



Appendix E – Statistical information

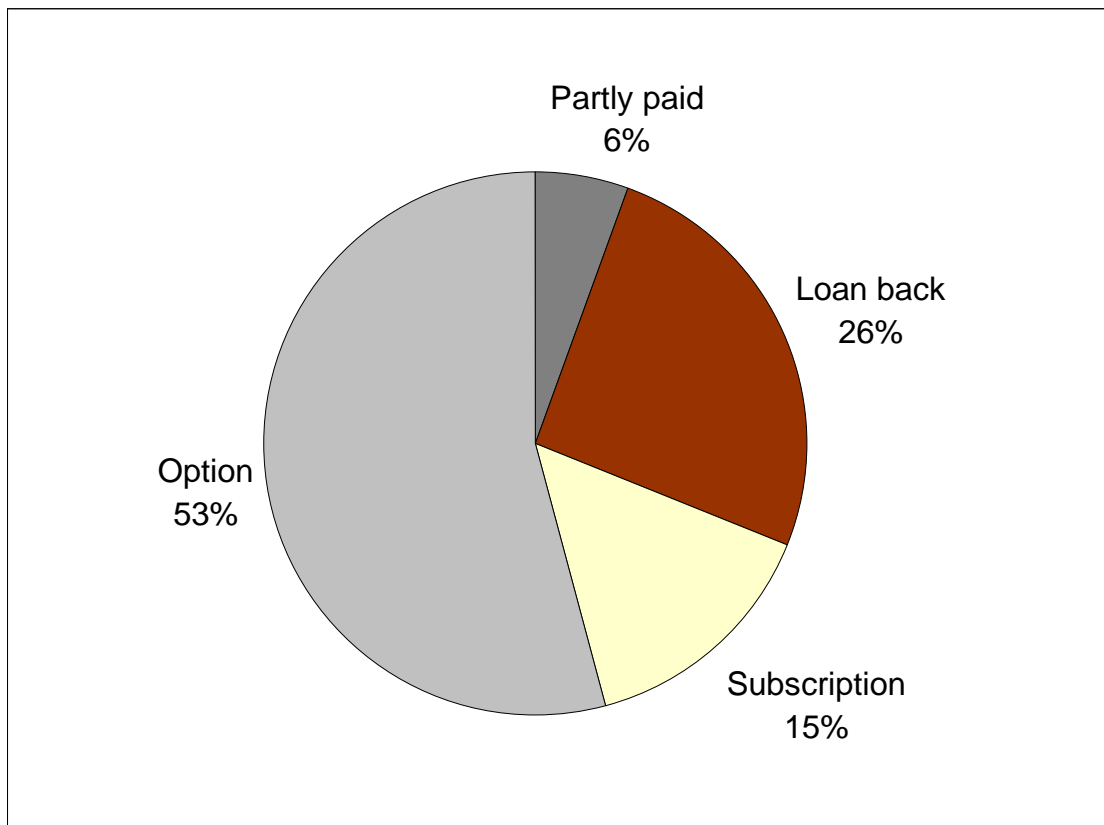
Figure 1 Reasons for introducing an employee share plan

Registered enterprises with share plans were asked what were the objectives of the plans they had established. For each type of plan operating in enterprises – fully paid, partly paid etc – the vertical columns indicate the percentage of respondents who gave the reasons listed. The column on the right gives the percentage of respondents overall who gave the reason listed.

	Fully paid %	Partly paid %	Special replicator %	Options %	Total %
Employee Ownership	31	19	21	24	27
Motivation	31	41	36	33	33
Additional Reward	26	30	21	35	28
Competitive Employer	8	7	14	8	9
Other	5	4	8	-	3
Number of responses	124	27	41	51	

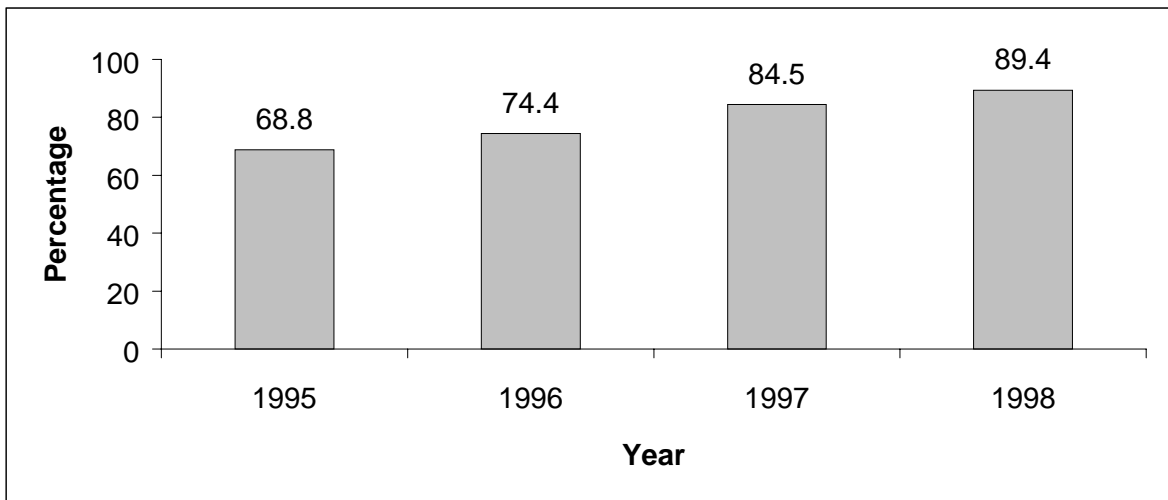
Source Remuneration Planning Corporation, *Australian Employee Share Plan Detailed Report*, Sydney; reprinted 1992, submission no. 30, p. 23.

Figure 2 Employee share plan types in Australia



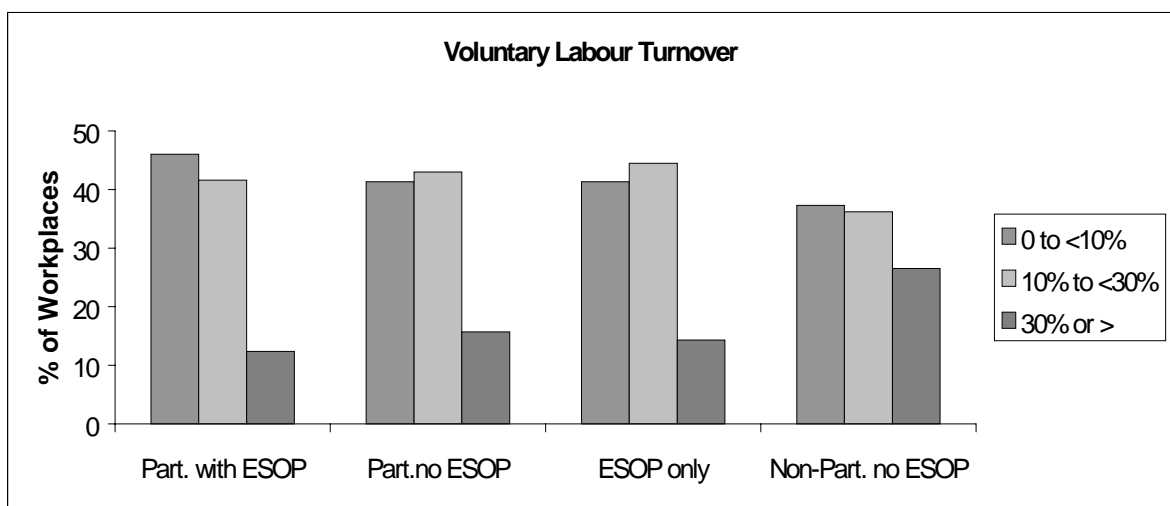
Source I Crichton, *The Director and Executive Top 350 Report*, Remuneration Planning Corporation & Beachform Pty Ltd, Sydney; reprinted in RPC submission no. 30, p. 22. The figures in this graph are rounded to nearest decimal.

Figure 3 Share plan incidence in the top 350 companies



Source I Crichton, The Director and Executive Top 350 Report, Remuneration Planning Corporation & Beachform Pty Ltd, Sydney; reprinted in RPC submission no. 30, p. 22.

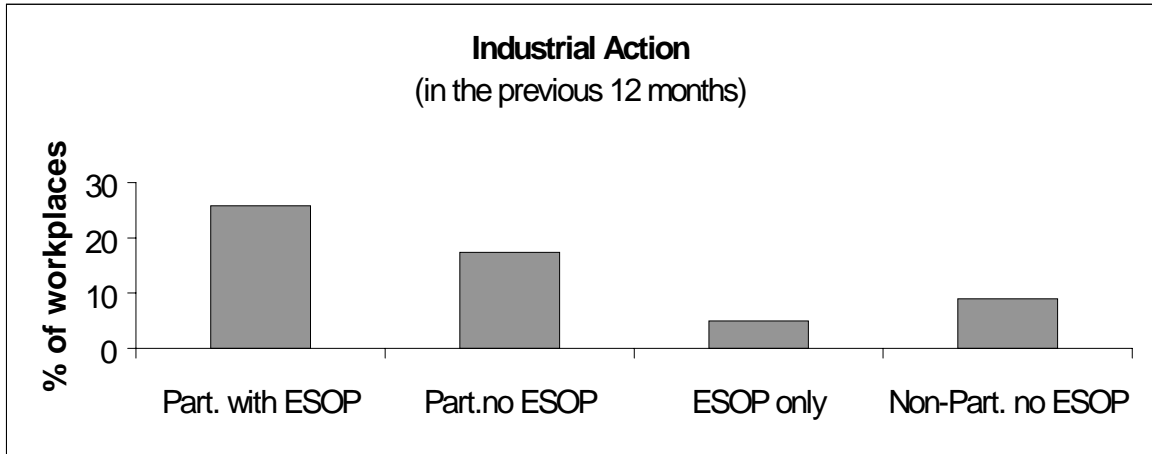
Figure 4 Voluntary labour turnover in workplaces with and without employee participation in decision making, and with and without ESOPs



Source AWIRS 95 main survey Employee Relations Manager Questionnaire

Population: Private sector workplaces with 20 or more employees. Figures are weighted and based on responses from 1210 workplaces.

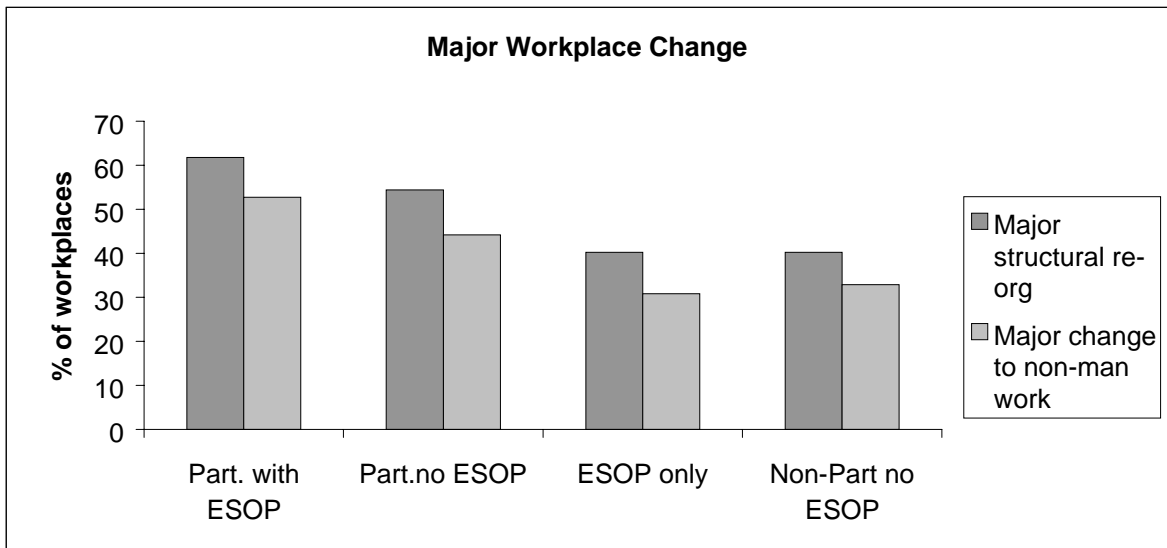
Figure 5 Industrial action in workplaces with and without employee participation in decision making, and with and without ESOPs



Source AWIRS 95 Main Survey Employee Relations Management Questionnaire.

Population: Private sector workplaces with 20 or more employees. Figures are weighted and based on responses from 1300 workplaces.

Figure 6 Workplace change in workplaces with and without employee participation in decision making, and with and without ESOPs



Source AWIRS95 main survey, General Management and Employment Relations Management Questionnaires

Population: Private sector workplaces with 20 or more employees. Figures are weighted and based on responses from 1369 workplaces.

Figure 7 Employee share plan incidence by industry sector

Industry Sector	Total in Survey		Total with Plan		Total No. of Plans		(TYPE OF PLAN)							
	1997	1995	1997	1995	1997	1995	Subscriptions		Loan back		Partly paid		Option plan	
							1997	1995	1997	1995	1997	1995	1997	1995
Alcohol & Tobacco	6	5	5	4	9	5	-	-	3	1	3	1	3	3
Banks & Finance	11	12	11	12	20	19	2	2	5	5	6	6	7	6
Building Materials	11	12	8	8	14	13	3	1	5	4	1	1	5	7
Chemicals	6	5	4	3	6	4	-	-	2	1	1	-	3	3
Developers & Contractors	14	13	10	9	10	10	1	1	2	2	-	-	7	7
Diversifies Industrials	11	11	10	10	14	12	2	1	6	6	1	1	5	4
Diversified Resources	5	5	4	4	6	7	-	-	2	2	1	1	3	4
Engineering	8	12	7	8	8	11	-	-	5	4	1	2	2	5
Entrepreneurial Investors	2	2	1	1	2	2	-	-	-	-	1	1	1	1
Food & Household	12	9	7	5	10	9	1	1	3	2	1	1	5	5
Gold	51	41	34	27	41	31	-	-	5	-	6	6	30	25
Insurance	8	8	8	8	10	11	-	-	4	5	-	-	6	6
Investment & Financial Services	14	22	6	7	7	8	-	-	1	2	2	-	4	-
Media	18	14	14	11	14	12	2	-	2	3	1	-	9	9
Miscellaneous Industrial	17	21	14	16	18	17	1	1	5	4	-	1	12	11
Miscellaneous Services	31	26	27	19	31	23	5	2	4	4	3	4	19	13
Oil & gas	16	13	11	9	12	10	-	1	1	1	3	3	8	5
Other Materials	21	19	15	14	18	18	1	1	5	3	2	3	10	11
Paper & Packaging	6	4	5	2	9	4	1	-	4	2	1	1	3	1
Retail	11	11	8	6	11	8	1	-	2	2	1	-	7	6
Solid fuels	4	4	1	1	1	1	-	-	-	-	-	-	1	1
Tourism & Leisure	11	7	8	5	8	6	1	-	2	-	-	1	5	5
Transport	7	6	6	5	9	6	1	-	1	1	2	2	5	3
TOTAL	301	282	224	194	288	247	22	11	69	54	37	35	160	147

Source I Crichton and K Chikarovski, *The Employee Share Plan Handbook, 1997*, Remuneration Planning Corporation. p.27.

Figure 8 Employee share plan survey by industry sector (type of plan)

Industry Sector	Total in Survey	Total with Plan	Total No. of Plans	Subscriptions	Loan Based	Partly Paid	Options	NED ^a Participation
Alcohol & Tobacco / Paper & Packaging	13	12	16	0	7	2	7	1
Banking	12	11	23	6	6	2	9	1
Building Materials / Developers & Contractors	23	21	29	3	7	1	18	1
Chemicals / Healthcare & Biotechnical	15	15	22	4	2	1	15	2
Diversified Industrials	11	11	16	6	3	0	7	1
Diversified Resources / Other Metals	18	14	20	0	6	3	11	2
Food & Household	6	6	9	1	3	0	5	1
Gold	18	15	20	0	7	2	11	1
Insurance / Investment & Financial Services	24	20	27	4	8	1	14	5
Media / Telecommunications	21	20	25	3	6	0	16	2
Miscellaneous Industrials / Transport	26	25	35	9	7	1	18	2
Infrastructure & Utilities / Engineering	12	8	14	1	6	2	5	1
Energy	11	9	13	3	2	1	7	1
Retail / Tourism & Leisure	25	23	32	4	7	1	20	2
TOTAL	235	210	301	44	77	17	163	23

Note ^a Non Executive Director

Source | Crichton, *The Director and Executive Top 350 Report*, Remuneration Planning Corporation & Beachform Pty Ltd, Sydney; reprinted in submission no. 30, p. 22.

Figure 9 Flowchart of employee share ownership schemes

