



**Australian Government**  
**Bureau of Meteorology**

HEAD OFFICE  
Bureau of Meteorology  
GPO Box 1289 Melbourne VIC 3001 Australia

In reply please quote

FOI30/6021

Name withheld

By email: [foi+request-4141-eec16538@righttoknow.org.au](mailto:foi+request-4141-eec16538@righttoknow.org.au)

Dear Anonymous

**Re: Freedom of Information Request – Senior Executive Staff (SES) Salaries**

1. I refer to your request made on 13 October 2017, for access to documents relating to SES salaries under the *Freedom of Information Act 1982* (FOI Act).
2. The Information Commissioner (IC) granted the Bureau of Meteorology ('the Bureau') a 30-day extension of time for processing your request. This extended the due date for a decision on your request to 12 December 2017.
3. I am authorised to make a decision in relation to your request pursuant to s 23 of the FOI Act.
4. My decision and reasons for decision follow. Attached to my decision is a Schedule of documents identified as relevant to the scope of your request. Where appropriate, this includes my decision on exemptions and the relevant sections under the FOI Act.

**Your request**

5. You sought access to documents containing the precise salary paid to each of the Bureau's SES officers in the 2014/15, 2015/16 and 2016/17 financial years. I note that a copy of your request is set out at [https://www.righttoknow.org.au/request/precise\\_salaries\\_paid\\_to\\_the\\_bom#outgoing-8076](https://www.righttoknow.org.au/request/precise_salaries_paid_to_the_bom#outgoing-8076)
6. Your request limited the scope to employees categorised as SES officers at the time of your request, who are currently employed with the Bureau. You further agreed to the Bureau de-identifying the SES officers whose names are contained in the material to be released to you.

**Charges**

7. I have decided not to impose a charge in respect of this matter.
8. In making this decision I have taken into account your application, including your submission in relation to the public interest in releasing this material.
9. I note that, as a Commonwealth agency, since 2016-17 the Bureau is required to publish annual information about the remuneration of senior staff. This information is available at: [http://www.bom.gov.au/inside/remunerationReport\\_Executives\\_and\\_Highly\\_Paid\\_Staff\\_2016\\_2017.pdf](http://www.bom.gov.au/inside/remunerationReport_Executives_and_Highly_Paid_Staff_2016_2017.pdf).

**My Decision**

10. One document has been identified in scope of your request. The document comprises information extracted from a Bureau database. I note that the definition of 'document' contained in section 4 of the FOI Act includes the following:
  - (v) any article on which information has been stored or recorded, either mechanically or electronically;
  - (vi) any other record of information
11. I have decided to release the document to you in full, noting that you have agreed to the names of SES officers being de-identified. A copy of the document is enclosed with this decision.

Australia's National Meteorological Service

## Reasons for decision

12. The material you have sought to access is contained in a Bureau database and has been extracted directly and prepared into a table document format. In preparing the material in this format I have had regard to the Objects of the FOI Act, which include that functions under the FOI Act are to be performed, as far as possible, 'promptly and at the lowest reasonable cost'.
13. In accordance with s 11A of the FOI Act, I must give you access to the documents, unless the material is exempt.
14. As set out above, you have agreed to the names of employees being de-identified from the material released to you. On that basis, it is my view that releasing the material does not constitute an unreasonable disclosure of personal information. I have decided that no material contained in the document is exempt from release.

## Material considered in making decision

15. In making my decision in relation to each document I have considered:

- the document at issue;
- the FOI Act, in particular sections 3, 4, 11A, 29 and 47F;
- your request; and
- the *Guidelines issued by the Australian Information Commissioner under s 93A of the FOI Act* (FOI Guidelines).

## Review Rights

16. If you are dissatisfied with my decision, you may apply for internal review or Information Commissioner review of the decision. I encourage you to seek internal review as a first step as it may provide a more rapid resolution of your concerns.

### Internal Review

17. Under section 54 of the FOI Act, you may apply in writing to Bureau's FOI Officer for an internal review of my decision. The FOI Officer can be contacted in one of the following ways:

email: [FOI@bom.gov.au](mailto:FOI@bom.gov.au)  
post: GPO Box 1289, Melbourne VIC 3001  
in person: 700 Collins St, Docklands VIC

18. Where possible please attach reasons why you believe review of the decision is necessary. The internal review application must be made within 30 days of the date of this letter, or 15 days of you receiving the documents to which you have been granted access, whichever is later. The internal review will be carried out by another officer of the Bureau, within 30 days.

19. 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.

### Information Commissioner review

20. Under section 54L of the FOI Act, you may apply to the Australian Information Commissioner to review my decision. An application for review by the Information Commissioner must be made in writing within 60 days of the date of this letter, and be lodged in one of the following ways:

online: <https://forms.business.gov.au/aba/oaic/foi-review/>  
email: [enquiries@oaic.gov.au](mailto:enquiries@oaic.gov.au)  
post: GPO Box 2999, Canberra ACT 2601  
in person: Level 3, 175 Pitt Street, Sydney NSW

21. More information about Information Commissioner review is available on the Office of the Australian Information Commissioner website. Go to [www.oaic.gov.au/freedom-of-information/foi-reviews](http://www.oaic.gov.au/freedom-of-information/foi-reviews)

#### **Complaints to Ombudsman or Information Commissioner**

22. You may complain to either the Commonwealth Ombudsman or the Information Commissioner about action taken by the Bureau of Meteorology in relation to this application. The Ombudsman will consult with the Information Commissioner before investigating a complaint about the handling of an FOI request.

23. Your enquiries to the Ombudsman can be directed to:

Phone 1300 362 072 (local call charge)  
Email [ombudsman@ombudsman.gov.au](mailto:ombudsman@ombudsman.gov.au)

24. Your enquiries to the Information Commissioner can be directed to:

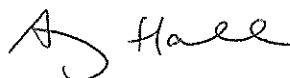
Phone 1300 363 992 (local call charge)  
Email [enquiries@oaic.gov.au](mailto:enquiries@oaic.gov.au)

25. There is no particular form required to make a complaint to the Ombudsman or the 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 Bureau of Meteorology as the relevant agency.

#### **For further information**

26. If you have any questions about this letter, or need further information, please do not hesitate to contact [FOI@bom.gov.au](mailto:FOI@bom.gov.au)

Yours sincerely



**Amy Hall**  
**Acting General Manager, Organisational Development**  
**Bureau of Meteorology**

**28 November 2017**

Encl.

1. Schedule of documents
2. Release document



## FOI REQUEST FOI30/6021

### Schedule of Documents

28 November 2017

Doc. No	No. of pages	Date of Doc.	Author	Addressee	Description of document	FOI Act Exemptions	Decision/Editing	Comments
1.	1	As at 30 June 2017	Bureau	Internal	Database extract: Senior Executive Staff salaries 2014-15, 2015-16 and 2016-17	None	Release in full	Names de-identified with consent of applicant



Employee	2014/2015	2015/2016	2016/2017	Notes
Employee 1	\$ 180,087	\$ 178,899	\$ 168,828	
Employee 2	\$ 220,432	\$ 238,186	\$ 229,645	Promoted 14/15
Employee 3	\$ 210,703	\$ 189,561	\$ 179,902	
Employee 4	\$ 137,789	\$ 135,828	\$ 174,414	Promoted 16/17
Employee 5	\$ 211,238	\$ 220,751	\$ 211,185	
Employee 6	\$ 205,067	\$ 235,247	\$ 252,941	Promoted 15/16
Employee 7	\$ 204,274	\$ 217,168	\$ 211,891	
Employee 8	\$ 139,358	\$ 145,863	\$ 188,529	Promoted 16/17
Employee 9	\$ 210,891	\$ 217,356	\$ 212,926	
Employee 10	\$ -	\$ -	\$ 154,855	Commenced 16/17
Employee 11	\$ -	\$ 48,594	\$ 203,640	Commenced 15/16
Employee 12	\$ 165,393	\$ 174,531	\$ 214,738	Promoted 16/17
Employee 13	\$ 158,718	\$ 182,939	\$ 207,958	Promoted 16/17
Employee 14	\$ 132,328	\$ 131,789	\$ 174,181	Promoted 16/17
Employee 15	\$ 212,095	\$ 222,312	\$ 210,919	
Employee 16	\$ -	\$ -	\$ 164,940	Commenced 16/17
Employee 17	\$ 258,382	\$ 279,526	\$ 261,627	
Employee 18	\$ -	\$ -	\$ 69,830	Commenced 16/17

General Information:

- Table produced 20 November 2017.
- The 2015/16 year had 27 pay periods, whereas the 2014/15 and 2016/17 years had 26 pay periods.
- Remuneration reported excludes superannuation payments, but does include other payments such as higher duties, salary advancement and other allowances.

