

Technology Remuneration Report (New Zealand)

Participating organisations | September 2020

AON



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Company overview

Aon provides expert advice and innovative solutions to assist organisations with all areas of remuneration management. With a reputation for excellence and integrity, we are the primary source of remuneration information and advice for entire industries, as well as individual organisations of all sizes. We pride ourselves on outstanding customer service and our ability to tailor solutions that are aligned to your remuneration needs and contribute to the success of your business.

Our services

Remuneration consulting services

- Remuneration and benefits strategy design
- Remuneration structures/systems
- Policy development and review
- Job analysis
- Remuneration benchmarking
- Customised market surveys
- Performance pay plan design and review
- Salary budget planning
- Salary review assistance
- Remuneration outsourcing
- Employee opinion surveys
- Remuneration mentoring

Survey services

- Industry-specific and general industry salaries and benefits surveys
- Customised salary surveys tailored to individual organisation's needs
- HR benchmarking and remuneration policy and practice survey reports
- Access to international market data
- Talent, Rewards & Performance forums

Data services

- 'Peer' cuts of data for competitor analyses
- Data analysis to suit individual organisation's internal remuneration requirements

Remuneration technology

- Data Centre online tool to give you additional insights to the data
- Salary review and management software

Our clients

Over six hundred organisations from various industry sectors throughout Australia and New Zealand use Aon's products and services, ranging from small to large local firms through to the largest multinationals, including: Spark, Vodafone, IAG, Contact Energy, Chorus and ANZ.

Our people

Aon is a team of knowledgeable, experienced, passionate, creative and energetic people who thrive on exceeding client expectations, providing expert advice to organisations, and leading the market in the design and development of innovative reward solutions, products, training and technology.

Contact us

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Under Aon's data confidentiality guidelines, three organisations must report at least three observations for a data element in order for the mean to be displayed. Four observations are required for the 50th (median), 5 observations are required for 25th (lower quartile) and 75th (upper quartile) percentiles (with continuing increases in observations for other percentiles to ensure data integrity/confidentiality). Where there has been insufficient data provided for analysis, this will not be shown.

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Aon has taken appropriate steps in collecting and disseminating salary and benefit information in order to avoid the perception that the information exchange amongst competitors will be construed as a mechanism to facilitate anti-competitive behaviour.

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Aon has had a long-standing commitment to respecting the privacy of the information entrusted to it by clients and others. This commitment has ensured the ongoing success of our business and our clients' ongoing support of our products and services.

Our formal Privacy Policy document explains Aon's commitment to comply with the *Privacy Act 1988 (Cth)* and how we collect, use, disclose and protect the information we collect from our clients. To view this policy document, please go to our website aonhumancapital.com.au or contact Aon's Privacy Officer on 61 2 9253 7100 for further information.

Participating organisations

1. AA Insurance
2. AC3
3. Accenture Ltd
4. Adherium Limited
5. AIG
6. Air New Zealand
7. AMP Services
8. ANZ Bank
9. Aon Corporation
10. Apple Pty Ltd
11. APRA AMCOS
12. Aristocrat Technologies Pty Ltd
13. ASB Ltd
14. Assurity Consulting
15. Auckland Council
16. Auckland Transport
17. Aurecon Pty Ltd
18. Avanti Finance
19. Aviat Networks (NZ) Ltd
20. Babcock Pty Ltd
21. BNZ
22. Booster Financial Services Limited
23. Bravura Solutions Operations Pty Limited
24. Campus Living Villages
25. Canon Ltd
26. Chorus Limited
27. Christchurch Engine Centre
28. Ciena
29. Cisco Systems
30. Citi
31. Cognition Education Ltd
32. Contact Energy Ltd
33. Crombie Lockwood Ltd
34. CSG Ltd
35. Custom Fleet Pty Ltd
36. CyberCX Pty Ltd
37. Datacom Group Limited
38. Dell
39. Department of Internal Affairs
40. DXC Technology Australia Pty Ltd
41. Eagle Technology Group Ltd
42. Empired Ltd
43. Enable Networks
44. Endace Measurement Systems Ltd
45. Enlighten Designs
46. Ericsson Pty Ltd
47. EROAD
48. F5 NETWORKS
49. Farmers Mutual Group
50. Fidelity National Information Services
51. Financial Markets Authority
52. Fineos Corporation UC
53. Fiserv
54. Fletcher Building
55. Fonterra Co-operative Group Ltd
56. Foster Moore International Limited
57. Fronde Systems Group Ltd
58. Fuji Xerox Ltd
59. Fujitsu Ltd
60. Fujitsu General
61. Genesis Energy
62. Heartland Bank Ltd
63. Hilti
64. HP Inc
65. IAG Ltd
66. Infosys Technologies Limited
67. Invenco Group
68. Kordia Limited
69. Latitude Financial Services
70. LeasePlan Limited
71. Link Group Pty Ltd
72. Manawanui

73. Mars Inc
74. Marsh Pty Ltd
75. Meridian Energy Limited
76. Microsoft
77. Milford Asset Management
78. Ministry of Business, Innovation and Employment
79. Ministry of Social Development
80. MYOB Pty Ltd
81. New Zealand Customs Service
82. New Zealand Post
83. Nib NZ Limited
84. NTT Limited
85. Nyriad Ltd
86. NZ Transport Agency
87. Optimatation Ltd
88. Oracle Corporation Pty Ltd
89. Orion Health Ltd
90. QBE
91. Rabobank Ltd
92. Red Hat Asia Pacific
93. Reserve Bank of New Zealand
94. Rothbury Group
95. SAP Australia Pty Ltd
96. SEEK Ltd
97. Serato
98. Serko Limited
99. SKYCITY
100. Spark
101. Sprint
102. Straker Translations Ltd
103. SUEZ Smart Solutions Limited
104. Summerset Group Holdings Ltd
105. Suncorp New Zealand Services Limited
106. Tait Communications
107. TechnologyOne
108. The New Zealand Guardian Trust Company Limited
109. Thomson Reuters (Professional) Ltd
110. Tower Ltd
111. Trade Me Limited
112. Transaction Services Group
113. Transdev Australasia
114. Transpower
115. Two Degrees Mobile Ltd
116. University of Auckland
117. Vector Limited
118. Vista Entertainment Solutions Ltd
119. Vodafone Ltd
120. Volpara Health Technologies Ltd
121. WEL Networks Ltd
122. Willis Towers Watson
123. Wirecard Ltd
124. Xero Limited
125. Zag