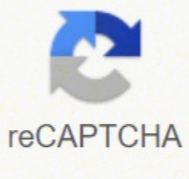




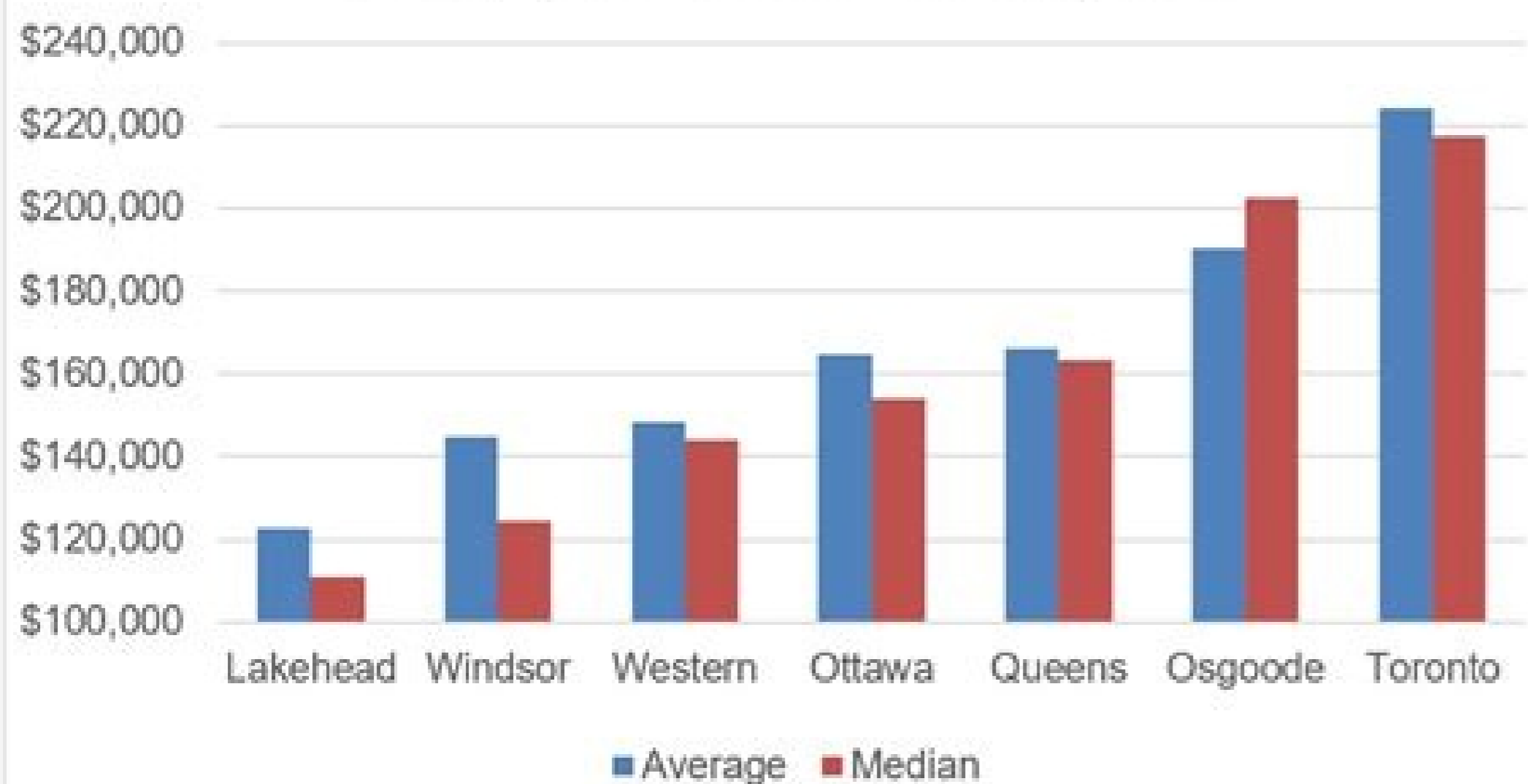
I'm not robot



Open

| Chargeable Income (RM) | Year 2013 & 2014 | Year 2015 |
|------------------------|------------------|-----------|
| 1 – 5,000 | 0% | 0% |
| 5,001 – 20,000 | 2% | 1% |
| 20,001 – 35,000 | 6% | 5% |
| 35,001 – 50,000 | 11% | 10% |
| 50,001 – 70,000 | 19% | 16% |
| 70,001 – 100,000 | 24% | 21% |
| 100,001 – 250,000 | 26% | 24% |
| 250,001 – 400,000 | 26% | 24.5% |
| 400,001 – 600,000 | 26% | 25% |
| 600,001 – 1,000,000 | 26% | 25% |
| More than 1,000,000 | 26% | 25% |

Salary plus Benefits excluding deans



| TITLE | US\$ MIN | US\$ MAX |
|--|----------|----------|
| Leadership | | |
| Chief Information Officer | 196,200 | 343,300 |
| Chief Technology Officer | 165,900 | 320,200 |
| Chief Digital Officer | 170,800 | 278,900 |
| Chief Information Security Officer | 155,300 | 277,900 |
| Chief Architect | 160,200 | 228,900 |
| Information Technology Manager >10 years' experience | 105,000 | 163,500 |
| Information Technology Manager <10 years' experience | 71,900 | 130,800 |
| IT security | | |
| Security Engineer | 82,000 | 130,200 |
| Security Analyst | 55,600 | 114,400 |
| Applications | | |
| Development Manager | 98,100 | 162,900 |
| Applications Developer | 52,300 | 125,100 |
| Techno Functional Consultant | 75,200 | 117,700 |
| Data Manager | 130,800 | 212,500 |
| Data Analyst | 52,300 | 91,600 |
| Business analysis and project management | | |
| Business Systems Manager | 114,400 | 157,900 |
| Business Systems Analyst | 55,600 | 135,700 |
| Business Intelligence Manager | 114,400 | 164,500 |
| Business Intelligence Specialist | 77,700 | 114,400 |
| Project Management Officer Head | 130,800 | 179,800 |
| Project/Programme Manager | 91,600 | 138,100 |
| IT Business Partner | 111,200 | 163,900 |

CORPORATE PROFESSIONALS (FINANCE / LEGAL / HR)

| OCCUPATION TITLE | EXPERIENCE (YEARS) | RANGE OF ANNUAL SALARY (HKD) |
|---|--------------------|------------------------------|
| LEGAL | | |
| LAWYER (QUALIFIED SOLICITORS ONLY) | | |
| General Counsel | 8+ PQE | 1.0m – 1.5m |
| In-House Counsel | 4 – 7 PQE | 1.0m – 1.5m |
| In-House Counsel | 1 – 3 PQE | 550k – 800k |
| PARALEGAL | | |
| Paralegal | 10+ | 600k+ |
| Paralegal | 8+ | 360k – 480k |
| Paralegal | 4 – 7 | 220k – 360k |
| Paralegal | 1 – 3 | 220k – 360k |
| COMPANY SECRETARY | | |
| Named Company Secretary | 5+ | 800k – 1.0m |
| Company Secretary | 5+ | 500k – 800k |
| Company Secretarial Assistant | 1 – 3 | 264k – 360k |



> History of planners' salaries

| PLANNER TYPE | 2010 | 2012 | 2014 | 2016 | 2018 |
|-------------------------|----------|----------|----------|----------|----------|
| Corporate | \$73,585 | \$75,596 | \$75,969 | \$79,231 | \$93,719 |
| Association | \$74,239 | \$77,220 | \$73,741 | \$73,187 | \$74,622 |
| Third Party/Independent | N/A | \$80,487 | \$71,161 | \$71,628 | \$74,248 |
| Overall | | \$77,227 | \$72,729 | \$75,171 | \$81,148 |

Source: Meetings & Conventions' 2018 Salary Survey

Perth was not far behind, with its corporate lawyers starting out with a salary between \$70,000-\$85,000, and those with 10+ years receiving between \$190,000-\$250,000. The location of the general counsel role may also influence salary if outside a capital city (for example a regional role). Hobart and Darwin have few general counsel roles, and salaries tend to be slightly lower than in the other capital cities. The Mahlab 2018 report also offered insight into the private practice market, with one key trend highlighting that bonus figures in larger firms can be as high as 20 per cent of the base remuneration package for senior associates. In the unlisted environment, and in smaller companies, the location of the role may directly impact remuneration. An individual's position within a band will depend on a number of factors including background and experience of the individual, size of the organisation and its legal function, industry sector and level of management responsibility within the role. Speaking specifically about the remuneration of general counsel, the report noted there is no single standard for the general counsel role and packages offered for this position will vary. Several factors influence the remuneration of a general counsel, including the size of the legal team (if any); geographical reach; whether the general counsel is a member of the executive leadership team (ELT) with a direct reporting line to the CEO; industry sector; [and] whether the organisation is publicly listed or not. Salary bands in the corporate market tend to be very broad, it said. Next up was Brisbane, with corporate lawyers receiving between \$65,000-\$85,000 in their first year, and between \$180,000-\$255,000 after 10+ years' experience. To discuss whether yours or your employees' current salary is right, to discuss internal banding levels or for general in-depth industry knowledge please contact us on 1300 052 555 or email us on 000 388 000. 268 art otuvetir onnah ehc iladneziza itacovva noc .enruobleM atats 'A enabsirB opoD .elareneG etnelusnoC e elagel etnelusnoC .inretm itacovva ilq rep elaicepS etnelusnoC .roineS itaioussa .itacovva ilga onif itaerual iad itacovva ilq rep aduq emoc erazilittu ad 'A elairalaS adiuG artson al 8102 otsoqA 70 .otacillbuP 9102 oiggaM 80 :otnemanroigga omitU ilalevir inretni otomagap id ittehcacp ien etten eznerreffid .otroppar li aenilottosa 'AcA,ladneiza e ilaudividni inotizatserp ellus itasab onos am .itnacifitargy eresse onosopp TTL e sunob orol i .elanoizan ollelvil a aidem ni otneq rep 6.2 la onrotmi etsedom onare oidnepts id inoinescer orol el ertneM'AcA .000.572\$AcA000.002\$ art oidnepts onu otstv ah azneirepse 'AcA 'Aip inna 01 noc illeuq .opmettarf leN .otnemivom ni adneiza aut al erenetnam rep otsoq la otuq maet li ereva rep erirasseen inoizamrofni el erffo it oidnepts olla adiuG al .iah ehc otelrat li erenetnam id ongosib iah etnemecilpmes o maet out li odnecser iatsAA eS ilimis ilour rep idnepts ilg idev e 2202 li rep elanosrep oidnepts id enoisiverp aut al iveciR oroval id irotad iroilgim iad eraton israf a onnaretuia it eznetepmoc id imeisni ilauq irpocS onnarettepsa is erottes out len itelrat iroilgim i idnepts ilauq irpocS 2202 len erottes out li rep enoizussa id eznednet el onos ilauq irpocS .onaroval e onoviv evod id adnoeces a .adneziza'd itacovva ilq arilairalas eznerreffid otalevir ah otroppar led evaihc itnup ied onU .onairav non htrep e edialeD .enabsirB .enruobleM .yendyS a 002-XSA 'AcAicos anu ni ilagel itnelusnoc i rep idnepts ilq .elareneg ni .otavresso ah enoizaler al .inoiza id inoizpo el e sunob i isulcse am .icifeneb i iserpmoc .elatot ottehcacp la onocsirefir is arpos itatropir itad i ehc eraton anep al elaV 6539 8309 3 16+ lus otacrem otacrem id inoizidnoc ellus oediv itemanroigga emoc ~Asoc .erottes ortsov li rep isilana e eznednet emitlu el iuc art .oroval id acrec ni enosrep e reganam eremussa rep ilitu esrosir e itnemurts id accir 'A idnepts ilgus elatigid enigadni avoum al .iseap our experts. Sydney corporate lawyers seemed to do the best when it came to their salary, with those in their first year receiving a salary package of between \$70,000-\$90,000. A new report discovered the varying salaries among corporate lawyers, depending on where their work was done. A @ AASome general counsel roles are relatively narrow, managing only the legal affairs of the company; others may have a broad portfolio of responsibilities, including the business secretary and corporate governance issues, insurance, risk, compliance, human resources and/or government and public relations. Whether you're looking for a new role or preparing for your end-of-year assessment, the Guide will provide you with everything you need to know to get there? you deserve. The Mahlab 2018 report provided an insight into trends in the market, and remuneration legal professionals. Adelaide has posted the lowest pay package', with corporate lawyers just starting to receive between \$62,000 @ AAS\$70,000 and those with moreA than 10 yearsA experience receiving anywhere between \$170,000 @ AAS\$225,000 on average. average.

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