,850,000	12,800	0	383,500	2,246,300	2,277,600	4,523,900	289,800	4,813,700	69.2	413,900	1.3
Woodside Petroleum	D Voelte	2,287,623	12,908	0	41,313	2,341,844	1,593,600	3,935,444	864,810	4,800,254	23.0	69,528	50.7
Aristocrat Leisure	P Oneile	1,805,596	12,908	0	62,435	1,880,939	1,334,200	3,215,139	1,549,572	4,764,711	-5.2	380,000	-52.6
Ansell*	D Tough	836,500	299,196	0	106,932	1,242,627	1,182,335	2,424,963	1,848,290	4,273,253	26.4	97,147	-22.6
St George Bank	P Fegan	1,657,000	17,000	0	118,000	1,792,000	1,466,000	3,258,000	994,000	4,252,000	76.0	219,967	-19.4
Brambles*	M Ihlein	2,152,800	0	0	57,200	2,210,000	695,760	2,905,760	1,305,200	4,210,960	7.0	646,470	-26.2
OneSteel	G Plummer	1,333,593	124,460	0	73,652	1,531,705	1,000,000	2,531,705	1,656,119	4,187,824	18.2	1,482,468	18.9
BlueScope Steel	P O'Malley	1,508,654	77,954	0	237,485	1,824,093	1,689,692	3,513,785	662,656	4,176,441	17.9	80,000	14.7
Lion Nathan	R Murray	1,487,203	12,797	0	33,948	1,533,948	1,091,250	2,625,198	1,505,000	4,130,198	10.5	337,360	-3.7
Metcash	A Reitzer	1,471,924	106,990	0	3,269	1,582,183	1,935,923	3,518,106	371,186	3,889,292	33.2	1,750,000	-13.5
Transurban Group	C Lynch	1,821,020	15,000	0	3,763	1,839,783	2,000,000	3,839,783	0	3,839,783	n/a	152,800	-39.2
Tabcorp Holdings	E Kupper	1,570,213	13,129	0	11,932	1,595,274	1,650,000	3,245,274	577,717	3,822,991	72.8	97,000	-39.2
Telecom Corp NZ^^	P Reynolds	1,047,013	0	0	319,741	1,366,754	1,036,875	2,403,629	1,382,500	3,786,129	n/a	101,991	-26.8
Asciano Group	M Rowsthorn	1,833,838	100,000	0	71,539	2,005,377	1,264,623	3,270,000	503,233	3,773,233	n/a	70,862,267	-62.3
Insurance Australia	M Hawker	1,561,000	45,000	1,939,000	-77,000	3,468,000	1,565,000	5,033,000	-1,272,000	3,761,000	4.5	1,700,122	-34.6
Austar United	J Porter	729,547	50,000	0	564,648	1,344,195	301,407	1,645,602	1,991,860	3,637,462	148	4,049,129	-21.4
Foster's	T O'Hoy	1,441,384	278,986	1,031,753	204,229	2,956,352	0	2,956,352	646,119	3,602,471	7.0	503,857	-17.1
WorleyParsons	J Grill	1,427,256	13,129	0	301,326	1,741,711	1,033,125	2,774,836	816,194	3,591,030	38.9	33,102,629	13.5
AGL Energy	M Fraser	1,060,001	176,653	0	0	1,236,654	1,050,000	2,286,654	1,179,048	3,465,702	55.1	264,868	-2.0
Australand Property	B Crotty	512,523	62,477	1,843,552	682,715	3,101,267	350,000	3,451,267	13,073	3,464,340	92.0	n/a	-38.9
James Hardie*	L Gries	870,234	25,731	0	167,835	1,063,799	685,394	1,749,194	1,652,499	3,401,692	-6.2	126,675	-49.6
Oil Search	P Botten</												