



NAB REMUNERATION RANGES

Effective 12 August 2017

NAB REMUNERATION RANGES *summary*

- In determining the remuneration ranges, in each group and category, roles with greater than 25 incumbents are identified. These are known as representative roles as they are representative of the group and category they apply to. The market data that applies to these roles is then reviewed. Where there is a natural grouping across representative role, group, category and market data, a range is set for that group based on the average of all market data for those representative roles.
- These ranges are reviewed annually in line with our market data survey cycle to ensure the ranges remain relevant and aligned to market.



Note

This document shows the ranges that apply across NAB* for Groups 1 to 4 and the representative roles used to determine these ranges.

- All roles at NAB are aligned to one of the ranges and this information is visible to all employees on SAP via the ESS tab and for People Leaders via the MSS tab.



* Mobile Bankers are excluded from these ranges as per the Enterprise Agreement.

NAB REMUNERATION RANGES *2017 snapshot*

Range code	New TEC Low	New TEC High
L1-CUS.1	52,552	64,230
L1-CUS.2	56,186	68,672
L1-OP.1	54,533	66,652
L1-OP.2	59,441	72,650
L1-SUP.1	52,552	64,230
L2-CUS.1	72,872	89,066
L2-CUS.2	78,410	95,835
L2-OP.1	72,872	89,066
L2-OP.2	74,066	90,487
L2-PRO.1	74,066	90,487
L2-SUP.1	72,872	89,066
L2-SUP.2	78,410	95,835
L2-SUP.3	90,022	110,026
L3-CUS.1	94,262	141,393
L3-OP.1	94,262	141,393
L3-PRO.1	94,262	141,393
L3-SUP.1	94,262	141,393
L3-SUP.2	103,600	155,400
L4-CUS.1	90,433	135,649
L4-CUS.2	123,680	185,520
L4-OP.1	108,720	163,080
L4-PRO.1	114,600	171,900
L4-SUP.1	122,804	184,206

REMUNERATION ON APPOINTMENT

- On appointment to a role in Groups 1-3, an employee is to receive at least the greater of the level floor rate or the minimum of the relevant TEC range.
- On appointment to a Group 4 role, an employee is to receive at least the minimum of the relevant TEC range.
- Please refer to the applicable level floor rates in the Enterprise Agreement – Appendix D.

Level 1 floor
rate is \$51,500
*will change to
\$53,045**

Level 2 floor
rate is \$72,614
*will change to
\$74,066**

Level 3 floor
rate is \$94,262
*will change to
\$96,147^*

*From the 1st full pay period on or after 1 January 2018.

^From the 1st full pay period on or after 1 March 2018

GROUP 1 *Ranges and Representative Roles*

Range	Customer Management	Operations	Support
	L1-CUS.1		L1-SUP.1
\$52,552 - \$64,230	Advisor, Service Excellence (UBank) Customer Advisor 1 Servicing Banker (Direct Consumer) Team Member (Wealth Direct Service)		Administration Assistant Advisor, PAC
		L1-OP.1	
\$54,533 - \$66,652		Advisor, Financial Crime Advisor, Transaction Support Officer, (Customer Payments & Processing) Team Member (Business Direct & Small Business) Team Member (Customer Payments & Processing)	
	L1-CUS.2		
\$56,186 - \$68,672	Banker, (Business Direct & Small Business) Banker 1 (Direct Consumer) Customer Advisor 2		
		L1-OP.2	
\$59,441 - \$72,650		Advisor, Broker Services Advisor, Business Support (Fulfilment) Advisor, Small Business Lending Officer, Credit Assessment Team Member, Asset Servicing Team Member, Customer Servicing Team Member (Customer Payments & Processing) Team Member, Fulfilment Team Member, Wealth Operations Valuer, Practising (NAB Assist & Valuations)	

GROUP 2 *Ranges and Representative Roles*

Range	Customer Management	Operations	Product Management	Support
	L2-CUS.1	L2-OP.1		L2-SUP.1
\$72,872 - \$89,066	Banker 2 (Direct Consumer) Banking Advisor Relationship Associate (Broker) SB Central Sales Banker Team Leader, Sales (Direct Banking) Team Leader, Servicing (Direct Banking)	Analyst, File Quality Associate (Deposits & Transactions) Associate (NAB Assist & Valuations) Associate, Secured Solutions Associate (Wealth Operations) Sales & Operations Advisor (nabbusiness) Team Leader (Business Direct & Small Business) Team Leader (Customer Payments & Processing)		Analyst, Business and Private Associate, Legal Services Business Analyst Team Assistant
		L2-OP.2	L2-PRO.1	
\$74,066 - \$90,487		Analyst/Associate (Corporate & Institutional) Analyst, Business Credit Analyst, Credit Analyst (Customer Payments & Processing) Associate, Credit Assessment Associate, Customer Experience Paraplanner Valuer, Residential/Certified (NAB Assist & Valuations)	Analyst, Product Associate, Negotiated Pricing	
	L2-CUS.2			L2-SUP.2
\$78,410 - \$95,835	Agribusiness Analyst Assistant Branch Manager Associate (Corporate & Global Institutional Banking) Associate (nabbusiness) Associate, Private Client Branch Manager Health Banking Associate Regional Executive Support			Analyst, Finance Analyst, Risk Associate (People) Associate (Digital & Innovation) Executive Assistant Personal Assistant
				L2-SUP.3
\$90,022 - \$110,026				Analyst Programmer Analyst, Technical Business

GROUP 3 *Ranges and Representative Roles*

Range	Customer Management	Operations	Product Management	Support
	L3-CUS.1	L3-OP.1	L3-PRO.1	L3-SUP.1
\$94,262 - \$141,393	Agribusiness Manager 2 Agribusiness Manager 3 Branch Manager Business Banker Business Banking Manager 2 Business Banking Manager 3 Business Development Manager (Broker) Business Protection Specialist Health Banking Manager 2 Private Client Manager Relationship Manager SB Central Direct Banker Senior Associate (Corporate & Global Institutional Banking) Specialised Banking Manager	Consultant, Credit Assessment Lead, Business Fulfilment	Consultant, Marketing Consultant, Product	Consultant (People) Consultant, Credit Senior Analyst (Enterprise Enablement) Senior Analyst (Finance) Senior Analyst, Projects Senior Analyst, Security Senior Analyst, Testing Senior Business Analyst
				L3-SUP.2
\$103,600 - \$155,400				Consultant, Legal Counsel Consultant, Risk Senior Analyst Programmer Senior Analyst, Delivery (Technology and Operations) Senior Analyst, Technical Business

Note: Mobile Bankers are not included as per the Enterprise Agreement.

GROUP 4 *Ranges and Representative Roles*

Range	Customer Management	Operations	Product Management
	L4-CUS.1^		
\$90,433 - \$135,649	Senior Financial Planner		
	L4-OP.1		
\$108,720 - \$163,080		Manager, Operations	
	L4-PRO.1		
\$114,600 - \$171,900			Manager, Marketing Manager, Product

^ This range only applies to Senior Financial Planners.

GROUP 4 *Ranges and Representative Roles*

Range	Customer Management	Support
		L4-SUP.1
\$122,804 - \$184,206		Architect Manager (CRO Business & Private Banking) Manager, Compliance Manager (Corporate & Institutional) Manager, Finance Manager, People Manager, Risk Program Manager Project Manager Senior Consultant, Legal Counsel Senior Consultant, Solution Design Senior Consultant/Manager, Change
		L4-CUS.2
\$123,680 - \$185,520	Agribusiness Manager 1 Associate Director Business Banking Executive Manager, Business Development (Wealth Advice) Manager, Credit & Risk Manager, Practice Development (Wealth Advice) Private Client Director Senior Agribusiness Manager Senior Business Banking Manager Senior Health Banking Manager Senior Wealth Advisor	

CATEGORY DEFINITIONS

CUSTOMER MANAGEMENT

- Roles that contribute directly to managing interactions with current and future customers. Generally this may be frontline sales or client relationship management roles. This may also include roles that directly support the delivery of customer service.

OPERATIONS

- Roles in this category generally comprise of fulfilment, transaction and processing roles.

PRODUCT MANAGEMENT

- This category relates to roles dealing with the planning and production, or marketing of a product or products at all stages of the product lifecycle.

SUPPORT

- These roles generally carry out ancillary activities that support the smooth functioning of the business. Examples: Finance, Risk, Technology, HR, Legal, Business Management and Administration roles.

FURTHER INFORMATION

- Visit the Reward intranet pages for useful information.
- Should you have any questions or require advice:
 - Speak to your People Leader
 - Contact PAC on 1300 662 091
 - Email the Reward Consulting team at reward.consulting@nab.com.au