



Australian Government
Australian Public Service Commission

Name withheld

By email: <foi+request-2877-0b88dc23@righttoknow.org.au>

Dear Sir/Madam

Freedom of information request

I am writing in response to your request dated 22 December 2016 for access to documents under the *Freedom of Information Act 1982* (FOI Act). You requested access to documents detailing the remuneration paid to each of the APSC's Senior Executive Service (SES) employees for the financial years 2013/14, 2014/15 and 2015/16. In your request you indicated that the PAYG payment summaries issued by the APSC would be sufficient to provide the information you seek.

Potential apprehension of bias and conflict of interest

The documents you have requested include personal information about SES employees in the APSC. In the APSC, decisions on FOI requests are made by the relevant Group Manager (SES Band 1). I am the Group Manager of Corporate Group, which has responsibility for the documents you have requested.

As I am a Group Manager, your request covers documents containing my own personal information as well as personal information about my peers and my immediate supervisor. In the circumstances I do not consider it feasible to disqualify myself from considering your request because any other Group Manager in the APSC would be in the same position. In my opinion, I have considered your request impartially. You are, of course, free to seek external review of this decision.

Documents relevant to your request

I have identified 34 documents relevant to your request. These documents are listed in the schedule of documents at **Attachment A**.

Please note that the Australian Public Service Commissioner is a statutory office holder and not an Australian Public Service (APS) employee. The Commissioner's remuneration is therefore outside the scope of your request.

Decision

I am an officer authorised under subsection 23(1) of the FOI Act to make decisions in relation to FOI requests.

I have identified documents relevant to your request. I have decided that parts of these documents are exempt from disclosure under the FOI Act. My reasons for this decision are set out at **Attachment B**.

Review rights

You are entitled to seek review of this decision. Your rights are set out at **Attachment C** to this letter.

Relevant provisions

I have enclosed copies of the provisions of the FOI Act relevant to your request at **Attachment D** to this letter.

Publication

The Commission must publish information relating to material that has been released in response to each FOI access request subject to certain exceptions. This publication is known as a 'disclosure log'. The disclosure log requirement does not apply to personal information about any person if it would be unreasonable to publish the information or to information about the business, commercial, financial or professional affairs of any person if publication of that information would be unreasonable. The Commission is not required to consult you on any decision to publish information that is released to you and the decision to publish information is not subject to review internally by the Commission or externally by the Australian Information Commissioner. Any person can however, make a complaint to the Australian Information Commissioner about how an agency handles an FOI request.

Contacts

If you require clarification of any of the matters discussed in this letter you should contact the Commission's FOI contact officer on 6202 3571 or by email at foi@apsc.gov.au.

Yours sincerely



Clare Page
Authorised FOI decision-maker
20 February 2016

Schedule of documents relevant to FOI request

FOI request – Name withheld					
Document	Date	Author	Recipient	Description	FOI decision
1	July 2014	Australian Public Service Commission	Stephanie Foster	Payment summary 2013-14	47E, 47F, 11A
2	July 2015	Australian Public Service Commission	Stephanie Foster	Payment summary 2014-15	47E, 47F, 11A
3	July 2016	Australian Public Service Commission	Stephanie Foster	Payment summary 2015-16	47E, 47F, 11A
4	July 2016	Australian Public Service Commission	Caroline Walsh	Payment summary 2015-16	47E, 47F, 11A
5	July 2014	Australian Public Service Commission	Patrick Palmer	Payment summary 2013-14	47E, 47F, 11A
6	July 2015	Australian Public Service Commission	Patrick Palmer	Payment summary 2014-15	47E, 47F, 11A
7	July 2016	Australian Public Service Commission	Patrick Palmer	Payment summary 2015-16	47E, 47F, 11A
8	July 2016	Australian Public Service Commission	Marco Spaccavento	Payment summary 2015-16	47E, 47F, 11A
9	July 2014	Australian Public Service Commission	Clare Page	Payment summary 2013-14	47E, 47F, 11A
10	July 2015	Australian Public Service Commission	Clare Page	Payment summary 2014-15	47E, 47F, 11A
11	July 2016	Australian Public Service Commission	Clare Page	Payment summary 2015-16	47E, 47F, 11A
12	July 2014	Australian Public Service Commission	Helen Bull	Payment summary 2013-14	47E, 47F, 11A
13	July 2015	Australian Public Service Commission	Helen Bull	Payment summary 2014-15	47E, 47F, 11A
14	July 2016	Australian Public Service Commission	Helen Bull	Payment summary 2015-16	47E, 47F, 11A
15	July 2014	Australian Public Service Commission	Liz Quinn	Payment summary 2013-14	47E, 47F, 11A
16	July 2015	Australian Public Service Commission	Liz Quinn	Payment summary 2014-15	47E, 47F, 11A
17	July 2016	Australian Public Service Commission	Liz Quinn	Payment summary 2015-16	47E, 47F, 11A
18	July 2016	Australian Public Service Commission	Lucy Poole	Payment summary 2015-16	47E, 47F, 11A
19	July 2014	Australian Public Service Commission	Damian West	Payment summary 2013-14	47E, 47F, 11A
20	July 2015	Australian Public Service Commission	Damian West	Payment summary 2014-15	47E, 47F, 11A
21	July 2016	Australian Public Service Commission	Damian West	Payment summary 2015-16	47E, 47F, 11A
22	July 2014	Australian Public Service Commission	Ian Fitzgerald	Payment summary 2013-14	47E, 47F, 11A
23	July 2015	Australian Public Service Commission	Ian Fitzgerald	Payment summary 2014-15	47E, 47F, 11A
24	July 2016	Australian Public Service Commission	Ian Fitzgerald	Payment summary 2015-16	47E, 47F, 11A
25	July 2014	Australian Public Service Commission	Owen Livermore	Payment summary 2013-14	47E, 47F, 11A
26	July 2015	Australian Public Service Commission	Owen Livermore	Payment summary 2014-15	47E, 47F, 11A

27	July 2016	Australian Public Service Commission	Owen Livermore	Payment summary 2015-16	47E, 47F, 11A
28	July 2014	Australian Public Service Commission	Karin Fisher	Payment summary 2013-14	47E, 47F, 11A
29	July 2015	Australian Public Service Commission	Karin Fisher	Payment summary 2014-15	47E, 47F, 11A
30	July 2016	Australian Public Service Commission	Karin Fisher	Payment summary 2015-16	47E, 47F, 11A
31	July 2014	Australian Public Service Commission	David Schmidtchen	Payment summary 2013-14	47E, 47F, 11A
32	July 2015	Australian Public Service Commission	David Schmidtchen	Payment summary 2014-15	47E, 47F, 11A
33	July 2016	Australian Public Service Commission	David Schmidtchen	Payment summary 2015-16	47E, 47F, 11A
34	July 2014	Australian Public Service Commission	Penny Weir	Payment summary 2013-14	47E, 47F, 11A

REASONS FOR DECISION

Material taken into account

In making my decision, I had regard to the following:

- the terms of your request of 22 December 2016;
- submissions made by you in your request of 22 December 2016 and in subsequent email messages to the Australian Public Service Commission (APSC);
- the content of the documents to which you sought access;
- advice from APSC employees with responsibility for matters concerning the documents you have requested;
- the views of individuals consulted under section 27A of the FOI Act;
- the relevant provisions of the FOI Act; and
- guidelines published by the Office of the Australian Information Commissioner (OAIC).

Findings of fact and reasons for decision

Where the schedule of documents indicates an exemption claim has been applied to a document, or part of a document, my findings of fact and reasons for deciding that the exemption provision applies to that document, or part of document, are as set out below.

Deletion of exempt matter or irrelevant material

Where a decision is made to refuse access to a document on the ground that it is an exempt document, sub-paragraph 22(1)(a)(i) of the FOI Act allows an agency to make an edited copy of the document with the exempt material deleted. You have been provided with such edited copies of documents. The attached schedule identifies the relevant provisions of the FOI Act under which the exempt material has been deleted.

Section 47E – certain operations of agencies

Subsection 47E(c) of the FOI Act provides that a document is conditionally exempt from disclosure if its disclosure would, or could reasonably be expected to, have a substantial adverse effect on the management of personnel by an agency. A copy of section 47E is included at **Attachment D**.

Senior Executive Service (SES) employees in the APSC are not covered by the *Australian Public Service Commission Enterprise Agreement 2015-2018*. The terms and conditions of employment of SES employees in the APSC are a matter of individual negotiation between the Agency Head (the Australian Public Service Commissioner) and each SES employee.

The process of negotiation is inherently a process involving two parties with different interests reaching an agreed outcome. In the context of any form of negotiation, the disclosure of confidential information of one party can severely undermine that party's bargaining position resulting in an unfair outcome. Information about the specific remuneration paid to each of the APSC's SES employees is information about the APSC's bargaining position in the context of negotiations with SES employees.

The disclosure of information about remuneration paid to each of the APSC's SES employees could reasonably be expected to undermine the APSC's negotiating position with current and future SES employees. The public disclosure of this information would fundamentally alter the APSC's relative bargaining position.

The effect of disclosure of the requested documents would be to fundamentally alter, to the detriment of the APSC, the nature of the negotiation that takes place between the APSC and SES employees. In future negotiations, the disclosure of the remuneration of all SES employees could only benefit SES employees in negotiation. Disclosure of this information would not benefit the APSC in such negotiations.

In my opinion, the effects of disclosure would be both substantial and adverse because it would lead to improved outcomes in negotiations for one side only. Ultimately, the effects would manifest as greater expenditure by the Commission on remuneration of SES employees. This would come at the expense of the APSC's other functions and activities.

Taking the above into account, I am satisfied that disclosure of parts of the requested documents would have a substantial adverse effect on the management of personnel by the APSC. Consequently, I find that parts of the requested documents are conditionally exempt from disclosure under section 47E of the FOI Act.

Section 47F – personal privacy

Section 47F of the FOI Act provides that a document is conditionally exempt from disclosure if disclosure would involve the unreasonable disclosure of personal information about any person. A copy of section 47F is reproduced at **Attachment D**.

Paragraph 6.138 of the FOI Guidelines states the following about the test of unreasonableness in section 47F:

The personal privacy exemption is designed to prevent the unreasonable invasion of third parties' privacy. The test of 'unreasonableness' implies a need to balance the public interest in disclosure of government-held information and the private interest in the privacy of individuals. The test does not, however, amount to the public interest test of s 11A(5), which follows later in the decision making process. It is possible that the decision maker may need to consider one or more factors twice, once to determine if a projected effect is unreasonable and again when assessing the public interest balance.

Subsection 47F(2) factors

In determining whether the disclosure of a document would involve an unreasonable disclosure of personal information, subsection 47F(2) of the FOI Act provides that an agency must have regard to the following matters:

- the extent to which the information is well-known;
- whether the person to whom the information relates is known to be (or to have been) associated with the matters dealt with in the document;
- the availability of the information from publicly accessible sources; and
- any other information that the agency considers is relevant.

The documents you have requested include personal information about a number of individuals. In addition to the names of individuals, the requested payment summaries include details about individuals' remuneration.

In your email messages to the APSC you made submissions relevant to the subsection 47F(2) matters. I accept that it was well-known that the relevant individuals were SES employees of the APSC and I accept that it was well-known that the relevant individuals would have received payment summaries. However, the specific remuneration information in the documents you have requested was not well-known. In this regard, I note that there is a distinction between the fact that it was well-known that payment summaries would contain information of that nature as against the specific information itself.

In your message of 31 January 2017, you asserted that the information [in the requested documents] is “broadly known, not least through its public availability”. Although the approximate remuneration of SES employees may be deduced from public sources, the specific remuneration information in the requested payments summaries is not publicly available.

In your email submissions you suggested that the persons to whom the information [in the requested documents] relates are known to be associated with the matters dealt with in the documents. In fact, what is known is that most, if not all, PAYG taxpayers in Australia are issued a payment summary and all such taxpayers are necessarily associated with information in their payment summaries. What is not publicly known is the individuals’ association with the specific details in each payment summary.

With respect to the factors listed at subsection 47F(2) of the FOI Act, I am satisfied that the specific remuneration information in the documents you have requested:

- is not well-known;
- concerns individuals who are not known to be associated with the specific details included in the payment summaries; and
- is not available from publicly accessible sources.

Other relevant factors

I have had regard to the factors set out at paragraphs 6.142 and 6.143 of the FOI Guidelines. Those factors, and my consideration of those factors are set out in the following table.

Factor	Comment
Whether the author of the document is identifiable.	I do not consider this factor to be relevant.
Whether the documents contain third party personal information.	The requested documents contain personal information about SES employees of the APSC.
Whether release of the documents would cause stress on the third party.	In my opinion, disclosure of the requested documents would cause stress on the individuals whose personal information you have requested.
Whether any public purpose would be achieved through release.	In my opinion, disclosure of the requested documents would provide a certain degree of oversight of government expenditure.
The nature, age and current relevance of the information.	The information in the requested documents is connected with government expenditure and the age of the information is such that the information has current relevance.
Any detriment that disclosure may cause to	In my opinion, disclosure of the requested documents would cause detriment to the relevant individuals.

the person to whom the information relates	Disclosure would breach the privacy of individuals and would cause stress on the individuals. Disclosure would publicly reveal the individuals' remuneration to the public.
Any opposition to disclosure expressed or likely to be held by that person.	None of the relevant individuals has consented to disclosure of the requested documents.
The circumstances of an agency's collection and use of the information.	The relevant information was created by the APSC in the course of managing its personnel. The payment summaries were issued to the individuals because the APSC is required to do so by law.
The fact that the FOI Act does not control or restrict any subsequent use or dissemination of information released under the FOI Act	I note that disclosure of the requested documents to you would result in the immediate publication of the documents on the Right to Know web site.
Any submission an FOI applicant chooses to make in support of their application as to their reasons for seeking access and their intended or likely use or dissemination of the information.	I have taken into account the submissions you have made in your email messages to the APSC.
Whether disclosure of the information might advance the public interest in government transparency and integrity.	In my opinion, disclosure of the requested documents would advance, to a certain degree, the public interest in government transparency and integrity.

Paragraph 6.145 of the FOI Guidelines states the following:

Disclosure that supports effective oversight of government expenditure may not be unreasonable, particularly if the person to whom the personal information relates may have reasonably expected that the information would be open to public scrutiny in future.

In this regard, I note that the information you have requested is ordinarily regarded as confidential and the relevant individuals would have had no expectation that the information would be open to public scrutiny.

Paragraph 6.153 of the FOI Guidelines states the following:

Where public servants' personal information is included in a document because of their usual duties or responsibilities, it would not be unreasonable to disclose unless special circumstances existed. This is because the information would reveal only that the public servant was performing their public duties. Such information may often also be publicly available, such as on an agency website.

In this regard, I do not consider it unreasonable to disclose the names of the APSC's SES officers because this information is publicly available. Moreover, as APS employees are also taxpayers, the fact that these individuals are issued with payment summaries would be unsurprising to members of the public. However, payment summaries are not documents produced by SES employees as a part of their usual duties or responsibilities. Payment summaries are documents issued to SES employees because the APSC, as an employer, is required to do so by law and for the personal taxation purposes of the individuals. As I have observed above, this information is not publicly available.

In addition to the factors above, I consider it relevant that APS agency heads are accountable for their expenditure on SES remuneration and that this accountability does not require the publication of the specific remuneration of individual SES employees.

All Commonwealth Reporting entities, of which the APSC is one, are required to prepare annual financial statements. The APSC's financial statements are published in its Annual Report each year. Rule 27 of the *Public Governance, Performance and Accountability (Financial Reporting) Rule 2015* specifies the financial reporting that is required in respect of senior executive remuneration.

Rule 27 does not require that individuals' specific remuneration be reported. Although Senior Management Personnel Remuneration is reported in the APSC Annual Report in aggregate, the expenditure is categorised as follows:

- Salary;
- Motor vehicle and other allowances;
- Superannuation;
- Annual leave accrued; and
- Long service leave.

Note that this reporting includes two statutory office holders: the Australian Public Service Commissioner and the Merit Protection Commissioner. Statutory office holders are not APS employees.

In addition to these reporting requirements, agencies (including the APSC) are accountable to the Department of Finance through the annual budget process. The Government has committed to maintaining the size of the general government sector and to maintaining affordable and sustainable staffing levels. Agencies report Average Staffing Levels (ASL) to the Department of Finance and are allocated funding on the basis of ASL targets developed by the Department of Finance. Further details of this process, including each agency's targets are available from the following URL:

http://www.budget.gov.au/2016-17/content/bp4/html/09_staff.htm

The APS Executive Remuneration Management Policy is a further measure of accountability. The Policy applies to all staff employed under the *Public Service Act 1999*, which includes the APSC's own SES employees. The objectives of the Policy are as follows:

2.1. To maintain appropriate pay relativity between Secretaries and the most senior members of the SES and other staff to better reflect their respective roles and responsibilities, in accordance with the Remuneration Tribunal's Review of Secretaries' Remuneration.

2.2 To support the Government's Workplace Relations Bargaining Policy 2015 which provides a framework for agencies to implement terms and conditions of employment that are affordable and support modern and agile public sector workplaces.

The Policy establishes a link between the remuneration of SES employees and the remuneration of Secretaries, which is determined independently by the Remuneration Tribunal and publicly available on its website. Under the Policy, agency heads are required to obtain approval from the Australian Public Service Commissioner before offering a remuneration package in excess of the notional amount.

In addition to the measures of accountability described above, the APSC publishes detailed information about remuneration in the APS in its annual *APS Remuneration Report*. This report includes information about SES remuneration across the APS in tabular and graphical formats. The APS Remuneration Report is available at the following URL:

<http://www.apsc.gov.au/publications-and-media/current-publications/remuneration-surveys>

Noting that the Parliament has imposed financial reporting requirements on all APS agencies, I consider it relevant the Parliament has not imposed a requirement to report the specific remuneration of individual APS employees, including individual SES employees. The Parliament has, through the *Remuneration Tribunal Act 1973*, established a system for publicly determining the remuneration for a range of public offices including Secretaries of Departments and other statutory office holders. The Parliament has also established a system of financial accountability through the *Public Governance, Performance and Accountability Act 2013*. Under this framework, agency heads, as employers of SES employees, are accountable for the expenditure of public money. Moreover, agency heads are also bound by the APS Code of Conduct in the management of their agencies.

Lastly, I note that all agency heads, including the Australian Public Service Commissioner are directly accountable to Parliament for expenditure of public money through the Senate Estimates process.

Conclusions on section 47F

Taking the above into account, it is apparent that there are a wide range of factors relevant to the question whether disclosure of the requested documents would involve an unreasonable disclosure of personal information. Some of the factors support a conclusion that disclosure would not be unreasonable while some of the factors support a conclusion that disclosure would be unreasonable. In weighing these factors, it is my opinion that disclosure would, in fact, involve an unreasonable disclosure of personal information. Therefore, I find that parts of the documents you have requested are conditionally exempt under section 47F of the FOI Act.

Section 11A – the public interest

I have found that parts of the documents you have requested are conditionally exempt from disclosure under sections 47E and 47F of the FOI Act. Subsection 11A(5) of the FOI Act provides that an agency must give access to a document if it is conditionally exempt unless (in the circumstances) access to the document would, on balance, be contrary to the public interest.

Subsection 11B(3) lists certain factors as favouring access to a document in the public interest. These factors include whether access to the document would:

- promote the objects of this Act (including all the matters set out in sections 3 and 3A);
- inform debate on a matter of public importance; and
- promote effective oversight of public expenditure.

Subsection 11B(4) of the FOI Act lists factors that are irrelevant to determining whether access would be in the public interest. I have not taken any such factors into account.

Public interest submissions made by you

In your request of 22 December 2016 and subsequent email messages dated 25 January 2017 and 31 January 2017 you made submissions concerning the public interest in remuneration paid to public officials. In this regard, you referred to the following decisions and provided extracts of several of these:

- Re Ricketson and Royal Women's Hospital (1989) 4 VAR 10;
- Re Forbes and Department of Premier & Cabinet (1993) 6 VAR 53;
- Re Stewart and Department of Transport (1993) 1 QAR 227;
- Re Thwaites and Metropolitan Ambulance Service (unreported, 13 June 1997);
- Re Milthorpe and Mt. Alexander Shire Council (1997) 12 VAR 105;

- Re National Tertiary Education Industry Union (Murdoch Branch) and Murdoch University; Ors [2001] WAICmr 1; and
- Asher and Department of State and Regional Development [2002] VCAT 609.

As these decisions are decisions of State tribunals I presume that these cases were not decided under the Commonwealth FOI Act. Nevertheless, I acknowledge that decisions of State tribunals may be relevant in considering matters pertaining to the public interest.

I have not had regard to the full text of these decisions. I have had regard to the extracts of these cases that you quoted in your email messages and I assume that these extracts were the most relevant extracts from the cases. I have also had regard to your submissions as a whole as they relate to matters of public interest.

Taking the above into account, I agree that there is a strong public interest in the remuneration paid to SES APS employees.

I do note, however, that the system of accountability at the Commonwealth level of Government is different to the systems of accountability that may have existed in the States at the time the above decisions were made. As noted above under the discussion of section 47F, a range of accountability measures exist in the Commonwealth public sector.

Public interest factors in favour of disclosure

I have identified the following public interest factors in favour of disclosure of the documents you have requested:

- disclosure would promote the objects of the FOI Act, including all the matters set out in sections 3 and 3A;
- disclosure would inform debate on matters of public importance including:
 - the manner in which the APSC, in particular, determines remuneration of its own SES employees;
 - the extent to which SES remuneration increases are consistent with remuneration of APS employees more generally;
 - the extent to which SES remuneration in the APSC is consistent with the *Bargaining Policy 2015*;
 - the matters put forward by you in your email messages to the APSC;
- disclosure would promote effective oversight of public expenditure by providing specific information about the remuneration of SES employees in the APSC.

Public interest factors against disclosure

I have identified the following public interest factors as weighing against disclosure of parts of the documents you have requested:

- disclosure would have a substantial adverse effect on the management of personnel by the APSC, including for the reasons set out above in my consideration of section 47E;
- disclosure would involve an unreasonable disclosure of personal information, including for the reasons set out above in my consideration of section 47F;
- with respect to the remuneration of SES employees in the APSC and the Commonwealth public sector more generally, a range of accountability measures exist, as set out above, to ensure that agency heads, including the Australian Public Service Commissioner act appropriately in determining the remuneration of SES employees.

After consideration of factors both in favour and against disclosure, I am of the opinion that the damage to the public interest is not outweighed by any value that could be attributed to the release of parts of

the documents you have requested in informing debate or generating transparency in public administration. Taking these matters into account, I find that it would, on balance, be contrary to the public interest to release parts of the documents you have requested as indicated in the attached schedule.

Alternative editing of documents

I have decided that certain personal information in the documents you requested is exempt from disclosure. In reaching this decision, I gave consideration to whether the documents you requested could be de-identified without removing the gross salary amounts. In light of the relatively small number of SES employees in the Commission, I consider that the risk of re-identification is too great. Moreover, I consider that section 47E would also apply to this information in circumstances where the individuals' names have been removed. For the reasons explained above, disclosure of this information even in a de-identified form would have a substantial and adverse effect on the management of personnel in the Commission.

Review Rights

If you are dissatisfied with this decision, you have certain rights of review available to you.

Firstly, under section 54 of the FOI Act, you may apply for an internal review of the decision. Your application must be made by whichever date is the later between:

- 30 days of you receiving this notice; or
- 15 days of you receiving the documents to which you have been granted access

An internal review will be conducted by a different officer from the original decision-maker. No particular form is required to apply for review although it will assist your case to set out in the application the grounds on which you believe that the original decision should be overturned. An application for a review of the decision should be addressed to:

By post: FOI Contact Officer
 Australian Public Service Commission
 16 Furzer Street
 WODEN ACT 2606

By email: foi@apsc.gov.au

If you choose to seek an internal review, you will subsequently have a right to apply to the Australian Information Commissioner for a review of the internal review decision.

Review by the Australian Information Commissioner

Alternatively, under section 54L of the FOI Act, you may seek review of this decision by the Australian Information Commissioner without first going to internal review. Your application must be made within 60 days of you receiving this notice.

The Australian Information Commissioner is an independent office holder who may review decisions of agencies and Ministers under the FOI Act. More information is available on the Australian Information Commissioner's website www.oaic.gov.au.

You can contact the Information Commissioner to request a review of a decision online or by writing to the Information Commission at:

GPO Box 2999
Canberra ACT 2601

Complaints to Ombudsman or Australian Information Commissioner

You may complain to either the Commonwealth Ombudsman or the Australian Information Commissioner about action taken by the Australian Public Service Commission in relation to your request. The Ombudsman will consult with the Australian Information Commissioner before investigating a complaint about the handling of an FOI request.

Your enquiries to the Ombudsman can be directed to:

Phone 1300 362 072 (local call charge)
Email ombudsman@ombudsman.gov.au

Your enquiries to the Australian Information Commissioner can be directed to:

Phone 1300 363 992 (local call charge)
Email enquiries@oaic.gov.au

There is no particular form required to make a complaint to the Ombudsman or the Australian Information Commissioner. The request should be in writing and should set out the grounds on which it is considered that the action taken in relation to the request should be investigated and identify the Australian Public Service Commission as the relevant agency.

*** Please note:** On 13 May 2014, the Australian Government announced a decision to disband the Office of the Australian Information Commissioner (OAIC). However, the OAIC remains operational until further notice. Information on the OAIC public website advises that Information Commissioner reviews will continue to be handled by the OAIC and FOI complaints will be referred to the Commonwealth Ombudsman. Please contact the OAIC on the details above if you require further information.

Freedom of Information Act 1982

Relevant Provisions

11A Access to documents on request

...

- (5) The agency or Minister must give the person access to the document if it is conditionally exempt at a particular time unless (in the circumstances) access to the document at that time would, on balance, be contrary to the public interest.

Note 1: Division 3 of Part IV provides for when a document is conditionally exempt.

Note 2: A conditionally exempt document is an exempt document if access to the document would, on balance, be contrary to the public interest (see section 31B (exempt documents for the purposes of Part IV)).

Note 3: Section 11B deals with when it is contrary to the public interest to give a person access to the document.

11B Public interest exemptions—factors

Scope

- (1) This section applies for the purposes of working out whether access to a conditionally exempt document would, on balance, be contrary to the public interest under subsection 11A(5).
- (2) This section does not limit subsection 11A(5).

Factors favouring access

- (3) Factors favouring access to the document in the public interest include whether access to the document would do any of the following:
- (a) promote the objects of this Act (including all the matters set out in sections 3 and 3A);
 - (b) inform debate on a matter of public importance;
 - (c) promote effective oversight of public expenditure;
 - (d) allow a person to access his or her own personal information.

Irrelevant factors

- (4) The following factors must not be taken into account in deciding whether access to the document would, on balance, be contrary to the public interest:
- (a) access to the document could result in embarrassment to the Commonwealth Government, or cause a loss of confidence in the Commonwealth Government;
 - (aa) access to the document could result in embarrassment to the Government of Norfolk Island or cause a loss of confidence in the Government of Norfolk Island;
 - (b) access to the document could result in any person misinterpreting or misunderstanding the document;

- (c) the author of the document was (or is) of high seniority in the agency to which the request for access to the document was made;
- (d) access to the document could result in confusion or unnecessary debate.

Guidelines

- (5) In working out whether access to the document would, on balance, be contrary to the public interest, an agency or Minister must have regard to any guidelines issued by the Information Commissioner for the purposes of this subsection under section 93A.

22 Access to edited copies with exempt or irrelevant matter deleted

Scope

- (1) This section applies if:
 - (a) an agency or Minister decides:
 - (i) to refuse to give access to an exempt document; or
 - (ii) that to give access to a document would disclose information that would reasonably be regarded as irrelevant to the request for access; and
 - (b) it is possible for the agency or Minister to prepare a copy (an *edited copy*) of the document, modified by deletions, ensuring that:
 - (i) access to the edited copy would be required to be given under section 11A (access to documents on request); and
 - (ii) the edited copy would not disclose any information that would reasonably be regarded as irrelevant to the request; and
 - (c) it is reasonably practicable for the agency or Minister to prepare the edited copy, having regard to:
 - (i) the nature and extent of the modification; and
 - (ii) the resources available to modify the document; and
 - (d) it is not apparent (from the request or from consultation with the applicant) that the applicant would decline access to the edited copy.

Access to edited copy

- (2) The agency or Minister must:
 - (a) prepare the edited copy as mentioned in paragraph (1)(b); and
 - (b) give the applicant access to the edited copy.

Notice to applicant

- (3) The agency or Minister must give the applicant notice in writing:
 - (a) that the edited copy has been prepared; and
 - (b) of the grounds for the deletions; and
 - (c) if any matter deleted is exempt matter—that the matter deleted is exempt matter because of a specified provision of this Act.

- (4) Section 26 (reasons for decision) does not apply to the decision to refuse access to the whole document unless the applicant requests the agency or Minister to give the applicant a notice in writing in accordance with that section.

47E Public interest conditional exemptions—certain operations of agencies

A document is conditionally exempt if its disclosure under this Act would, or could reasonably be expected to, do any of the following:

- (a) prejudice the effectiveness of procedures or methods for the conduct of tests, examinations or audits by an agency;
- (b) prejudice the attainment of the objects of particular tests, examinations or audits conducted or to be conducted by an agency;
- (c) have a substantial adverse effect on the management or assessment of personnel by the Commonwealth or by an agency;
- (d) have a substantial adverse effect on the proper and efficient conduct of the operations of an agency.

Note: Access must generally be given to a conditionally exempt document unless it would be contrary to the public interest (see section 11A).

47F Public interest conditional exemptions—personal privacy

General rule

- (1) A document is conditionally exempt if its disclosure under this Act would involve the unreasonable disclosure of personal information about any person (including a deceased person).
- (2) In determining whether the disclosure of the document would involve the unreasonable disclosure of personal information, an agency or Minister must have regard to the following matters:
 - (a) the extent to which the information is well known;
 - (b) whether the person to whom the information relates is known to be (or to have been) associated with the matters dealt with in the document;
 - (c) the availability of the information from publicly accessible sources;
 - (d) any other matters that the agency or Minister considers relevant.
- (3) Subject to subsection (5), subsection (1) does not have effect in relation to a request by a person for access to a document by reason only of the inclusion in the document of matter relating to that person.

Access given to qualified person instead

- (4) Subsection (5) applies if:
 - (a) a request is made to an agency or Minister for access to a document of the agency, or an official document of the Minister, that contains information concerning the applicant, being information that was provided by a qualified person acting in his or her capacity as a qualified person; and

- (b) it appears to the principal officer of the agency or to the Minister (as the case may be) that the disclosure of the information to the applicant might be detrimental to the applicant's physical or mental health, or well-being.
- (5) The principal officer or Minister may, if access to the document would otherwise be given to the applicant, direct that access to the document, so far as it contains that information, is not to be given to the applicant but is to be given instead to a qualified person who:
 - (a) carries on the same occupation, of a kind mentioned in the definition of *qualified person* in subsection (7), as the first-mentioned qualified person; and
 - (b) is to be nominated by the applicant.
- (6) The powers and functions of the principal officer of an agency under this section may be exercised by an officer of the agency acting within his or her scope of authority in accordance with arrangements referred to in section 23.
- (7) In this section:

qualified person means a person who carries on, and is entitled to carry on, an occupation that involves the provision of care for the physical or mental health of people or for their well-being, and, without limiting the generality of the foregoing, includes any of the following:

- (a) a medical practitioner;
- (b) a psychiatrist;
- (c) a psychologist;
- (d) a counsellor;
- (e) a social worker.

Note: Access must generally be given to a conditionally exempt document unless it would be contrary to the public interest (see section 11A).

PAYG payment summary - individual non-business

Payment Summary for year ending 30 June 2014

Payee details

Stephanie Foster

NOTICE TO PAYEE

If this payment summary shows an amount in the total tax withheld box, you must lodge a tax return. If no tax was withheld, you may still have to lodge a tax return.

For more information on whether you have to lodge, or about this payment and how it is taxed, you can:

- visit www.ato.gov.au
- phone 13 28 61 between 8.00am and 6.00pm, Monday to Friday.

Period of payment Day/Month/Year 03/10/2013 to Day/Month/Year 30/06/2014

Payee's tax file number

TOTAL TAX WITHHELD \$

Gross payments

\$

CDEP payments

\$

Reportable fringe benefits amount

\$

FBT year 1 April to 31 March

Reportable employer superannuation contributions

\$

Total allowances

\$

Lump sum payments Type

A \$

B \$

D \$

E \$

Total allowances are not included in Gross payments above. This amount needs to be shown separately in your tax return.

Payer details

Payer's ABN or withholding payer number 99 470 863 260

Branch number

Payer's name Australian Public Service Commission

Signature of authorised person Stephen Sedgwick

Date 09/07/2014

PAYG payment summary - individual non-business

Payment summary for year ending 30 June 2015

Payee details

Stephanie Foster

NOTICE TO PAYEE

If this payment summary shows an amount in the total tax withheld box, you must lodge a tax return. If no tax was withheld you may still have to lodge a tax return. For more information on whether you have to lodge, or about this payment and how it is taxed, you can:

- visit www.ato.gov.au
- phone 13 28 61 between 8.00 am and 6.00pm, Monday to Friday.

Period of payment Day/Month/Year 01 / 07 / 2014 to Day/Month/Year 30 / 06 / 2015

Payee's tax file number

TOTAL TAX WITHHELD \$

Gross payments

\$

CDEP payments

\$

Reportable fringe benefits amount

\$

FBT year 1 April to 31 March
Reportable employer superannuation contributions

\$

Total allowances

\$

Lump sum payment Type

A

B

D

E

Total allowances are not included in Gross Payments above. This amount needs to be shown separately in your tax return.

Payer details

Payer's ABN or withholding payer number 99 470 863 260

Branch number 001

Payer's name AUSTRALIAN PUBLIC SERVICE COMMISSION

Privacy - For information about your privacy, go to ato.gov.au/privacy

Signature of authorised person

STEWART MUNRO

Date 24 / 01 / 2017

Employee number

PAYG payment summary - individual non-business

Payment summary for year ending 30 June 2016

Payee details

Stephanie Foster

NOTICE TO PAYEE

If this payment summary shows an amount in the total tax withheld box, you must lodge a tax return. If no tax was withheld you may still have to lodge a tax return. For more information on whether you have to lodge, or about this payment and how it is taxed, you can:

- visit www.ato.gov.au
- phone 13 28 61 between 8.00 am and 6.00pm, Monday to Friday.

Period of payment Day/Month/Year 01 / 07 / 2015 to Day/Month/Year 30 / 06 / 2016

Payee's tax file number

TOTAL TAX WITHHELD \$

Gross payments

\$

Lump sum payments Type

A

CDEP payments

\$

B

Reportable fringe benefits amount

\$

D

FBT year 1 April to 31 March
Reportable employer
superannuation contributions

\$

E

Total allowances

\$

Total allowances are not included in Gross Payments above. This amount needs to be shown separately in your tax return.

Payer details

Payer's ABN or withholding payer number 99 470 863 260

Branch number 001

Payer's name AUSTRALIAN PUBLIC SERVICE COMMISSION

Privacy - For information about your privacy, go to ato.gov.au/privacy

Signature of authorised person

STEWART MUNRO

Date 24 / 01 / 2017

Employee number :

PAYG payment summary - individual non-business

Payment summary for year ending 30 June 2016

Payee details

Caroline Walsh

NOTICE TO PAYEE

If this payment summary shows an amount in the total tax withheld box, you must lodge a tax return. If no tax was withheld you may still have to lodge a tax return. For more information on whether you have to lodge, or about this payment and how it is taxed, you can:

- visit www.ato.gov.au
- phone 13 28 61 between 8.00 am and 6.00pm, Monday to Friday.

Period of payment Day/Month/Year 14 / 06 / 2016 to

Day/Month/Year 30 / 06 / 2016

Payee's tax file number

TOTAL TAX WITHHELD \$

Gross payments

\$

CDEP payments

\$

Reportable fringe benefits amount
FBT year 1 April to 31 March
Reportable employer
superannuation contributions

\$

\$

Total allowances

\$

Lump sum payment Type

A

B

D

E

Total allowances are not included in Gross Payments above.
This amount needs to be shown separately in your tax return.

Payer details

Payer's ABN or withholding payer number 99 470 863 260

Branch number 001

Payer's name AUSTRALIAN PUBLIC SERVICE COMMISSION

Privacy - For information about your privacy, go to ato.gov.au/privacy

Signature of authorised person

STEWART MUNRO

Date 24 / 01 / 2017

Employee number :

PAYG payment summary - individual non-business

Payment Summary for year ending 30 June 2014

Payee details

Patrick Palmer

NOTICE TO PAYEE

If this payment summary shows an amount in the total tax withheld box, you must lodge a tax return. If no tax was withheld, you may still have to lodge a tax return.

For more information on whether you have to lodge, or about this payment and how it is taxed, you can:

visit www.ato.gov.au

phone 13 28 61 between 8.00am and 6.00pm, Monday to Friday.

Period of payment Day/Month/Year Day/Month/Year
01/07/2013 to 30/06/2014

Payee's tax file number

TOTAL TAX WITHHELD

\$

Gross payments

\$

CDEP payments

\$

Reportable fringe benefits amount

\$

FBT year 1 April to 31 March

Reportable employer
superannuation contributions

\$

Total allowances

\$

Lump sum payments

Type

A

\$

B

\$

D

\$

E

\$

Total allowances are not included in Gross payments above.
This amount needs to be shown separately in your tax return.

Payer details

Payer's ABN or withholding payer number 99 470 863 260

Branch number

Payer's name Australian Public Service Commission

Signature of authorised person Stephen Sedgwick

Date 09/07/2014

PAYG payment summary - individual non-business

Payment summary for year ending 30 June 2015

Payee details

Patrick Palmer

NOTICE TO PAYEE

If this payment summary shows an amount in the total tax withheld box, you must lodge a tax return. If no tax was withheld you may still have to lodge a tax return. For more information on whether you have to lodge, or about this payment and how it is taxed, you can:

- visit www.ato.gov.au
- phone 13 28 61 between 8.00 am and 6.00pm, Monday to Friday.

Period of payment Day/Month/Year 01 / 07 / 2014 to Day/Month/Year 30 / 06 / 2015

Payee's tax file number [REDACTED]

TOTAL TAX WITHHELD \$ [REDACTED]

			Lump sum payments	Type
Gross payments	\$	[REDACTED]	A	[REDACTED]
CDEP payments	\$	[REDACTED]	B	[REDACTED]
Reportable fringe benefits amount	\$	[REDACTED]	D	[REDACTED]
Reportable employer superannuation contributions	\$	[REDACTED]	E	[REDACTED]
Total allowances	\$	[REDACTED]		

Total allowances are not included in Gross Payments above. This amount needs to be shown separately in your tax return.

Payer details

Payer's ABN or withholding payer number 99 470 863 260

Branch number 001

Payer's name AUSTRALIAN PUBLIC SERVICE COMMISSION

Privacy - For information about your privacy, go to ato.gov.au/privacy

Signature of authorised person STEWART MUNRO

Date 24 / 01 / 2017

Employee number : [REDACTED]

PAYG payment summary - individual non-business

Payment summary for year ending 30 June 2016

Payee details

Patrick Palmer

NOTICE TO PAYEE

If this payment summary shows an amount in the total tax withheld box, you must lodge a tax return. If no tax was withheld you may still have to lodge a tax return. For more information on whether you have to lodge, or about this payment and how it is taxed, you can:

- visit www.ato.gov.au
- phone 13 28 61 between 8.00 am and 6.00pm, Monday to Friday.

Period of payment Day/Month/Year 01 / 07 / 2015 to Day/Month/Year 30 / 06 / 2016

Payee's tax file number

TOTAL TAX WITHHELD \$

Gross payments

\$

CDEP payments

\$

Reportable fringe benefits amount

\$

FBT year 1 April to 31 March
Reportable employer superannuation contributions

\$

Total allowances

\$

Lump sum p

Type

A

B

D

E

Total allowances are not included in Gross Payments above. This amount needs to be shown separately in your tax return.

Payer details

Payer's ABN or withholding payer number 99 470 863 260

Branch number 001

Payer's name AUSTRALIAN PUBLIC SERVICE COMMISSION

Privacy - For information about your privacy, go to ato.gov.au/privacy

Signature of authorised person

STEWART MUNRO

Date 24 / 01 / 2017

Employee number :

PAYG payment summary - individual non-business

Payment summary for year ending 30 June 2016

Payee details

Marco Spaccavento

NOTICE TO PAYEE

If this payment summary shows an amount in the total tax withheld box, you must lodge a tax return. If no tax was withheld you may still have to lodge a tax return. For more information on whether you have to lodge, or about this payment and how it is taxed, you can:

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- phone 13 28 61 between 8.00 am and 6.00pm, Monday to Friday.

Period of payment Day/Month/Year 01 / 07 / 2015 to

Day/Month/Year 30 / 06 / 2016

Payee's tax file number

TOTAL TAX WITHHELD \$

Gross payments

\$

CDEP payments

\$

Reportable fringe benefits amount

\$

FBT year 1 April to 31 March
Reportable employer
superannuation contributions

\$

Total allowances

\$

Lump sum payment Type

A

B

D

E

Total allowances are not included in Gross Payments above.
This amount needs to be shown separately in your tax return.

Payer details

Payer's ABN or withholding payer number 99 470 863 260

Branch number 001

Payer's name AUSTRALIAN PUBLIC SERVICE COMMISSION

Privacy - For information about your privacy, go to ato.gov.au/privacy

Signature of authorised person

STEWART MUNRO

Date 24 / 01 / 2017

Employee number :

PAYG payment summary - individual non-business

Payment Summary for year ending 30 June 2014

Payee details

Clare PAGE

NOTICE TO PAYEE

If this payment summary shows an amount in the total tax withheld box, you must lodge a tax return. If no tax was withheld, you may still have to lodge a tax return.

For more information on whether you have to lodge, or about this payment and how it is taxed, you can:

- visit www.ato.gov.au
- phone 13 28 61 between 8.00am and 6.00pm, Monday to Friday.

Period of payment	Day/Month/Year 01/07/2013	to	Day/Month/Year 30/06/2014
Payee's tax file number		TOTAL TAX WITHHELD	\$
Gross payments	\$	Lump sum payments	Type
CDEP payments	\$	A \$	
Reportable fringe benefits amount	\$	B \$	
Reportable employer superannuation contributions	\$	D \$	
Total allowances	\$	E \$	

FBT year 1 April to 31 March

Total allowances are not included in Gross payments above. This amount needs to be shown separately in your tax return.

Payer details

Payer's ABN or withholding payer number 99 470 863 260

Branch number

Payer's name Australian Public Service Commission

Signature of authorised person Stephen Sedgwick

Date 09/07/2014

PAYG payment summary - individual non-business

Payment summary for year ending 30 June 2015

Payee details

Clare Page

NOTICE TO PAYEE

If this payment summary shows an amount in the total tax withheld box, you must lodge a tax return. If no tax was withheld you may still have to lodge a tax return. For more information on whether you have to lodge, or about this payment and how it is taxed, you can:

- visit www.ato.gov.au
- phone 13 28 61 between 8.00 am and 6.00pm, Monday to Friday.

Period of payment Day/Month/Year 01 / 07 / 2014 to

Day/Month/Year 30 / 06 / 2015

Payee's tax file number

TOTAL TAX WITHHELD \$

Gross payments

\$

CDEP payments

\$

Reportable fringe benefits amount

\$

FBT year 1 April to 31 March
Reportable employer superannuation contributions

\$

Total allowances

\$

Lump sum payments Type

A

B

D

E

Total allowances are not included in Gross Payments above. This amount needs to be shown separately in your tax return.

Payer details

Payer's ABN or withholding payer number 99 470 863 260

Branch number 001

Payer's name AUSTRALIAN PUBLIC SERVICE COMMISSION

Privacy - For information about your privacy, go to ato.gov.au/privacy

Signature of authorised person

STEWART MUNRO

Date 24 / 01 / 2017

Employee number :

PAYG payment summary - individual non-business

Payment summary for year ending 30 June 2016

Payee details

Clare Page

NOTICE TO PAYEE

If this payment summary shows an amount in the total tax withheld box, you must lodge a tax return. If no tax was withheld you may still have to lodge a tax return. For more information on whether you have to lodge, or about this payment and how it is taxed, you can:

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- phone 13 28 61 between 8.00 am and 6.00pm, Monday to Friday.

Period of payment Day/Month/Year 01 / 07 / 2015 to

Day/Month/Year 30 / 06 / 2016

Payee's tax file number

TOTAL TAX WITHHELD \$

			Lump sum payments	Type
Gross payments	\$		A	
CDEP payments	\$		B	
Reportable fringe benefits amount	\$		D	
Reportable employer superannuation contributions	\$		E	
Total allowances	\$		Total allowances are not included in Gross Payments above. This amount needs to be shown separately in your tax return.	

Payer details

Payer's ABN or withholding payer number 99 470 863 260

Branch number 001

Payer's name AUSTRALIAN PUBLIC SERVICE COMMISSION

Privacy - For information about your privacy, go to ato.gov.au/privacy

Signature of authorised person

STEWART MUNRO

Date 24 / 01 / 2017

Employee number :

PAYG payment summary - individual non-business

Payment Summary for year ending 30 June 2014

Payee details

Helen [REDACTED] BULL

NOTICE TO PAYEE

If this payment summary shows an amount in the total tax withheld box, you must lodge a tax return. If no tax was withheld, you may still have to lodge a tax return.

For more information on whether you have to lodge, or about this payment and how it is taxed, you can:

- visit www.ato.gov.au
- phone 13 28 61 between 8.00am and 6.00pm, Monday to Friday.

Period of payment	Day/Month/Year 01/07/2013	to	Day/Month/Year 30/06/2014
Payee's tax file number	[REDACTED]	TOTAL TAX WITHHELD \$ [REDACTED]	
Gross payments	\$ [REDACTED]	Lump sum payments	Type
CDEP payments	\$ [REDACTED]	A \$	[REDACTED]
Reportable fringe benefits amount	\$ [REDACTED]	B \$	[REDACTED]
<small>FBT year 1 April to 31 March</small>	\$ [REDACTED]	D \$	[REDACTED]
Reportable employer superannuation contributions	\$ [REDACTED]	E \$	[REDACTED]
Total allowances	\$ [REDACTED]	Total allowances are not included in Gross payments above. This amount needs to be shown separately in your tax return.	

Payer details

Payer's ABN or withholding payer number 99 470 863 260

Branch number

Payer's name Australian Public Service Commission

Signature of authorised person Stephen Sedgwick

Date 09/07/2014

PAYG payment summary - individual non-business

Payment summary for year ending 30 June 2015

Payee details

Helen Bull

NOTICE TO PAYEE

If this payment summary shows an amount in the total tax withheld box, you must lodge a tax return. If no tax was withheld you may still have to lodge a tax return. For more information on whether you have to lodge, or about this payment and how it is taxed, you can:

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- phone 13 28 61 between 8.00 am and 6.00pm, Monday to Friday.

Period of payment Day/Month/Year 01 / 07 / 2014 to Day/Month/Year 30 / 06 / 2015

Payee's tax file number

TOTAL TAX WITHHELD \$

Gross payments

\$

CDEP payments

\$

Reportable fringe benefits amount
FBT year 1 April to 31 March
Reportable employer superannuation contributions

\$

\$

Total allowances

\$

Lump sum payments Type

A

B

D

E

Total allowances are not included in Gross Payments above. This amount needs to be shown separately in your tax return.

Payer details

Payer's ABN or withholding payer number 99 470 863 260

Branch number 001

Payer's name AUSTRALIAN PUBLIC SERVICE COMMISSION

Privacy - For information about your privacy, go to ato.gov.au/privacy

Signature of authorised person STEWART MUNRO

Date 23 / 01 / 2017

Employee number :

PAYG payment summary - individual non-business

Payment summary for year ending 30 June 2016

Payee details

Helen Bull

NOTICE TO PAYEE

If this payment summary shows an amount in the total tax withheld box, you must lodge a tax return. If no tax was withheld you may still have to lodge a tax return. For more information on whether you have to lodge, or about this payment and how it is taxed, you can:

- visit www.ato.gov.au
- phone 13 28 61 between 8.00 am and 6.00pm, Monday to Friday.

Period of payment Day/Month/Year 01 / 07 / 2015 to Day/Month/Year 30 / 06 / 2016

Payee's tax file number

TOTAL TAX WITHHELD \$

Gross payments

\$

CDEP payments

\$

Reportable fringe benefits amount

\$

FBT year 1 April to 31 March
Reportable employer
superannuation contributions

\$

Total allowances

\$

Lump sum payments Type

A

B

D

E

Total allowances are not included in Gross Payments above.
This amount needs to be shown separately in your tax return.

Payer details

Payer's ABN or withholding payer number 99 470 863 260

Branch number 001

Payer's name AUSTRALIAN PUBLIC SERVICE COMMISSION

Privacy - For information about your privacy, go to ato.gov.au/privacy

Signature of authorised person

STEWART MUNRO

Date 03 / 02 / 2017

Employee number :

PAYG payment summary - individual non-business

Payment Summary for year ending 30 June 2014

Payee details

Elizabeth QUINN

NOTICE TO PAYEE

If this payment summary shows an amount in the total tax withheld box, you must lodge a tax return. If no tax was withheld, you may still have to lodge a tax return.

For more information on whether you have to lodge, or about this payment and how it is taxed, you can:

- visit www.ato.gov.au
- phone 13 28 61 between 8.00am and 6.00pm, Monday to Friday.

Period of payment Day/Month/Year 01/07/2013 to Day/Month/Year 30/06/2014

Payee's tax file number

TOTAL TAX WITHHELD

\$

Gross payments

\$

CDEP payments

\$

Reportable fringe benefits amount

\$

FBT year 1 April to 31 March

Reportable employer
superannuation contributions

\$

Total allowances

\$

Lump sum payments Type

A

\$

B

\$

D

\$

E

\$

Total allowances are not included in Gross payments above.
This amount needs to be shown separately in your tax return.

Payer details

Payer's ABN or withholding payer number 99 470 863 260

Branch number

Payer's name Australian Public Service Commission

Signature of authorised person Stephen Sedgwick

Date 09/07/2014

PAYG payment summary - individual non-business

Payment summary for year ending 30 June 2015

Payee details

Elizabeth Quinn

NOTICE TO PAYEE

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- visit www.ato.gov.au
- phone 13 28 61 between 8.00 am and 6.00pm, Monday to Friday.

Period of payment Day/Month/Year 01 / 07 / 2014 to

Day/Month/Year 30 / 06 / 2015

Payee's tax file number

TOTAL TAX WITHHELD \$

Gross payments

\$

CDEP payments

\$

Reportable fringe benefits amount

\$

FBT year 1 April to 31 March
Reportable employer
superannuation contributions

\$

Total allowances

\$

Lump sum payments Type

A

B

D

E

Total allowances are not included in Gross Payments above.
This amount needs to be shown separately in your tax return.

Payer details

Payer's ABN or withholding payer number 99 470 863 260

Branch number 001

Payer's name AUSTRALIAN PUBLIC SERVICE COMMISSION

Privacy - For information about your privacy, go to ato.gov.au/privacy

Signature of authorised person

STEWART MUNRO

Date 23 / 01 / 2017

Employee number :

PAYG payment summary - individual non-business

Payment summary for year ending 30 June 2016

Payee details

Elizabeth Quinn

NOTICE TO PAYEE

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For more information on whether you have to lodge, or about this payment and how it is taxed, you can:

- visit www.ato.gov.au
- phone 13 28 61 between 8.00 am and 6.00pm, Monday to Friday.

Period of payment Day/Month/Year 01 / 07 / 2015 to

Day/Month/Year 30 / 06 / 2016

Payee's tax file number

TOTAL TAX WITHHELD \$

Gross payments

\$

CDEP payments

\$

Reportable fringe benefits amount
FBT year 1 April to 31 March
Reportable employer
superannuation contributions

\$

\$

Total allowances

\$

Lump sum payments Type

A

B

D

E

Total allowances are not included in Gross Payments above.
This amount needs to be shown separately in your tax return.

Payer details

Payer's ABN or withholding payer number 99 470 863 260

Branch number 001

Payer's name AUSTRALIAN PUBLIC SERVICE COMMISSION

Privacy - For information about your privacy, go to ato.gov.au/privacy

Signature of authorised person

STEWART MUNRO

Date 23 / 01 / 2017

Employee number :

PAYG payment summary - individual non-business

Payment summary for year ending 30 June 2016

Payee details

Lucy Poole

NOTICE TO PAYEE

If this payment summary shows an amount in the total tax withheld box, you must lodge a tax return. If no tax was withheld you may still have to lodge a tax return. For more information on whether you have to lodge, or about this payment and how it is taxed, you can:

- visit www.ato.gov.au
- phone 13 28 61 between 8.00 am and 6.00pm, Monday to Friday.

Period of payment Day/Month/Year 01 / 07 / 2015 to

Day/Month/Year 30 / 06 / 2016

Payee's tax file number

TOTAL TAX WITHHELD \$

Gross payments

\$

CDEP payments

\$

Reportable fringe benefits amount

\$

FBT year 1 April to 31 March
Reportable employer superannuation contributions

\$

Total allowances

\$

Lump sum payments Type

A

B

D

E

Total allowances are not included in Gross Payments above.
This amount needs to be shown separately in your tax return.

Payer details

Payer's ABN or withholding payer number 99 470 863 260

Branch number 001

Payer's name AUSTRALIAN PUBLIC SERVICE COMMISSION

Privacy - For information about your privacy, go to ato.gov.au/privacy

Signature of authorised person

STEWART MUNRO

Date 23 / 01 / 2017

Employee number :

PAYG payment summary - individual non-business

Payment Summary for year ending 30 June 2014

Payee details

Damian West

NOTICE TO PAYEE

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visit www.ato.gov.au

phone 13 28 61 between 8.00am and 6.00pm, Monday to Friday.

Period of payment Day/Month/Year Day/Month/Year
01/07/2013 to 30/06/2014

Payee's tax file number

TOTAL TAX WITHHELD

\$

Gross payments

\$

CDEP payments

\$

Reportable fringe benefits amount

\$

FBT year 1 April to 31 March

Reportable employer
superannuation contributions

\$

Total allowances

\$

Lump sum payments

Type

A

\$

B

\$

D

\$

E

\$

Total allowances are not included in Gross payments above.
This amount needs to be shown separately in your tax return.

Payer details

Payer's ABN or withholding payer number 99 470 863 260

Branch number

Payer's name Australian Public Service Commission

Signature of authorised person Stephen Sedgwick

Date 09/07/2014

PAYG payment summary - individual non-business

Payment summary for year ending 30 June 2015

Payee details

Damian West

NOTICE TO PAYEE

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- visit www.ato.gov.au
- phone 13 28 61 between 8.00 am and 6.00pm, Monday to Friday.

Period of payment Day/Month/Year 01 / 07 / 2014 to

Day/Month/Year 30 / 06 / 2015

Payee's tax file number

TOTAL TAX WITHHELD \$

Gross payments

\$

CDEP payments

\$

Reportable fringe benefits amount

\$

FBT year 1 April to 31 March
Reportable employer superannuation contributions

\$

Total allowances

\$

Lump sum payments Type

A

B

D

E

Total allowances are not included in Gross Payments above. This amount needs to be shown separately in your tax return.

Payer details

Payer's ABN or withholding payer number 99 470 863 260

Branch number 001

Payer's name AUSTRALIAN PUBLIC SERVICE COMMISSION

Privacy - For information about your privacy, go to ato.gov.au/privacy

Signature of authorised person

STEWART MUNRO

Date 23 / 01 / 2017

Employee number :

PAYG payment summary - individual non-business

Payment summary for year ending 30 June 2016

Payee details

Damian West

NOTICE TO PAYEE

If this payment summary shows an amount in the total tax withheld box, you must lodge a tax return. If no tax was withheld you may still have to lodge a tax return.

For more information on whether you have to lodge, or about this payment and how it is taxed, you can:

- visit www.ato.gov.au

- phone 13 28 61 between 8.00 am and 6.00pm, Monday to Friday.

Period of payment Day/Month/Year 01 / 07 / 2015 to

Day/Month/Year 30 / 06 / 2016

Payee's tax file number

TOTAL TAX WITHHELD \$

Gross payments

\$

CDEP payments

\$

Reportable fringe benefits amount

\$

FBT year 1 April to 31 March
Reportable employer superannuation contributions

\$

Total allowances

\$

Lump sum payments Type

A

B

D

E

Total allowances are not included in Gross Payments above. This amount needs to be shown separately in your tax return.

Payer details

Payer's ABN or withholding payer number 99 470 863 260

Branch number 001

Payer's name AUSTRALIAN PUBLIC SERVICE COMMISSION

Privacy - For information about your privacy, go to ato.gov.au/privacy

Signature of authorised person

STEWART MUNRO

Date 23 / 01 / 2017

Employee number :

PAYG payment summary - individual non-business

Payment Summary for year ending 30 June 2014

Payee details

lan [REDACTED] Fitzgerald
[REDACTED]

NOTICE TO PAYEE

If this payment summary shows an amount in the total tax withheld box, you must lodge a tax return. If no tax was withheld, you may still have to lodge a tax return.

For more information on whether you have to lodge, or about this payment and how it is taxed, you can:

- visit www.ato.gov.au
- phone 13 28 61 between 8.00am and 6.00pm, Monday to Friday.

Period of payment	Day/Month/Year 01/07/2013	to	Day/Month/Year 30/06/2014
Payee's tax file number	[REDACTED]	TOTAL TAX WITHHELD \$ [REDACTED]	
Gross payments	\$ [REDACTED]	Lump sum payments	Type
CDEP payments	\$ [REDACTED]	A \$	[REDACTED]
Reportable fringe benefits amount	\$ [REDACTED]	B \$	[REDACTED]
<small>FBT year 1 April to 31 March</small>	\$ [REDACTED]	D \$	[REDACTED]
Reportable employer superannuation contributions	\$ [REDACTED]	E \$	[REDACTED]
Total allowances	\$ [REDACTED]	Total allowances are not included in Gross payments above. This amount needs to be shown separately in your tax return.	

Payer details

Payer's ABN or withholding payer number 99 470 863 260

Branch number

Payer's name Australian Public Service Commission

Signature of authorised person Stephen Sedgwick

Date 09/07/2014

PAYG payment summary - individual non-business

Payment summary for year ending 30 June 2015

Payee details

Ian Fitzgerald

NOTICE TO PAYEE

If this payment summary shows an amount in the total tax withheld box, you must lodge a tax return. If no tax was withheld you may still have to lodge a tax return. For more information on whether you have to lodge, or about this payment and how it is taxed, you can:

- visit www.ato.gov.au
- phone 13 28 61 between 8.00 am and 6.00pm, Monday to Friday.

Period of payment Day/Month/Year 01 / 07 / 2014 to Day/Month/Year 30 / 06 / 2015

Payee's tax file number

TOTAL TAX WITHHELD \$

Gross payments

\$

CDEP payments

\$

Reportable fringe benefits amount

\$

FBT year 1 April to 31 March
Reportable employer superannuation contributions

\$

Total allowances

\$

Lump sum payments Type

A

B

D

E

Total allowances are not included in Gross Payments above. This amount needs to be shown separately in your tax return.

Payer details

Payer's ABN or withholding payer number 99 470 863 260

Branch number 001

Payer's name AUSTRALIAN PUBLIC SERVICE COMMISSION

Privacy - For information about your privacy, go to ato.gov.au/privacy

Signature of authorised person

STEWART MUNRO

Date 24 / 01 / 2017

Employee number :

PAYG payment summary - individual non-business

Payment summary for year ending 30 June 2016

Payee details

Ian Fitzgerald

NOTICE TO PAYEE

If this payment summary shows an amount in the total tax withheld box, you must lodge a tax return. If no tax was withheld you may still have to lodge a tax return. For more information on whether you have to lodge, or about this payment and how it is taxed, you can:

- visit www.ato.gov.au
- phone 13 28 61 between 8.00 am and 6.00pm, Monday to Friday.

Period of payment 01 / 07 / 2015 to

16 / 01 / 2016

Payee's tax file number

TOTAL TAX WITHHELD \$

Gross payments

\$

CDEP payments

\$

Reportable fringe benefits amount

\$

FBT year 1 April to 31 March
Reportable employer superannuation contributions

\$

Total allowances

\$

Lump sum payments Type

A

B

D

E

Total allowances are not included in Gross Payments above. This amount needs to be shown separately in your tax return.

Payer details

Payer's ABN or withholding payer number 99 470 863 260

Branch number 001

Payer's name AUSTRALIAN PUBLIC SERVICE COMMISSION

Privacy - For information about your privacy, go to ato.gov.au/privacy

Signature of authorised person

STEWART MUNRO

Date 24 / 01 / 2017

Employee number

PAYG payment summary - individual non-business

Payment Summary for year ending 30 June 2014

Payee details

Owen [REDACTED] LIVERMORE

NOTICE TO PAYEE

If this payment summary shows an amount in the total tax withheld box, you must lodge a tax return. If no tax was withheld, you may still have to lodge a tax return.

For more information on whether you have to lodge, or about this payment and how it is taxed, you can:

- visit www.ato.gov.au
- phone 13 28 61 between 8.00am and 6.00pm, Monday to Friday.

Period of payment	Day/Month/Year 01/07/2013	to	Day/Month/Year 30/06/2014
Payee's tax file number	[REDACTED]	TOTAL TAX WITHHELD	\$ [REDACTED]
Gross payments	\$ [REDACTED]	Lump sum payments	Type
CDEP payments	\$ [REDACTED]	A \$	[REDACTED]
Reportable fringe benefits amount	\$ [REDACTED]	B \$	[REDACTED]
FBT year 1 April to 31 March	\$ [REDACTED]	D \$	[REDACTED]
Reportable employer superannuation contributions	\$ [REDACTED]	E \$	[REDACTED]
Total allowances	\$ [REDACTED]	Total allowances are not included in Gross payments above. This amount needs to be shown separately in your tax return.	

Payer details

Payer's ABN or withholding payer number 99 470 863 260

Branch number

Payer's name Australian Public Service Commission

Signature of authorised person Stephen Sedgwick

Date 09/07/2014

PAYG payment summary - individual non-business

Payment summary for year ending 30 June 2015

Payee details

Owen Livermore

NOTICE TO PAYEE

If this payment summary shows an amount in the total tax withheld box, you must lodge a tax return. If no tax was withheld you may still have to lodge a tax return.

For more information on whether you have to lodge, or about this payment and how it is taxed, you can:

- visit www.ato.gov.au

- phone 13 28 61 between 8.00 am and 6.00pm, Monday to Friday.

Period of payment Day/Month/Year 01 / 07 / 2014 to

Day/Month/Year 30 / 06 / 2015

Payee's tax file number

TOTAL TAX WITHHELD \$

Gross payments

\$

Lump sum payments Type

A

CDEP payments

\$

B

Reportable fringe benefits amount
FBT year 1 April to 31 March
Reportable employer
superannuation contributions

\$

D

\$

E

Total allowances

\$

Total allowances are not included in Gross Payments above.
This amount needs to be shown separately in your tax return.

Payer details

Payer's ABN or withholding payer number 99 470 863 260

Branch number 001

Payer's name AUSTRALIAN PUBLIC SERVICE COMMISSION

Privacy - For information about your privacy, go to ato.gov.au/privacy

Signature of authorised person

STEWART MUNRO

Date 23 / 01 / 2017

Employee number :

PAYG payment summary - individual non-business

Payment summary for year ending 30 June 2016

Payee details

Owen Livermore

NOTICE TO PAYEE

If this payment summary shows an amount in the total tax withheld box, you must lodge a tax return. If no tax was withheld you may still have to lodge a tax return. For more information on whether you have to lodge, or about this payment and how it is taxed, you can:

- visit www.ato.gov.au
- phone 13 28 61 between 8.00 am and 6.00pm, Monday to Friday.

Period of payment Day/Month/Year 01 / 07 / 2015 to Day/Month/Year 23 / 08 / 2015

Payee's tax file number

TOTAL TAX WITHHELD \$

Gross payments

\$

A

Lump sum pay Type

CDEP payments

\$

B

Reportable fringe benefits amount

\$

D

FBT year 1 April to 31 March
Reportable employer superannuation contributions

\$

E

Total allowances

\$

Total allowances are not included in Gross Payments above. This amount needs to be shown separately in your tax return.

Payer details

Payer's ABN or withholding payer number 99 470 863 260

Branch number 001

Payer's name AUSTRALIAN PUBLIC SERVICE COMMISSION

Privacy - For information about your privacy, go to ato.gov.au/privacy

Signature of authorised person

STEWART MUNRO

Date 23 / 01 / 2017

Employee number :

This is an amended payment summary

PAYG payment summary - individual non-business

Payment Summary for year ending 30 June 2014

Payee details

Karin Fisher

NOTICE TO PAYEE

If this payment summary shows an amount in the total tax withheld box, you must lodge a tax return. If you have already lodged your tax return, you may need to lodge an amendment request.

For more information about this payment summary, lodging your tax return or an amendment request, you can:

- visit www.ato.gov.au
- phone 13 28 61 between 8.00am and 6.00pm, Monday to Friday.

Period of payment	Day/Month/Year 01/07/2013	to	Day/Month/Year 19/06/2014
Payee's tax file number		TOTAL TAX WITHHELD	\$
Gross payments	\$	Lump sum payments	Type
CDEP payments	\$	A	\$
Reportable fringe benefits amount	\$	B	\$
FBT year 1 April to 31 March	\$	D	\$
Reportable employer superannuation contributions	\$	E	\$
Total allowances	\$	Total allowances are not included in Gross payments above. This amount needs to be shown separately in your tax return.	

Payer details

Payer's ABN or withholding payer number 99 470 863 260

Branch number

Payer's name Australian Public Service Commission

Signature of authorised person Stephen Sedgwick

Date 05/05/2015

PAYG payment summary - individual non-business

Payment summary for year ending 30 June 2015

Payee details

Karin Fisher

NOTICE TO PAYEE

If this payment summary shows an amount in the total tax withheld box, you must lodge a tax return. If no tax was withheld you may still have to lodge a tax return. For more information on whether you have to lodge, or about this payment and how it is taxed, you can:

- visit www.ato.gov.au
- phone 13 28 61 between 8.00 am and 6.00pm, Monday to Friday.

Period of payment Day/Month/Year 01 / 07 / 2014 to

Day/Month/Year 30 / 06 / 2015

Payee's tax file number

TOTAL TAX WITHHELD \$

Gross payments

\$

CDEP payments

\$

Reportable fringe benefits amount

\$

FBT year 1 April to 31 March
Reportable employer superannuation contributions

\$

Total allowances

\$

Lump sum payments Type

A

B

D

E

Total allowances are not included in Gross Payments above. This amount needs to be shown separately in your tax return.

Payer details

Payer's ABN or withholding payer number 99 470 863 260

Branch number 001

Payer's name AUSTRALIAN PUBLIC SERVICE COMMISSION

Privacy - For information about your privacy, go to ato.gov.au/privacy

Signature of authorised person

STEWART MUNRO

Date 23 / 01 / 2017

Employee number :

PAYG payment summary - individual non-business

Payment summary for year ending 30 June 2016

Payee details

Karin Fisher

NOTICE TO PAYEE

If this payment summary shows an amount in the total tax withheld box, you must lodge a tax return. If no tax was withheld you may still have to lodge a tax return.

For more information on whether you have to lodge, or about this payment and how it is taxed, you can:

- visit www.ato.gov.au
- phone 13 28 61 between 8.00 am and 6.00pm, Monday to Friday.

Period of payment Day/Month/Year 01 / 07 / 2015 to Day/Month/Year 30 / 06 / 2016

Payee's tax file number

TOTAL TAX WITHHELD \$

Gross payments

\$

CDEP payments

\$

Reportable fringe benefits amount

\$

FBT year 1 April to 31 March
Reportable employer
superannuation contributions

\$

Total allowances

\$

Lump sum payments Type

A

B

D

E

Total allowances are not included in Gross Payments above.
This amount needs to be shown separately in your tax return.

Payer details

Payer's ABN or withholding payer number 99 470 863 260

Branch number 001

Payer's name AUSTRALIAN PUBLIC SERVICE COMMISSION

Privacy - For information about your privacy, go to ato.gov.au/privacy

Signature of authorised person

STEWART MUNRO

Date 23 / 01 / 2017

Employee number :

PAYG payment summary - individual non-business

Payment Summary for year ending 30 June 2014

Payee details

David SCHMIDTCHEN

NOTICE TO PAYEE

If this payment summary shows an amount in the total tax withheld box, you must lodge a tax return. If no tax was withheld, you may still have to lodge a tax return.

For more information on whether you have to lodge, or about this payment and how it is taxed, you can:

visit www.ato.gov.au

phone 13 28 61 between 8.00am and 6.00pm, Monday to Friday.

Period of payment Day/Month/Year Day/Month/Year
01/07/2013 to 30/06/2014

Payee's tax file number

TOTAL TAX WITHHELD

\$

Gross payments

\$

CDEP payments

\$

Reportable fringe benefits amount

\$

FBT year 1 April to 31 March

Reportable employer
superannuation contributions

\$

Total allowances

\$

Lump sum payments

Type

A

\$

B

\$

D

\$

E

\$

Total allowances are not included in Gross payments above.
This amount needs to be shown separately in your tax return.

Payer details

Payer's ABN or withholding payer number 99 470 863 260

Branch number

Payer's name Australian Public Service Commission

Signature of authorised person Stephen Sedgwick

Date 09/07/2014

PAYG payment summary - individual non-business

Payment summary for year ending 30 June 2015

Payee details

David Schmidtchen

NOTICE TO PAYEE

If this payment summary shows an amount in the total tax withheld box, you must lodge a tax return. If no tax was withheld you may still have to lodge a tax return. For more information on whether you have to lodge, or about this payment and how it is taxed, you can:

- visit www.ato.gov.au
- phone 13 28 61 between 8.00 am and 6.00pm, Monday to Friday.

Period of payment Day/Month/Year 01 / 07 / 2014 to

Day/Month/Year 26 / 06 / 2015

Payee's tax file number

TOTAL TAX WITHHELD \$

Gross payments

\$

CDEP payments

\$

Reportable fringe benefits amount
FBT year 1 April to 31 March
Reportable employer
superannuation contributions

\$

\$

Total allowances

\$

Lump sum payment Type

A

B

D

E

Total allowances are not included in Gross Payments above. This amount needs to be shown separately in your tax return.

Allowances:

MVA 1601cc-2600cc (APSC)

Payer details

Payer's ABN or withholding payer number 99 470 863 260

Branch number 001

Payer's name AUSTRALIAN PUBLIC SERVICE COMMISSION

Privacy - For information about your privacy, go to ato.gov.au/privacy

Signature of authorised person

STEWART MUNRO

Date 23 / 01 / 2017

Employee number :

PAYG payment summary - individual non-business

Payment summary for year ending 30 June 2016

Payee details

David Schmidtchen

NOTICE TO PAYEE

If this payment summary shows an amount in the total tax withheld box, you must lodge a tax return. If no tax was withheld you may still have to lodge a tax return. For more information on whether you have to lodge, or about this payment and how it is taxed, you can:

- visit www.ato.gov.au
- phone 13 28 61 between 8.00 am and 6.00pm, Monday to Friday.

Period of payment Day/Month/Year 01 / 07 / 2015 to Day/Month/Year 30 / 06 / 2016

Payee's tax file number

TOTAL TAX WITHHELD \$

Gross payments

\$

A

Lump sum payments Type

CDEP payments

\$

B

Reportable fringe benefits amount
FBT year 1 April to 31 March
Reportable employer superannuation contributions

\$

D

\$

E

Total allowances

\$

Total allowances are not included in Gross Payments above. This amount needs to be shown separately in your tax return.

Payer details

Payer's ABN or withholding payer number 99 470 863 260

Branch number 001

Payer's name AUSTRALIAN PUBLIC SERVICE COMMISSION

Privacy - For information about your privacy, go to ato.gov.au/privacy

Signature of authorised person

STEWART MUNRO

Date 23 / 01 / 2017

Employee number :

PAYG payment summary - individual non-business

Payment Summary for year ending 30 June 2014

Payee details

Penelope Weir

NOTICE TO PAYEE

If this payment summary shows an amount in the total tax withheld box, you must lodge a tax return. If no tax was withheld, you may still have to lodge a tax return.

For more information on whether you have to lodge, or about this payment and how it is taxed, you can:

- visit www.ato.gov.au
- phone 13 28 61 between 8.00am and 6.00pm, Monday to Friday.

Period of payment	Day/Month/Year 01/07/2013	to	Day/Month/Year 15/08/2013
Payee's tax file number	<div>TOTAL TAX WITHHELD \$ <div></div></div>		
Gross payments	\$ <div></div>	Lump sum payments	Type
CDEP payments	\$ <div></div>	A \$	<div></div>
Reportable fringe benefits amount	\$ <div></div>	B \$	<div></div>
Reportable employer superannuation contributions	\$ <div></div>	D \$	<div></div>
Total allowances	\$ <div></div>	E \$	<div></div>

FBY year 1 April to 31 March

Total allowances are not included in Gross payments above. This amount needs to be shown separately in your tax return.

Payer details

Payer's ABN or withholding payer number 99 470 863 260

Branch number

Payer's name Australian Public Service Commission

Signature of authorised person Stephen Sedgwick

Date 09/07/2014