

# ARA RAIL INDUSTRY REMUNERATION SURVEY

Be part of the only salary benchmarking tool designed for the Australian rail industry and available exclusively to ARA members.

The Australasian Railway Association has partnered with BDO and REMSMART to develop the first rail industry portal that allows you to access remuneration data specific to the rail industry.

Take part in the ARA Rail Industry Remuneration Survey to unlock powerful data and analytics on salaries, wages and other benefits to inform your remuneration strategy and help you attract and retain the best team for your business. By taking part in the survey, you will gain access to our new online portal and regular trends reports to keep you informed of the latest developments in the industry.

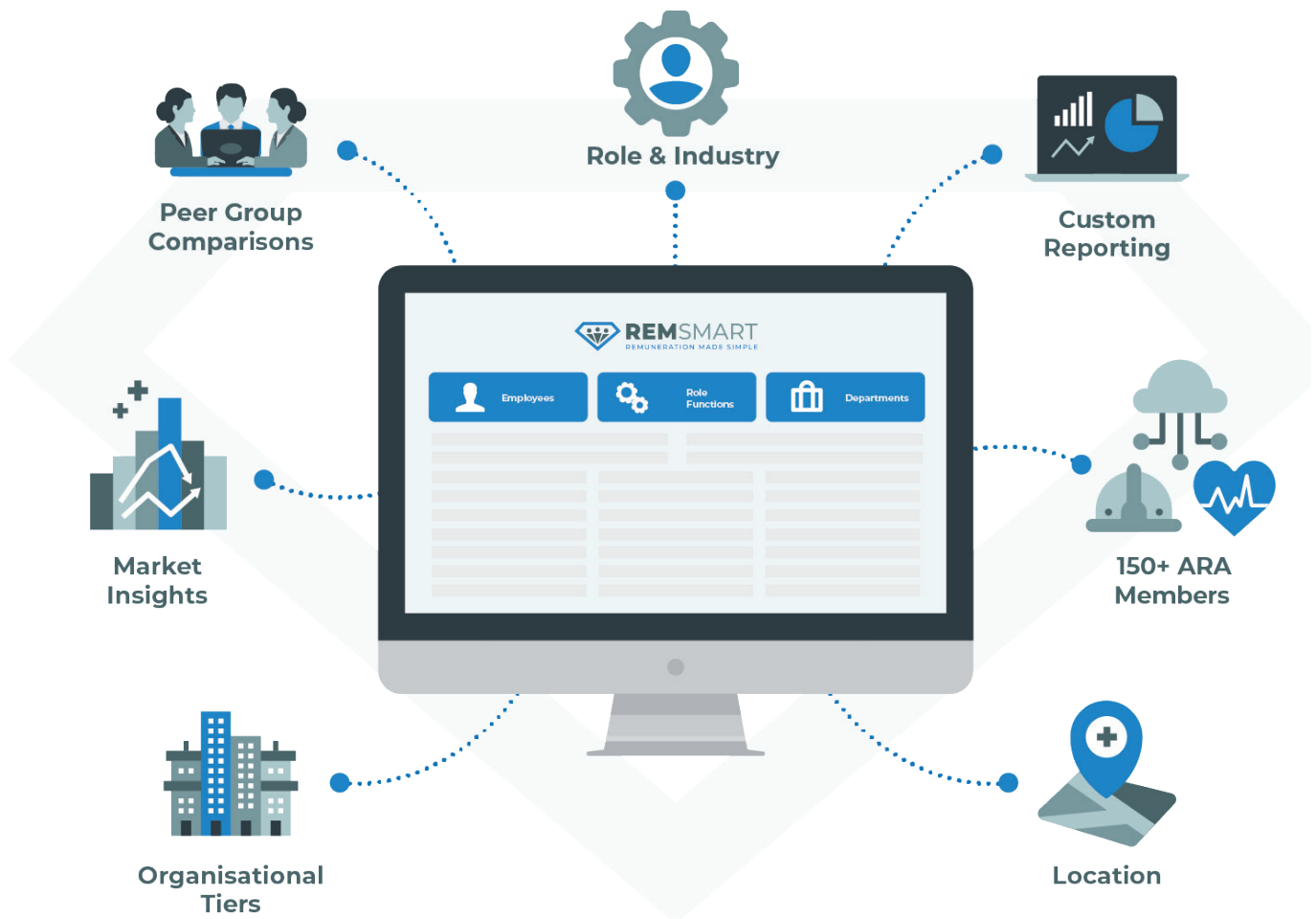
The portal will allow you to search for remuneration data related to specific job roles, locations or rosters, or filter by gender, age and other groupings. Use the power of the online portal to see how you compare to other organisations like yours when it comes to salaries, wages, allowances and other benefits.

## The ARA Rail Industry Remuneration Survey works in three easy steps:

- 1** Take part in the survey and share your organisation's remuneration data, confidentially and securely. Your data will be validated by BDO and de-identified before being uploaded to the portal
- 2** Log in to the REMSMART online portal and access de-identified remuneration data, analytics and reports specific to the rail industry
- 3** Make the most of twice yearly data updates and regular trend reports to keep you informed of the latest developments

To sign up, or for more information, contact BDO Director Remuneration and Reward Services **Charmaine Reay** at [Charmaine.Reay@bdo.com.au](mailto:Charmaine.Reay@bdo.com.au).

To discuss this exclusive member benefit with us, contact ARA Director - Corporate Services **Emma Woods** at [ewoods@ara.net.au](mailto:ewoods@ara.net.au).



The ARA Rail Industry Remuneration Survey will create benchmarking tools not previously available to the rail industry.

Using BDO's REMSMART portal, the portal will allow participants to gain intelligence and insights on industry remuneration trends like never before.

Make the most of the portal's range of features to inform your remuneration strategy and make sure you are ahead of the market.

# YOUR QUESTIONS ANSWERED

## **Q. What is the REMSMART online portal?**

REMSMART is BDO's online remuneration portal providing organisations with easy access to industry remuneration data. The ARA has partnered with BDO to develop a portal specific to the Australian rail industry.

## **Q. How do I access REMSMART?**

You must be an ARA member (Class E or above) and provide your company remuneration data to gain access to the portal. Your data will be validated and de-identified before it is uploaded to the portal to keep it safe and secure.

## **Q. Why do I have to provide my data?**

Every organisation that submits their data improves the power of the portal. Your participation allows you to compare yourself to the market, and helps achieve the very best intelligence and insights for everyone. The more organisations that take part in the survey, the better the quality of the data available to all participants.

## **Q. What remuneration data do I need to provide?**

You will be asked to complete a customised Excel spreadsheet developed in close consultation with an industry working group. You will be asked to provide information on salaries, wages and benefits for different roles within your organisation. Alternatively, you can also provide an extract from your organisation's payroll system.

## **Q. I don't want to provide my data - can I pay a fee instead?**

The portal will only be available to organisations that contribute their own data.

## **Q. How will information be kept confidential and secure?**

All information is de-identified before it is uploaded to the portal. Roles are graded and classified by position descriptions, but no job titles or company names are used in the portal.

When you generate reports, you can see how your business performs against the wider industry, but cannot see how other organisations are rated.

## **Q. How will my data be validated?**

BDO will complete an in depth validation process to grade and match roles to make sure comparisons across the market are accurate. This will take three to four weeks, with the data to be de-identified once the process is complete.

## **Q. How is confidentiality maintained for unique roles that are easier to identify?**

The portal has built in controls to prevent searches that could inadvertently identify information about specific roles that may be rare or employed by a small number of companies. So if there are only two companies employing a particular type of role, or operating in a particular location, some search filters will be automatically disabled to keep your data safe and secure.

## **Q. Can I search the whole portal?**

You can search the whole portal, as well as access one peer group made up of a minimum of 10 organisations. This allows you to gain a snapshot of the industry as a whole, as well as a more specific view of organisations most like your own.

#### Q. How often will information be updated?

The survey will be updated twice a year to ensure you always have up to date information available. As a participant, you will also receive regular trends reports that highlight new and emerging issues that could impact key roles in your business.

#### Q. When is the deadline?

You must submit your data by Friday 12 March to be involved.

#### Q. When can I access the portal?

The portal will go live in mid April, allowing you to access new data insights ahead of remuneration decisions you need to make by the end of the financial year.

#### Q. What support will be available to me?

We will help you transfer your payroll data and will work with you to complete the job matching process during the data collection period. We will then provide you with additional support when the portal goes live to help you make the most of the resource.

#### Q. Where can I find more information?

If you have additional questions or would like a demonstration of the portal, contact [Charmaine Reay](mailto:Charmaine.Reay@bdo.com.au) at [Charmaine.Reay@bdo.com.au](mailto:Charmaine.Reay@bdo.com.au).

Join the ARA members that have supported the survey's development and have already signed up to submit their data.

