



**SOUTH AUSTRALIAN WINE INDUSTRY**  
ASSOCIATION INCORPORATED

25 February 2010

**Register your interest to participate.**

**Wine Industry Salary & Benefits Survey – 2010**

The South Australian Wine Industry Association is undertaking the annual *Wine Industry Salary & Benefits Survey* following the success of each of the yearly surveys conducted since 2000. The survey reports salary data on a national and state basis.

It is now acknowledged that this survey provides valuable factual information about the wine industry's salary and benefits practices and trends. Results reported will be a 'snap shot' of information applying as at 30 April 2010.

In 2010, the tenth 'wine industry' survey, 58 positions will be surveyed, covering positions in occupational groupings involved in winemaking, viticulture, warehouse, sales, accounting, marketing, human resources and administration - typically those positions not covered by any industrial award regulation. The additional positions deal with maintenance, engineering, and export functions.

This year the survey will continue its inclusion of small company (based on a remuneration threshold which will be determined once an adequate data sample can be taken from the results provided) positions relevant to that size enterprise. It is anticipated we will be able to report on those current positions within the salary survey that are reflective of the smaller company.

Companies may be able to provide data for all of these identified positions or only a selection. Job titles must be matched to a position description before submitting data to ensure the information enables a 'like with like' comparison.

In addition to job salary information, the survey covers matters such as how pay is reviewed, when it is reviewed, salary movement percentages (actual and forecast), pay policy and practices, superannuation benefits, employer provided car practices, 'at risk' incentive payments and share schemes.

**Confidentiality**

Survey data is confidential and will be received and tabulated by South Australian Wine Industry Association staff. A company's individual information is coded and will not be disclosed other than in the published collective format. In the event that low numbers are returned for any job, data will not be published if it compromises confidentiality.

**Contributor Cost**

Survey participation is **voluntary**. Returning a survey document for processing, however, will incur a cost relating to compiling the data, publishing and forwarding the results. The cost for one copy of the 2010 survey will be \$435 if you are a financial member of your state wine industry association or \$705 if you are not a member of your state wine industry association.

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If you only wish to receive the survey report you can order now on the 2010 Wine Industry Salary & Benefits Report Order Form.

Non-contributors in the wine industry can purchase the complete report or purchase the results for nominated positions. Prices are detailed on the Order Form.

**Timetable**

Survey documentation and position descriptions will be available from 15 March 2010.

Results reported will be a 'snap shot' of information applying as at 30 April 2010. The survey **must** be returned by 10 May 2010 if you wish your company's data to be included. Unfortunately due to processing requirements there can be no exceptions to this date.

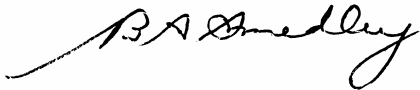
A survey report will be posted to participants by 7 June 2010.

**Questions, contact and registration of interest**

South Australian Wine Industry Association's preference is for distribution of all documentation via email to minimise the cost to industry and reduce our carbon footprint. Please nominate the contact name within your company so that all correspondence can be forwarded to your nominated representative.

If you wish to participate or would like to ask questions, please email [michael@winesa.asn.au](mailto:michael@winesa.asn.au) or phone **(08) 8222 9270**.

Yours faithfully

A handwritten signature in black ink, appearing to read 'B A Smedley', written in a cursive style.

**BRIAN SMEDLEY**  
Chief Executive