

# Farming Remuneration Review



## Farm Manager - Dairy - 325

<b>Job Purpose:</b>	Makes the decisions on farm, responsible for achieving physical performance with little or no input into the financial budget.
<b>Alternative Positions:</b>	Unit Manager, Block Manager
<b>Reports To:</b>	Operations Manager, Farm Owner, Farm Supervisor
<b>Supervises:</b>	All staff and contractors
<b>Key Dimensions:</b>	Management, Staff Management, Planning, Problem Solving, Decision Making, Record Keeping

### Responsibilities:

- > Responsible for achieving physical farm performance in the following areas:
  - > • Milking and Breeding
  - > • Pasture management
  - > • Raising young stock
  - > • Animal health
  - > • Shed hygiene
  - > • Milk quality
  - > • Farm maintenance
  - > • Record keeping
  - > • Supplement feeding
  - > • Machinery operation
  - > • Irrigation
  - > • Resource management compliance.
- > Responsible for:
  - > • Running the farm within the financial constraints
  - > • Staff management and Health and Safety.

### Qualifications:

- > Up to Level 7 NZQA or Tertiary Qualification or more than 4 years experience.

**Position:** Farm Manager

Reported for Australia as at 31 Mar 2010

Salary and Benefits	No.	LQ	Median	UQ	Average
Total Remuneration (excl. Performance Pay)	159	56,394	60,646	68,030	64,023 ↑
Salary Base	159	51,787	58,044	61,203	57,584 ⇌
Superannuation - 401k	41	2,452	2,589	2,626	2,537 ⇌
Vehicle Average (excl. FBT)	20	15,000	15,000	18,333	16,167 ↑
Accommodation Value	17	6,240	6,240	6,772	6,512
Utility Allowance Power Gas Water	43	1,155	1,238	1,500	1,315
Education Value	48	1,984	2,001	2,151	2,426
Meat Value	25	834	1,568	1,790	1,296
Milk Value	22	844	1,392	1,720	1,245
Fuel Value	20	2,077	3,541	4,774	3,394
Grazing Value	20	5,266	6,094	6,940	5,765
Scheduled Days Off	34	71	77	77	75
Total Benefits (incl. Vehicle)	98	1,183	1,250	7,000	5,620 ↑
Total Remuneration (incl. Performance Pay)	159	56,394	60,646	68,030	64,023 ⇌
Total Employment	159	56,416	60,646	68,030	64,204 ⇌

	Salary Base					Salary Base, Packaged Items & Superannuation - 401K			
	No.	LQ	Median	UQ	Average	LQ	Median	UQ	Average
<b>Industry Group</b>									
Dairy/Meat	159	51,787	58,044	61,203	57,584	52,896	58,044	61,203	58,239
<b>Location</b>									
North Island	81	52,256	58,088	65,000	58,758 ⇌	52,256	58,088	65,000	58,789 ⇌
South Island	78	51,787	52,539	61,203	56,366 ⇌	54,376	55,166	61,203	57,667 ⇌
<b>Annual Revenue</b>									
\$30 million or less	154	52,256	58,044	61,203	57,792 ⇌	52,896	58,044	61,203	58,401 ⇌
\$500 million or more	5	49,596	51,787	52,529	51,207 ⇌	50,792	54,376	55,155	53,254 ⇌
<b>Employees</b>									
Less than 45	146	51,787	58,044	61,203	57,698 ↓	52,896	58,044	61,203	58,340 ↓
46 to 80	8	58,066	59,221	61,112	59,505 ⇌	58,066	59,221	61,112	59,505 ⇌
2501 or more	5	49,596	51,787	52,529	51,207 ⇌	50,792	54,376	55,155	53,254 ⇌