



Executive remuneration report 2017-18

July 2018

Explanatory notes

What is an executive?

For the purposes of this publication executives are defined as:

- Chief executive officers and equivalents, Senior Executive Service (SES) and equivalents classified in Groups 9-11 of the *Public Service Classification Rules 2000* and star ranked military officers; or
- Employees of an entity or company who:
 - make, or participate in making, decisions that affect the whole, or a substantial part, of the operations of the entity or company; or
 - have the capacity to affect significantly the entity's or company's financial standing or performance in achieving its purposes (as defined by section 8 of the *Public Governance, Performance and Accountability Act 2013*); or
 - perform functions controlling operational activities, which directly impact the economic function and viability of the entity or company; and
 - have employment conditions equivalent to SES employment conditions of service.

Who are highly paid staff?

For the purposes of this publication, other highly paid staff are defined as employees, other than executives as defined above:

- where the sum of their reportable remuneration was \$200,001 or more for the financial reporting period; and
- who were not deployed outside Australia during the reporting period.

Individuals with dual roles

For the purposes of this publication, where an individual is both an executive and director of the same entity or company, they have been reported as an executive within these disclosures.

Fee-for-service contracts

Executives subject to fee-for-service contract arrangements where the department is not the direct employer are not included in this publication.

Average annual reportable remuneration paid to substantive executives and highly paid staff during the reporting period

The department has disclosed the following information in respect of substantive executives and highly paid staff for reportable remuneration of \$0 to \$200,000 and each successive \$25,000 band:

- the number of individuals;
- the average reportable salary for individuals in that band for the reporting period;
- average contributed superannuation for individuals in that band for the reporting period;
- average reportable allowances paid to individuals in that band for the reporting period; the average bonus paid to individuals in that band for the reporting period; and
- the total of items (b) through (e).

Table A – Remuneration paid to executives during the reporting period 2017-18

Total remuneration	Executive numbers	Average reportable salary	Average contributed superannuation	Average allowances	Average bonus paid	Average total remuneration
\$200 000 and less	62	\$106 743	\$18 347	\$1 135	\$2 286	\$128 511
\$200 001 to \$225 000	29	\$176 136	\$29 398	\$42	\$7 747	\$213 324
\$225 001 to \$250 000	30	\$196 168	\$31 960	\$29	\$10 552	\$238 709
\$250 001 to \$275 000	22	\$218 193	\$36 703	\$0	\$6 560	\$261 456
\$275 001 to \$300 000	17	\$233 500	\$34 053	\$35	\$18 208	\$285 796
\$300 001 to \$325 000	8	\$258 043	\$43 130	\$0	\$5 718	\$306 892
\$325 001 to \$350 000	4	\$263 756	\$46 581	\$0	\$14 657	\$324 995
\$350 001 to \$375 000	7	\$286 153	\$43 539	\$0	\$28 971	\$358 664
\$375 001 to \$400 000	3	\$316 592	\$41 277	\$0	\$22 126	\$379 995
\$400 001 to \$425 000	4	\$355 084	\$44 557	\$0	\$18 166	\$417 808
\$425 001 to \$450 000	3	\$365 991	\$55 432	\$0	\$10 000	\$431 423
\$525 001 to \$550 000	1	\$57 839	\$4 664	\$480 996	\$0	\$543 499
Total number of executives	190	-	-	-	-	-

Table B – Remuneration paid to highly paid staff during the reporting period 2017-18

Total remuneration	Highly paid staff numbers	Average reportable salary	Average contributed superannuation	Average allowances	Average bonus paid	Average total remuneration
\$200 001 to \$225 000	8	\$177 069	\$26 840	\$0	\$7 567	\$211 476
\$700 001 to \$725 000	1	\$625 733	\$98,144	\$0	\$0	\$723 877
\$725 000 to \$750 000	1	\$723 281	\$20 049	\$0	\$0	\$743 329
Total number of highly paid staff	10	-	-	-	-	-