

Table 2.3: Total Reward by classification

Classification	Employees		P5		Q1		Median		change %	Q3		P95		Average		change %
	2015 n	2016 n	2015 \$	2016 \$	2015 \$	2016 \$	2015 \$	2016 \$		2015 \$	2016 \$	2015 \$	2016 \$	2015 \$	2016 \$	
Graduate	1,159	1,337	62,084	65,218	66,813	68,817	69,422	72,974	5.1	72,974	73,806	78,820	78,847	69,917	71,752	2.6
APS 1	804	649	45,172	45,554	50,428	49,919	55,633	55,550	-0.1	57,341	57,997	60,011	61,488	54,088	54,085	0.0
APS 2	3,265	2,854	56,196	57,032	59,725	60,007	64,306	64,306	0.0	65,233	66,868	68,299	69,567	62,895	63,642	1.2
APS 3	15,493	15,669	64,117	64,108	69,907	67,235	72,199	72,116	-0.1	74,678	74,678	80,839	77,722	72,133	71,331	-1.1
APS 4	29,181	28,458	72,117	72,117	78,804	78,187	80,395	80,395	0.0	82,741	82,741	85,039	85,273	80,265	80,156	-0.1
APS 5	19,835	20,254	80,433	80,082	85,916	85,351	87,547	87,952	0.5	90,191	90,627	94,480	94,403	87,839	87,964	0.1
APS 6	30,673	32,176	91,149	90,714	100,047	99,777	102,654	103,305	0.6	106,285	106,656	110,643	111,344	102,576	102,923	0.3
EL 1	24,782	24,626	116,963	116,129	124,647	124,403	127,701	129,433	1.4	130,237	132,223	139,906	140,953	128,049	128,988	0.7
EL 2	11,335	11,297	143,678	140,757	155,266	155,865	159,399	162,103	1.7	167,400	169,609	187,881	192,831	163,486	165,077	1.0
SES 1	1,897	1,941	209,568	212,898	226,442	228,556	240,811	243,467	1.1	251,198	256,123	270,580	275,113	239,909	243,395	1.5
SES 2	528	515	266,150	274,072	285,602	291,682	300,713	305,616	1.6	314,389	325,041	353,669	353,399	305,771	311,807	2.0
SES 3	113	109	343,294	346,003	375,104	384,948	396,453	411,667	3.8	414,942	428,422	450,739	475,575	403,544	419,229	3.9
Total	139,065	139,885														

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3. Features of Key Remuneration Components

3.1 Comparison of Key Remuneration Components by Classification

The comparison of the different components of the Total Reward (TR) provides an understanding of the proportion that each component contributes to the whole TR.

Table 3.1 provides data on the components of TR across all classifications. It shows the proportion that Base Salary, benefits and bonuses contribute to the TR.

For all classifications, the largest component of TR, apart from Base Salary, is generally the employer superannuation contribution.

Across the non-SES classifications, Base Salary makes up between 83.6% and 86.1% of the TR received by employees. The benefits component makes up between 13.4% and 15.6%, most of which is the employer superannuation contribution.

At the SES levels, the benefits component provides a greater contribution to the TR than it does for the non-SES classifications. This varies from 20.4% at the SES 3 classification to 24.0% at the SES 1 classification. The benefits component is primarily composed of the employer superannuation contribution and motor vehicle arrangements.

Bonus payments continue to make up only a minor part of the TR. The use of performance bonus arrangements across all classifications has decreased from 17.6% of employees receiving a performance bonus in 2015 to 13.8% in 2016. At the SES classifications the use of performance bonuses has decreased from 7.0% in 2015 to 5.3% in 2016. Bonuses contribute 0.2% of the TR received in the SES classifications and up to 1.1% for the non-SES classifications.

Further information on the breakdown of Base Salary, TRP, and TR can be found in *Section 7: Remuneration Findings by Classification*.

Table 3.1: Composition of median Total Reward by classification

Classification	Employees	Median TR	Base salary component of TR		Benefit component of TR		Bonus component of TR	
	n	\$	\$	%	\$	%	\$	%
Graduate	1337	72,974	62,493	85.6	10,481	14.4	0	0.0
APS 1	649	55,550	47,567	85.6	7,804	14.0	179	0.3
APS 2	2854	64,306	54,588	84.9	8,993	14.0	725	1.1
APS 3	15669	72,116	61,512	85.3	10,604	14.7	0	0.0
APS 4	28458	80,395	69,239	86.1	10,792	13.4	364	0.5
APS 5	20254	87,952	74,451	84.6	13,311	15.1	190	0.2
APS 6	32176	103,305	87,263	84.5	16,042	15.5	0	0.0
EL 1	24626	129,433	108,796	84.1	20,191	15.6	446	0.3
EL 2	11297	162,103	135,583	83.6	24,995	15.4	1,526	0.9
SES 1	1941	243,467	184,626	75.8	58,457	24.0	384	0.2
SES 2	515	305,616	239,272	78.3	65,794	21.5	550	0.2
SES 3	109	411,667	327,000	79.4	83,874	20.4	793	0.2

3.2 Motor Vehicle Allowances

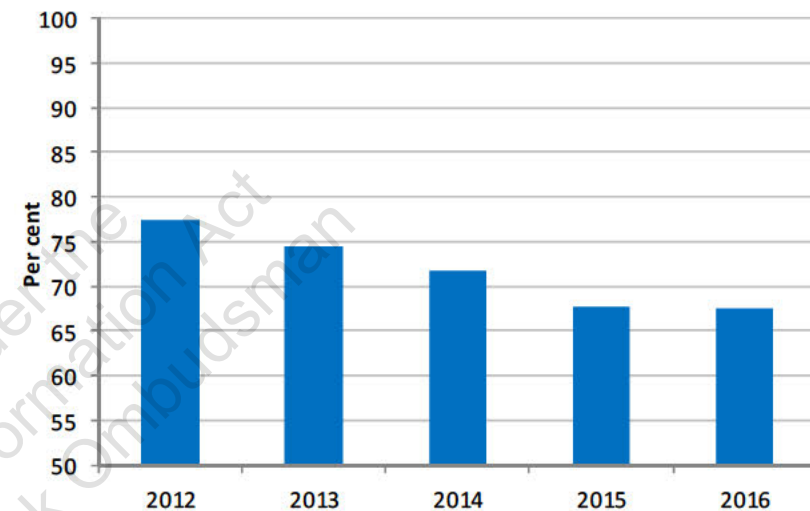
Motor vehicle cost is the annualised cost of a motor vehicle that an employee is able to use for private use. This includes the provision of a motor vehicle, running costs, insurance, repairs, maintenance and any fringe benefits tax payable. Cash-in-lieu of a vehicle is the total paid to an employee where they opt for cash instead of a motor vehicle. Table 3.2 combines these allowances by classification.

Consistent with previous years, the use of motor vehicle allowances was low in the non-SES classifications. The highest use of motor vehicle allowances at these classifications was at the EL 2 classification with 4.1% of employees receiving a benefit.

There was a reduction in the proportion of SES employees who received a motor vehicle related allowance from 67.8% in 2015 to 67.5% in 2016.

There was no change in the median amounts paid for motor vehicle benefits for SES employees.

Figure 3.1: Proportion of SES employees who received a motor vehicle allowance, 2012 to 2016



Source: Remuneration Survey data, 2012 to 2016

Table 3.2: Motor vehicle allowance by classification

Classification	Total employees	Employees with allowance	Proportion with allowance	P5	Q1	Median	Q3	P95	Average
	n	n	%	\$	\$	\$	\$	\$	\$
Graduate	1,337	0	0.0	.	.	.	.	.	.
APS 1	649	0	0.0	.	.	.	.	.	.
APS 2	2,854	0	0.0	.	.	.	.	.	.
APS 3	15,669	0	0.0	.	.	.	.	.	.
APS 4	28,458	0	0.0	.	.	.	.	.	.
APS 5	20,254	0	0.0	.	.	.	.	.	.
APS 6	32,176	0	0.0	.	.	.	.	.	.
EL 1	24,626	4	0.0	25,208	25,229	25,250	25,250	25,250	25,240
EL 2	11,297	460	4.1	21,265	25,208	25,250	25,250	28,348	25,122
SES 1	1,941	1,323	68.2	21,623	25,000	26,000	27,880	28,348	25,695
SES 2	515	338	65.6	20,550	26,465	27,000	28,000	30,000	26,577
SES 3	109	70	64.2	24,195	27,725	30,000	30,000	31,000	28,693
Total	139,885	2,195	1.6						

3.3 Performance Bonus

Performance bonuses may be available to APS employees through an enterprise agreement or other employment instrument. The availability, eligibility and amounts vary across agencies. While performance is also recognised through other mechanisms such as salary or incremental advancement (which is reflected in Base Salary movement) this section reports only on performance bonus payments.

There were 19,147 employees, or 13.9% of the non-SES workforce, and 135 employees, or 5.3% of the SES workforce who received a performance bonus in 2016.

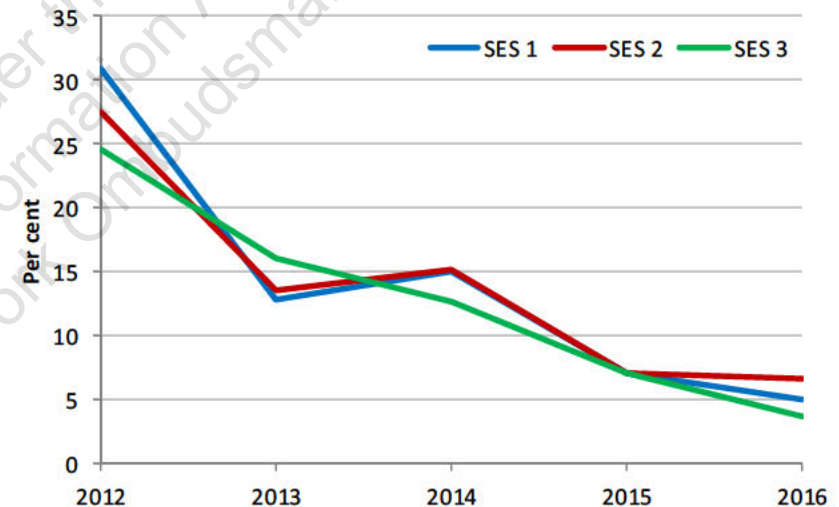
The proportion of employees who received performance bonuses varied across the non-SES classification levels from 0.1% at the Graduate level to 25.9% at the APS 2 classification.

As few enterprise agreements contain provisions for performance bonuses, the figures and the non-SES classifications have been dominated by an agency which has a high proportion of their workforce at the top of their classification salary ranges. The enterprise agreement covering this agency provide for a bonus payment, in lieu of salary advancement, linked to satisfactory performance.

Figure 3.2 shows that the proportion of SES employees that received a performance bonus in the past five years. The proportion of SES employees that received a bonus in 2016 is significantly lower than in 2012.

The median performance bonus values increased at the SES 1 and SES 3 classifications, by 14.4% and 11.0% respectively. The median performance bonus decreased at the SES 2 classification by 0.6%.

Figure 3.2: Proportion of SES employees who received a performance bonus, 2012 to 2016



Source: Remuneration Survey data, 2012 to 2016

Table 3.3: Performance bonus by classification

Classification	Total employees	Employees with bonus	Proportion with bonus	P5	Q1	Median	Q3	P95	Average
	n	n	%	\$	\$	\$	\$	\$	\$
Graduate	1,337	2	0.1	6,859	6,859	8,076	9,292	9,292	8,076
APS 1	649	69	10.6	471	725	725	725	725	705
APS 2	2,854	739	25.9	725	725	725	725	725	720
APS 3	15,669	1,604	10.2	580	725	725	725	1,265	828
APS 4	28,458	1,754	6.2	435	725	725	725	4,027	1,058
APS 5	20,254	3,147	15.5	725	743	743	743	1,532	1,108
APS 6	32,176	5,003	15.5	674	868	868	868	4,174	1,449
EL 1	24,626	4,393	17.8	1,084	1,084	1,084	2,203	6,083	2,010
EL 2	11,297	2,436	21.6	1,339	1,339	1,473	5,713	15,679	6,382
SES 1	1,941	97	5.0	1,339	7,594	12,114	14,444	25,067	11,366
SES 2	515	34	6.6	10,000	18,000	21,825	30,000	217,660	48,240
SES 3	109	4	3.7	17,120	22,302	30,518	331,354	629,155	176,828
Total	139,885	19,282	13.8						

3.4 Superannuation

The median employer superannuation contribution for the non-SES classifications in 2016 was between 15.4% and 18.8% of the employee's super salary, dependent on the superannuation scheme that individual employees participated in.

APS employee superannuation fund membership has been reported by four categories:

- The Commonwealth Superannuation Scheme (CSS);
- The Public Sector Superannuation Scheme (PSS);
- The Public Sector Superannuation Accumulation Plan (PSSap); and
- Other.

As the CSS and PSS closed to new members in 1990 and 2005 respectively, there were no APS employees in the CSS under 40 years of age, and no employees under 25 years of age in the PSS.

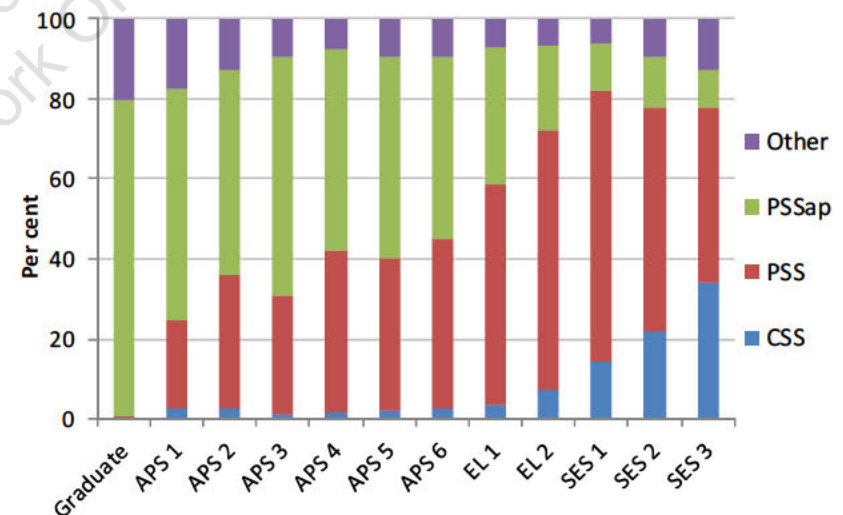
There were 61,018 APS employees, or 43.6% of the APS workforce, in the PSS and 62,826 employees, or 44.9% of the workforce, in the PSSap. There has been a slight reduction since last year in the proportion of employees in the CSS and PSS with a corresponding increase in proportion of employees in the PSSap.

Figure 3.3 provides information on the proportional distribution of superannuation scheme membership by classification. As a general trend, the PSSap membership decreases as the classification increases, reflecting this as the default fund in the APS since 2005. Conversely, the proportion of employees in the CSS are higher at higher classifications, reflecting employees who have been in the service for longer.

Only 3.0% of employees were members of the CSS, down from 3.6% in 2015 with approximately 38.2% of them aged 55 years or over. These members represent a notable proportion of the SES workforce: 14.4% at the SES 1 level, 22.1% at the SES 2 level and 33.9% of the SES 3 level.

A high employer superannuation contribution (compared to super salary) can be the result of several things: an employee performing an eligible period of higher duties when their superannuation was calculated; and annualising superannuation paid fortnightly, based on ordinary time earnings for a fortnight with a large amount of shift work or overtime. Employer superannuation contributions are shown in Tables 3.6 and 3.7.

Figure 3.3: Employee superannuation fund by classification



Source: Table 3.4

Table 3.4: Employees by classification and superannuation fund

Classification	CSS		PSS		PSSap		Other	
	n	%	n	%	n	%	n	%
Graduate	.	.	11	0.8	1,055	78.9	271	20.3
APS 1	18	2.8	142	21.9	375	57.8	114	17.6
APS 2	68	2.4	958	33.6	1,463	51.3	365	12.8
APS 3	215	1.4	4,613	29.4	9,344	59.6	1,497	9.6
APS 4	417	1.5	11,492	40.4	14,417	50.7	2,132	7.5
APS 5	411	2.0	7,695	38.0	10,257	50.6	1,891	9.3
APS 6	844	2.6	13,597	42.3	14,758	45.9	2,977	9.3
EL 1	915	3.7	13,531	54.9	8,474	34.4	1,706	6.9
EL 2	834	7.4	7,326	64.8	2,387	21.1	750	6.6
SES 1	279	14.4	1,317	67.9	221	11.4	124	6.4
SES 2	114	22.1	288	55.9	65	12.6	48	9.3
SES 3	37	33.9	48	44.0	10	9.2	14	12.8
Total	4,152	3.0	61,018	43.6	62,826	44.9	11,889	8.5

Table 3.5: Employees by superannuation fund and age group

Age Group	CSS		PSS		PSSap		Other	
	n	%	n	%	n	%	n	%
Under 20	.	.	.	.	133	91.1	13	8.9
20-24	.	.	.	.	2,907	83.8	561	16.2
25-29	.	.	22	0.2	10,228	84.6	1,833	15.2
30-34	.	.	1,467	8.2	14,302	80.3	2,042	11.5
35-39	.	.	7,602	38.6	10,385	52.8	1,686	8.6
40-44	11	0.1	11,482	56.4	7,540	37.0	1,338	6.6
45-49	597	2.9	12,646	61.3	6,188	30.0	1,204	5.8
50-54	1,960	9.4	12,816	61.6	4,849	23.3	1,193	5.7
55-59	893	5.8	9,724	63.6	3,589	23.5	1,087	7.1
60 and over	691	7.2	5,259	54.9	2,705	28.2	932	9.7
Total	4,152	3.0	61,018	43.6	62,826	44.9	11,889	8.5

Table 3.6: Employer superannuation contribution as a proportion of Base Salary by classification

Classification	Employees		P5		Q1		Median		Q3		P95		Average	
	2015	2016	2015	2016	2015	2016	2015	2016	2015	2016	2015	2016	2015	2016
	n	n	%	%	%	%	%	%	%	%	%	%	%	%
Graduate	1,159	1,337	13.5	15.4	15.4	15.4	15.4	15.4	15.6	15.4	19.2	18.4	15.6	15.6
APS 1	804	649	15.4	15.4	15.4	15.4	15.6	15.4	19.5	17.1	23.5	20.5	17.4	16.5
APS 2	3,264	2,854	15.4	15.4	15.4	15.4	15.6	15.4	18.9	19.8	22.2	20.1	17.1	17.0
APS 3	15,492	15,665	15.4	15.4	15.4	15.4	16.1	15.4	19.9	17.2	28.7	19.8	18.4	16.6
APS 4	29,181	28,454	15.4	15.4	15.4	15.4	16.3	15.4	19.5	19.5	22.3	19.8	17.6	17.0
APS 5	19,835	20,251	15.0	15.4	15.4	15.4	15.8	15.4	19.5	19.5	24.5	19.9	17.8	16.9
APS 6	30,670	32,172	14.9	15.4	15.4	15.4	15.7	15.4	19.5	19.5	23.3	19.9	17.6	17.2
EL 1	24,778	24,624	15.0	15.4	15.4	15.4	18.0	18.7	19.6	19.4	22.5	19.8	17.8	17.5
EL 2	11,328	11,292	15.1	15.4	15.4	15.4	17.9	18.8	19.5	19.0	22.3	19.8	18.0	17.8
SES 1	1,896	1,941	15.0	15.4	16.2	17.2	18.3	18.8	19.9	18.9	23.6	20.3	18.5	18.2
SES 2	528	514	14.7	15.4	15.6	16.6	17.9	18.8	20.1	18.9	23.8	20.3	18.4	17.9
SES 3	113	108	12.3	15.4	15.4	17.1	17.8	18.3	19.5	19.2	23.3	20.3	17.6	18.0

Table 3.7: Employer superannuation contribution by classification

Classification	Employees	P5	Q1	Median	Q3	P95	Average
	n	\$	\$	\$	\$	\$	\$
Graduate	1,337	8,620	9,264	9,738	10,199	11,423	9,763
APS 1	649	6,108	6,817	7,474	9,278	11,965	8,109
APS 2	2,854	7,547	7,950	8,720	11,047	13,309	9,574
APS 3	15,669	8,503	9,016	9,731	12,511	15,398	10,874
APS 4	28,458	9,624	10,516	11,056	13,502	15,419	11,992
APS 5	20,254	10,638	11,447	12,039	14,765	17,495	13,150
APS 6	32,176	11,951	13,374	14,629	17,397	20,528	15,404
EL 1	24,626	15,099	16,719	20,298	21,297	24,216	19,429
EL 2	11,297	18,849	21,749	25,371	26,474	30,478	24,722
SES 1	1,941	25,494	31,065	34,223	37,398	41,372	34,159
SES 2	515	33,615	39,669	43,246	47,629	54,842	43,562
SES 3	109	44,556	52,397	57,084	63,544	69,590	57,555

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4. Payments in Addition to Key Remuneration Components

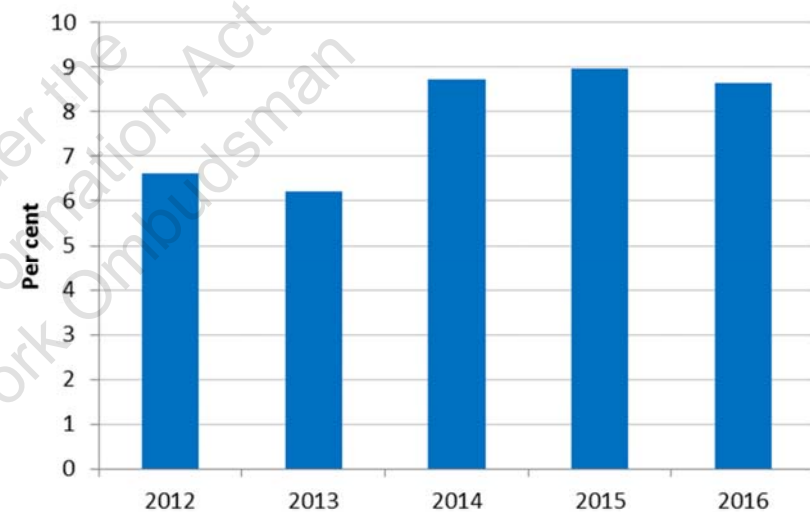
The following section provides information on payments that are not discussed in the preceding sections on Base Salary, Total Remuneration Package or Total Reward. They are reflective of situations outside the standard parameters and include remuneration for taking on higher or additional duties and payments specific to geographical locations and particular hardship.

4.1 Acting Classification

Acting classification salary has not been included in any of the key remuneration component reporting. There were 12,108 employees, or 8.7% of the workforce, on temporary assignment to a different classification level and had been performing the acting duties for at least 90 days. This has decreased from 2015 when 12,487 employees, or 9.0% of the workforce, were on temporary assignment to a different classification level.

The values shown in Table 4.1 are the salaries paid to employees undertaking acting duties. The median values, when compared with the Base Salary (see Table 2.1) shows that the acting salaries tend to be between the 5th percentile and Q1 values. It demonstrates that employees acting at a different classification tend to receive salaries at or near the bottom of the temporary classification salary range, as would generally be expected.

Figure 4.1: Proportion of employees who were on temporary assignment to a different classification, 2012 to 2016



Source: Remuneration Survey data, 2012 to 2016

Table 4.1: Acting classification salary by acting classification

Acting classification	Total employees	Acting employees	Acting employees	P5	Q1	Median	Q3	P95	Average
	n	n	%	\$	\$	\$	\$	\$	\$
Graduate	1,337	0	0.0	.	.	.	.	.	.
APS 1	649	2	0.3	48,533	48,533	48,533	48,533	48,533	48,533
APS 2	2,854	32	1.1	47,097	49,459	50,892	52,234	54,604	50,951
APS 3	15,669	286	1.8	55,216	56,825	57,965	58,897	62,492	58,173
APS 4	28,458	1,098	3.9	60,452	63,492	64,605	66,657	70,144	65,229
APS 5	20,254	2,683	13.2	67,638	69,756	72,056	74,156	76,362	72,060
APS 6	32,176	3,437	10.7	74,321	77,154	79,276	82,209	89,217	80,321
EL 1	24,626	2,965	12.0	94,113	96,255	100,119	103,518	108,796	100,567
EL 2	11,297	1,317	11.7	111,559	114,070	120,128	124,995	134,357	120,555
SES 1	1,941	240	12.4	153,597	161,159	167,604	188,546	210,368	175,640
SES 2	515	43	8.3	189,558	208,711	214,459	227,347	261,757	217,212
SES 3	109	5	4.6	278,122	291,000	297,000	312,971	319,230	299,665
Total	139,885	12,108	8.7						

4.2 Geographic/Locality Allowance

Table 4.2 provides data for a cluster of allowances which relate to a particular locality or geographical region. These are variously described across agency enterprise agreements. Examples of such allowances include: disturbance allowance, district allowance, remote localities assistance, leave fare and overseas allowance. It excludes disability related allowances such as location-specific hardship allowances.

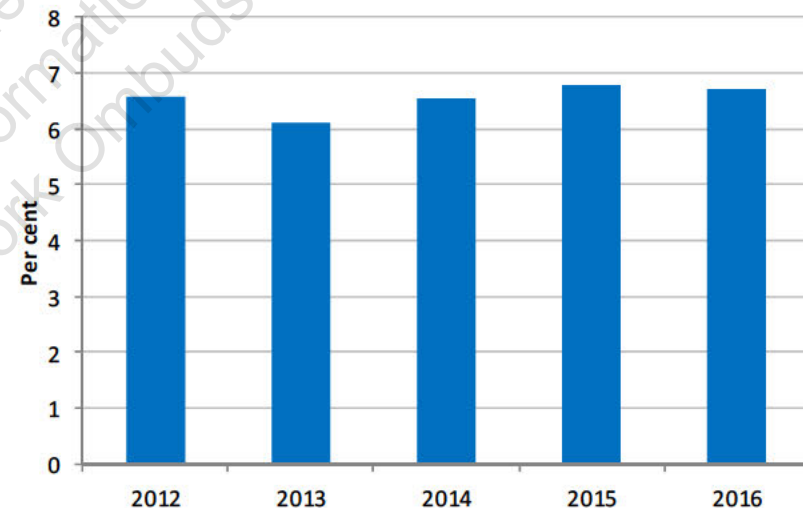
In 2016, 6.7% of APS employees received a geographic or locality allowance; 9.8% of the SES workforce and 6.6% of the non-SES workforce.

Table 4.2 shows the classifications with the highest proportion of employees receiving a geographic/locality allowance in 2016 were the Graduate and APS 3 classifications. This is consistent with 2014 and 2015 findings. The APS 4 and APS 6 classifications had the lowest proportion of employees in receipt of geographic/locality allowances.

The Graduate and APS 3 classifications had the lowest median of allowances received. The SES 3 classification had the highest median. This is consistent with the 2015 findings.

In the last 5 years, the proportion of the APS workforce in receipt of a geographic/locality allowance has ranged between 6.1% and 6.8%.

Figure 4.2: Proportion of employees who received a geographic/locality allowance, 2012 to 2016



Source: Remuneration Survey data, 2012 to 2016

Table 4.2: Geographic/locality allowance by classification

Classification	Total employees	Employees with allowance	Proportion with allowance	P5	Q1	Median	Q3	P95	Average
	n	n	%	\$	\$	\$	\$	\$	\$
Graduate	1,337	299	22.4	223	500	801	1,201	3,250	1,117
APS 1	649	59	9.1	933	3,064	7,667	12,360	30,090	9,750
APS 2	2,854	185	6.5	658	2,069	5,054	11,577	26,229	7,715
APS 3	15,669	2,160	13.8	231	1,037	1,341	2,224	14,321	3,448
APS 4	28,458	1,161	4.1	170	979	2,138	6,795	16,772	4,903
APS 5	20,254	1,821	9.0	375	1,164	1,678	6,665	24,567	5,933
APS 6	32,176	1,552	4.8	352	1,205	2,834	10,850	42,898	10,637
EL 1	24,626	1,239	5.0	576	2,163	10,707	34,980	116,676	28,205
EL 2	11,297	651	5.8	801	4,984	24,200	59,461	175,744	44,762
SES 1	1,941	194	10.0	1,748	9,546	36,879	63,690	168,839	49,968
SES 2	515	47	9.1	3,637	10,688	47,654	64,812	102,151	44,781
SES 3	109	10	9.2	15,849	63,804	81,571	100,465	187,010	82,405
Total	139,885	9,378	6.7						

4.3 Disability Allowance

Disability-related allowances are intended to address specific instances where an employee may need to work in circumstances where they are subject to specific discomforts and/or difficulties. These allowances may be applied for situations both within Australia and overseas and may be location and/or duty specific. Examples of disability allowances include, but are not limited to: duty at sea, hardship, inspection and certification of dangerous goods, marine crew accommodation, self-contained breathing apparatus, Southern Ocean operations training and working conditions allowances.

In 2016, 3.7% of APS employees received a disability allowance; 6.1% of the SES workforce, and 3.7% of the non-SES workforce.

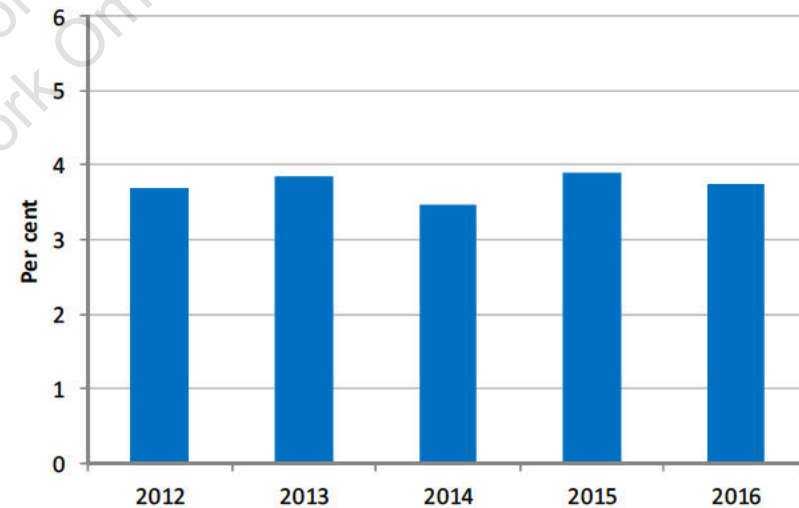
Table 4.3 shows that non-SES classifications generally have lower proportions of employees in receipt of disability allowances compared to SES. Of the non-SES classifications, APS 1 employees had the highest proportion of 6.8% receiving a disability allowance. The rest of the non-SES classifications had 2.2% to 5.7% of employees receive a disability allowance. In contrast, the SES levels ranged from 6.0% of SES 1 employees to 6.4% of the SES 3 workforce.

The lowest median disability allowance was \$235 at the Graduate classification. The highest median disability allowance of \$53,348 was at the SES 3 classification.

Particular hardship locations, including overseas, have contributed significantly to the amounts paid.

Figure 4.3 shows that the 3.7% of employees received a disability allowance in 2016, down from 3.9% in 2015.

Figure 4.3: Proportion of employees who received a disability allowance, 2012 to 2016



Source: Remuneration Survey data, 2012 to 2016

Table 4.3: Disability allowance by classification

Classification	Total employees	Employees with allowance	Proportion with allowance	P5	Q1	Median	Q3	P95	Average
	n	n	%	\$	\$	\$	\$	\$	\$
Graduate	1,337	36	2.7	64	120	235	2,325	11,006	4,479
APS 1	649	44	6.8	6	142	841	1,938	2,719	1,087
APS 2	2,854	68	2.4	49	967	2,497	5,581	21,245	4,452
APS 3	15,669	889	5.7	45	768	3,778	30,672	45,474	14,567
APS 4	28,458	628	2.2	13	62	843	2,941	12,857	3,208
APS 5	20,254	989	4.9	16	448	5,052	21,579	55,657	15,893
APS 6	32,176	1,084	3.4	18	141	4,479	18,208	68,521	15,592
EL 1	24,626	929	3.8	36	2,421	13,416	44,655	87,475	26,177
EL 2	11,297	422	3.7	285	6,836	23,488	52,500	100,039	34,677
SES 1	1,941	117	6.0	4,446	22,754	49,820	80,610	114,031	53,575
SES 2	515	32	6.2	1,903	22,620	40,946	53,383	118,247	49,517
SES 3	109	7	6.4	33,491	48,384	53,348	95,680	126,923	71,121
Total	139,885	5,245	3.7						

4.4 Additional Duties/Responsibilities Allowance

The additional duties/responsibility allowances include, but are not limited to: First Aid Officer, Fire Warden and Workplace Health & Safety Officer allowances. Additional duties data does not include higher duties. For information on higher duties, see *Section 4.1: Acting Classification*.

The classifications with the highest proportions of employees who received an additional duties allowance are the APS 5, APS 3 and APS 6 levels. The non-SES classifications with the lowest proportion of employees who received additional duties allowance in 2016 were the Graduate and EL 2 classifications.

The proportion of the whole workforce that received an additional duties allowance has increased from 9.2% in 2015 to 9.3% in 2016.

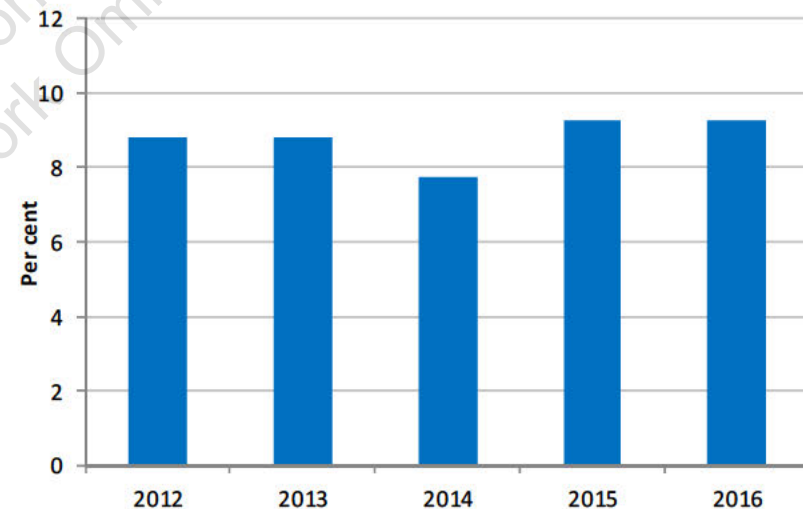
The additional duties at the SES classifications are a reflection of the need in some agencies for SES level employees to be available at all times to take on additional duties at times of crisis. This is more likely to occur in agencies with a presence overseas.

The median amounts paid were generally consistent across all non-SES classifications. This may be a reflection of enterprise agreement provisions providing allowances of similar value for the additional duties, based on the duty not the classifications.

The range of amounts paid for an additional duty varies depending on the nature of the additional duty. For example, First Aid Officer and Fire Warden duties attract a lesser amount compared to a Use of Force allowance.

Figure 4.4 shows the proportion of employees receiving an additional duties/responsibilities allowance in the past 5 years has generally been around 8.8% to 9.3%, with the exception of 2014 where 7.7% of employees received this allowance.

Figure 4.4: Proportion of employees who received an additional duties/responsibilities allowance, 2012 to 2016



Source: Remuneration Survey data, 2012 to 2016

Table 4.4: Additional duties/responsibilities allowance by classification

Classification	Total employees	Employees with allowance	Proportion with allowance	P5	Q1	Median	Q3	P95	Average
	n	n	%	\$	\$	\$	\$	\$	\$
Graduate	1,337	19	1.4	88	548	606	676	676	576
APS 1	649	62	9.6	351	520	520	627	1,040	597
APS 2	2,854	198	6.9	351	520	596	717	1,845	746
APS 3	15,669	1,673	10.7	333	364	627	1,268	2,950	1,146
APS 4	28,458	2,499	8.8	314	537	627	652	941	640
APS 5	20,254	2,527	12.5	333	364	613	702	2,950	832
APS 6	32,176	3,261	10.1	333	457	613	692	1,612	747
EL 1	24,626	2,005	8.1	333	522	613	702	1,561	838
EL 2	11,297	662	5.9	364	548	652	1,561	13,983	2,252
SES 1	1,941	35	1.8	417	606	5,000	14,481	30,000	9,079
SES 2	515	11	2.1	24	522	13,238	25,000	45,000	15,139
SES 3	109	2	1.8	3,346	3,346	15,454	27,561	27,561	15,454
Total	139,885	12,954	9.3						

5. Additional Information

The following section provides information on remuneration outcomes by employment instrument, by sex and by employment category.

5.1 Employment Instrument

An APS employee may have their employment terms and conditions set by one of the following primary employment instruments:

- Enterprise Agreements (EA);
- Public Service Act Determinations (s24(1) and (3)) (PSAD);
- Common Law Agreements (CLA); or
- Australian Workplace Agreements (AWA).

An Individual Flexibility Arrangement (IFA) may be used to vary the terms and conditions of an EA. This is subject to the employee being better off overall than they would be if they remained on the terms provided by the EA.

Most employees in the non-SES classifications are employed under an EA. Very small numbers of employees at these levels are covered by PSADs, CLAs or AWAs. There are 52 AWAs remaining in the APS, down from 100 in 2015.

As at 31 December 2016, IFAs were in place for 3,477 APS employees representing 2.5% of the workforce. This is up from 3,167 employees, or 2.3% of the workforce in 2015. At the non-SES classifications, IFAs were used most commonly at the EL 2 level with 1,406 in place, representing 12.4% of the total number of EL 2s. This was down from 1,424, or 12.6% in 2015.

Table 5.1 demonstrates that the most commonly used primary employment instrument at the SES levels was a PSAD.

Table 5.2 shows for the non-SES classifications CLAs provided the highest median Base Salary. However, CLAs are rarely used at the non-SES classification levels. The EL 2 classification has the highest use of CLAs out of the non-SES classifications, with 0.6% of EL 2 employees covered by a CLA.

At the SES classifications, Table 5.2 shows that the employment instrument that provided the highest median value was AWAs.

Table 5.1: Employees by employment instrument and classification

Classification	Primary								Secondary	
	EA		AWA		PSAD		CLA		IFA	
	n	%	n	%	n	%	n	%	n	%
Graduate	1,337	100.0	.	.	.	.	.	.	.	.
APS 1	649	100.0	.	.	.	.	.	.	.	.
APS 2	2,850	99.9	.	.	1	0.0	3	0.1	4	0.1
APS 3	15,605	99.6	.	.	57	0.4	7	0.0	26	0.2
APS 4	28,388	99.8	.	.	27	0.1	43	0.2	102	0.4
APS 5	20,171	99.6	1	0.0	47	0.2	35	0.2	237	1.2
APS 6	31,992	99.4	1	0.0	148	0.5	35	0.1	658	2.0
EL 1	24,484	99.4	5	0.0	79	0.3	58	0.2	1,037	4.2
EL 2	11,120	98.4	13	0.1	96	0.8	68	0.6	1,406	12.4
SES 1	116	6.0	18	0.9	1,572	81.0	235	12.1	7	0.4
SES 2	19	3.7	12	2.3	415	80.6	69	13.4	.	.
SES 3	2	1.8	2	1.8	98	89.9	7	6.4	.	.
Total	136,733	97.7	52	0.0	2,540	1.8	560	0.4	3,477	2.5

Table 5.2: Base Salary by primary employment instrument and classification

Classification	Employment instrument	Employees	P5	Q1	Median	Q3	P95
		n	\$	\$	\$	\$	\$
Graduate	EA	1,337	56,319	59,238	62,493	63,322	69,210
	AWA	0	.	.	.	.	.
	PSAD	0	.	.	.	.	.
	CLA	0	.	.	.	.	.
APS 1	EA	649	39,144	43,216	47,567	48,533	49,697
	AWA	0	.	.	.	.	.
	PSAD	0	.	.	.	.	.
	CLA	0	.	.	.	.	.
APS 2	EA	2,850	49,013	51,626	54,588	55,096	56,435
	AWA	0	.	.	.	.	.
	PSAD	1	48,697	48,697	48,697	48,697	48,697
	CLA	3	64,621	64,621	67,903	74,539	74,539
APS 3	EA	15,605	55,553	57,965	61,512	62,492	62,746
	AWA	0	.	.	.	.	.
	PSAD	57	51,009	51,009	53,127	53,127	64,094
	CLA	7	51,504	64,621	65,729	76,096	80,886
APS 4	EA	28,388	62,493	66,904	69,239	69,239	70,144
	AWA	0	.	.	.	.	.
	PSAD	27	56,821	56,821	65,514	69,222	79,557
	CLA	43	71,569	78,659	85,151	98,986	108,511
APS 5	EA	20,171	69,238	72,856	74,449	76,404	78,451
	AWA	1	71,386	71,386	71,386	71,386	71,386
	PSAD	47	66,652	72,856	75,419	78,773	82,768
	CLA	35	85,151	105,023	120,950	143,269	158,306

Classification	Employment instrument	Employees	P5	Q1	Median	Q3	P95
		n	\$	\$	\$	\$	\$
APS 6	EA	31,992	78,054	85,418	87,263	89,217	92,542
	AWA	1	83,525	83,525	83,525	83,525	83,525
	PSAD	148	80,000	88,073	92,979	92,979	103,832
	CLA	35	104,785	107,879	167,310	181,215	216,822
EL 1	EA	24,484	100,120	106,627	108,796	111,078	117,468
	AWA	5	98,564	102,137	109,093	113,087	126,956
	PSAD	79	100,620	108,173	108,833	111,542	124,026
	CLA	58	192,945	210,765	217,063	217,063	283,388
EL 2	EA	11,120	120,128	131,932	135,205	140,445	151,400
	AWA	13	123,600	130,175	139,613	152,190	188,665
	PSAD	96	129,902	140,179	143,093	143,093	170,000
	CLA	68	147,229	217,063	265,299	329,453	451,110
SES 1	EA	116	157,141	163,103	177,307	190,952	221,512
	AWA	18	175,495	214,132	220,420	228,573	230,592
	PSAD	1,572	161,723	174,202	184,626	198,658	217,210
	CLA	235	158,911	184,370	195,840	211,383	222,500
SES 2	EA	19	198,000	203,693	238,500	261,090	284,371
	AWA	12	211,851	263,426	284,621	284,621	306,231
	PSAD	415	214,200	228,838	237,060	255,000	280,381
	CLA	69	191,336	230,816	247,964	262,504	300,964
SES 3	EA	2	272,443	272,443	275,602	278,760	278,760
	AWA	2	369,072	369,072	389,256	409,440	409,440
	PSAD	98	283,000	306,000	327,491	350,000	381,697
	CLA	7	295,455	295,455	322,000	350,000	613,195

5.2 Remuneration Data by Sex

This section provides information on the key remuneration components based on sex by classification level.

Table 5.3 provides data on the median Base Salary for women, as a proportion of the median Base Salary for men. In 2016, the Base Salary for women, as a proportion of the median Base Salary for men, was 100% or higher at eight classifications. The figures varied from 97.1% at the SES 3 classification to 101.6% at the APS 6 classification.

In 2016, there were no significant differences between the sexes at the median values of each classification level across the three key remuneration components: Base Salary, TRP and TR. Across the 5th to 95th percentiles, the greatest variation was at the SES 3 level, with some deviation towards women at the 5th percentile and towards men at the 95th percentile.

Across the whole population, the average Base Salary for women was \$84,104. The average Base Salary for men was \$92,036. Across the whole workforce, the average women's Base Salary was 8.6% lower than the average men's Base Salary.

Table 5.3: Median Base Salary comparison by sex

Classification	Median Base Salary		
	Men	Women	Women as % of Men
Graduate	63,095	62,027	98.3
APS 1	47,567	47,567	100.0
APS 2	54,588	54,787	100.4
APS 3	61,512	61,512	100.0
APS 4	69,038	69,239	100.3
APS 5	74,331	74,761	100.6
APS 6	86,844	88,194	101.6
EL 1	108,382	108,796	100.4
EL 2	135,583	135,583	100.0
SES 1	186,409	184,626	99.0
SES 2	240,545	236,878	98.5
SES 3	332,381	322,760	97.1

Source: Table 5.4

Table 5.4: Base Salary by classification and sex

Classification	Gender	Employees	P5	Q1	Median	Q3	P95
		n	\$	\$	\$	\$	\$
Graduate	Men	623	56,319	59,238	63,095	63,322	69,210
	Women	714	56,319	59,238	62,027	63,322	69,210
APS1	Men	327	39,144	43,216	47,567	48,613	49,845
	Women	322	39,143	43,216	47,567	48,533	49,697
APS2	Men	1,057	49,009	51,067	54,588	55,096	57,072
	Women	1,796	49,702	51,732	54,787	55,096	56,435
APS3	Men	5,587	54,201	57,965	61,512	62,492	63,269
	Women	10,081	55,553	57,965	61,512	62,492	62,560
APS4	Men	8,764	62,493	66,904	69,038	69,239	70,831
	Women	19,693	62,493	66,904	69,239	69,239	70,144
APS5	Men	8,156	69,238	72,856	74,331	75,940	78,451
	Women	12,098	69,238	72,856	74,761	76,407	78,451
APS6	Men	14,088	78,054	85,993	86,844	89,217	92,628
	Women	18,087	78,054	85,377	88,194	89,400	92,542
EL1	Men	12,178	100,254	106,789	108,382	110,849	118,953
	Women	12,446	99,769	106,301	108,796	111,726	117,340
EL2	Men	6,319	121,030	132,476	135,583	140,882	156,172
	Women	4,978	119,595	131,289	135,583	140,445	151,097
SES 1	Men	1,072	161,405	178,000	186,409	203,546	224,043
	Women	869	161,000	172,136	184,626	198,658	217,210
SES 2	Men	325	211,851	232,529	240,545	262,499	285,233
	Women	190	210,261	225,500	236,878	255,000	274,380
SES 3	Men	65	285,271	302,940	332,381	364,191	416,789
	Women	44	282,095	306,750	322,760	336,889	364,191

Table 5.5: Total Remuneration Package by classification and sex

Classification	Gender	Employees	P5	Q1	Median	Q3	P95
		n	\$	\$	\$	\$	\$
Graduate	Men	623	65,218	68,817	72,974	73,806	79,189
	Women	714	65,218	68,761	71,579	73,806	78,808
APS1	Men	327	46,074	50,299	55,488	58,209	61,571
	Women	322	45,381	49,871	55,172	57,427	59,890
APS2	Men	1,057	56,556	59,340	63,581	66,143	69,220
	Women	1,796	57,332	60,081	63,581	66,143	69,261
APS3	Men	5,587	63,661	66,981	72,244	75,071	78,249
	Women	10,081	64,250	67,500	72,116	74,678	77,256
APS4	Men	8,764	72,117	77,357	79,902	82,741	85,764
	Women	19,693	72,117	78,319	80,056	82,741	84,953
APS5	Men	8,156	80,082	85,401	87,752	90,284	94,248
	Women	12,098	80,082	85,293	87,798	90,368	94,083
APS6	Men	14,088	90,714	99,930	103,305	106,614	111,301
	Women	18,087	90,626	99,426	103,305	106,614	111,049
EL1	Men	12,178	116,115	124,903	129,300	131,518	140,106
	Women	12,446	115,538	123,703	128,841	131,835	138,674
EL2	Men	6,319	142,207	155,535	160,607	168,665	193,534
	Women	4,978	139,469	153,963	160,472	167,408	184,640
SES 1	Men	1,072	212,695	230,999	245,222	256,283	275,722
	Women	869	211,182	225,720	241,620	250,765	269,065
SES 2	Men	325	274,524	291,501	306,063	326,510	359,213
	Women	190	267,501	286,647	303,149	314,450	336,118
SES 3	Men	65	343,977	384,662	414,667	431,978	516,749
	Women	44	354,556	381,521	405,747	421,033	447,437

Table 5.6: Total Reward by classification and sex

Classification	Gender	Employees	P5	Q1	Median	Q3	P95
		n	\$	\$	\$	\$	\$
Graduate	Men	623	65,218	68,817	72,974	73,806	79,189
	Women	714	65,218	68,761	71,860	73,806	78,808
APS1	Men	327	46,074	50,299	55,867	58,240	61,971
	Women	322	45,381	49,871	55,288	57,427	59,890
APS2	Men	1,057	56,556	59,525	64,306	66,868	69,613
	Women	1,796	57,332	60,424	64,306	66,868	69,491
APS3	Men	5,587	63,671	66,981	72,291	75,071	78,947
	Women	10,081	64,288	67,736	72,116	74,678	77,298
APS4	Men	8,764	72,117	77,423	80,395	82,741	85,898
	Women	19,693	72,117	78,378	80,395	82,741	85,042
APS5	Men	8,156	80,082	85,422	87,893	90,539	94,709
	Women	12,098	80,088	85,351	87,963	90,657	94,248
APS6	Men	14,088	90,717	99,984	103,305	106,614	111,771
	Women	18,087	90,626	99,530	103,305	106,736	111,180
EL1	Men	12,178	116,328	124,903	129,561	132,038	141,848
	Women	12,446	115,883	123,820	129,043	132,386	139,819
EL2	Men	6,319	142,501	156,173	162,132	170,016	197,093
	Women	4,978	139,765	154,382	161,876	169,087	187,762
SES 1	Men	1,072	213,274	231,065	245,749	257,700	277,361
	Women	869	212,628	226,086	241,821	251,971	270,393
SES 2	Men	325	277,227	292,343	306,558	326,956	366,400
	Women	190	267,501	287,031	303,200	315,787	336,118
SES 3	Men	65	344,458	384,662	414,667	431,978	516,749
	Women	44	361,342	386,154	408,284	423,881	447,437

5.3 Employment Category

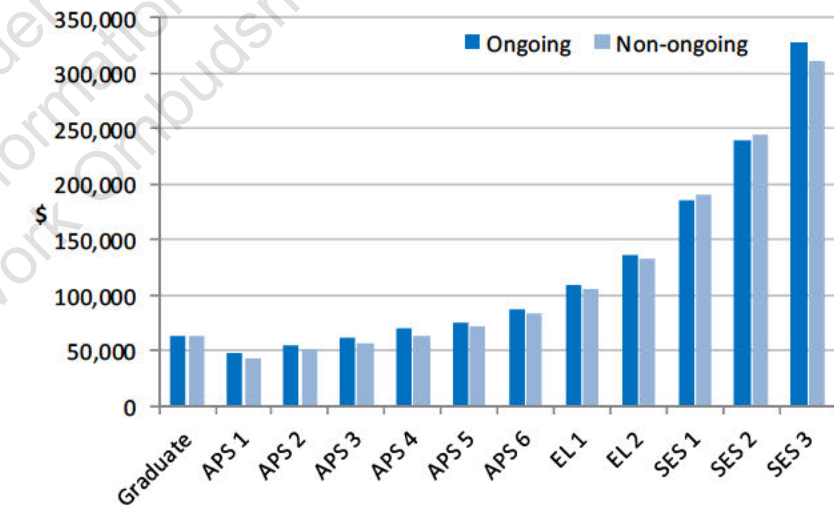
APS employees may be engaged on either an ongoing or non-ongoing basis. Casual employees (non-ongoing and employed for duties that are irregular or intermittent) have been excluded from this report. Table 5.8 provides detail on the Base Salary by employment category and classification.

The classification with the highest proportion of non-ongoing employees is the APS 1 classification, where 26.3% of employees are employed on a non-ongoing basis. The APS 2, APS 3, and SES 3 classifications have non-ongoing employee populations of between 8.3% and 18.3%. All other classifications have fewer than 6.1% of employees employed on a non-ongoing basis.

The number of non-ongoing employees reported at 31 December 2016 was higher than 31 December 2015. For official APS population data please see the December Statistical Bulletin 2016 online publication here: <http://www.apsc.gov.au/about-the-apsc/parliamentary/aps-statistical-bulletin/december-2016>.

Figure 5.1 shows that, with the exception of the Graduate classification, the median Base Salary for employees engaged on an ongoing basis was consistently higher than non-ongoing employees for non-SES employees. As engagement on a non-ongoing basis is time limited, there is generally not the same time available for these employees to move through a salary scale. Hence the trend of higher median Base Salaries for non-SES employees engaged on an ongoing basis is expected.

Figure 5.1: Median Base Salary by employment category and classification



Source: Table 5.7

Table 5.7: Base Salary by employment category and classification

Classification	Employees		P5		Q1		Median		Q3		P95		Average	
	OG	NOG	OG	NOG	OG	NOG	OG	NOG	OG	NOG	OG	NOG	OG	NOG
	n	n	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$
Graduate	1,333	4	56,319	59,194	59,238	61,525	62,493	63,855	63,322	63,855	69,210	63,855	61,932	62,690
APS 1	478	171	39,144	38,668	46,080	39,926	48,533	43,214	48,613	44,069	49,697	49,917	46,895	42,931
APS 2	2,333	521	50,580	47,785	53,504	49,869	55,096	50,892	55,096	51,008	56,435	54,552	54,339	50,888
APS 3	14,152	1,517	55,825	53,937	59,310	55,796	61,512	56,069	62,492	58,713	62,597	63,113	60,653	57,165
APS 4	26,729	1,729	63,236	61,149	67,481	62,493	69,239	62,595	69,239	65,508	70,144	69,612	68,332	63,943
APS 5	19,370	884	69,395	67,836	72,856	69,185	74,494	71,386	76,407	73,992	78,451	78,132	74,657	71,925
APS 6	31,238	938	78,532	75,090	85,824	78,532	87,313	83,807	89,400	87,601	92,542	90,736	87,286	83,429
EL 1	23,908	718	100,424	93,976	106,789	100,555	108,796	104,936	111,568	110,478	117,669	121,690	109,118	106,537
EL 2	10,954	343	120,128	113,464	132,053	127,601	135,816	132,053	140,445	142,814	152,523	183,000	137,349	138,191
SES 1	1,893	48	161,000	161,723	174,202	174,836	184,626	190,297	201,049	209,584	219,743	243,173	188,797	195,948
SES 2	495	20	211,851	198,233	228,838	232,564	239,272	243,667	259,114	277,633	284,371	352,775	244,824	258,106
SES 3	100	9	281,467	298,959	306,750	298,959	327,491	310,639	349,420	381,697	373,177	561,000	332,578	360,594
Total	132,983	6,902												

Note: OG = Ongoing employees
 NOG = Non-ongoing employees (excludes casuals)

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Freedom of Information Act
by the Fair Work Ombudsman

6. Historical Data

The following section provides historical data on the:

- median Base Salary for all classifications since 2007;
- percentage change in median Base Salary for all classifications since 2007; and
- percentage change in median Total Reward by classification since 2007.

When considering the historical data, change in methodology over the reported period need to be taken into account. Prior to 2010 participation in the APS Remuneration Surveys was voluntary. In 2011, the data collection changed from being managed by a private contractor to being the responsibility of the Australian Public Service Commission. Changes in the collection and treatment of data have occurred across the entire period in which the APS remuneration data has been reported on.

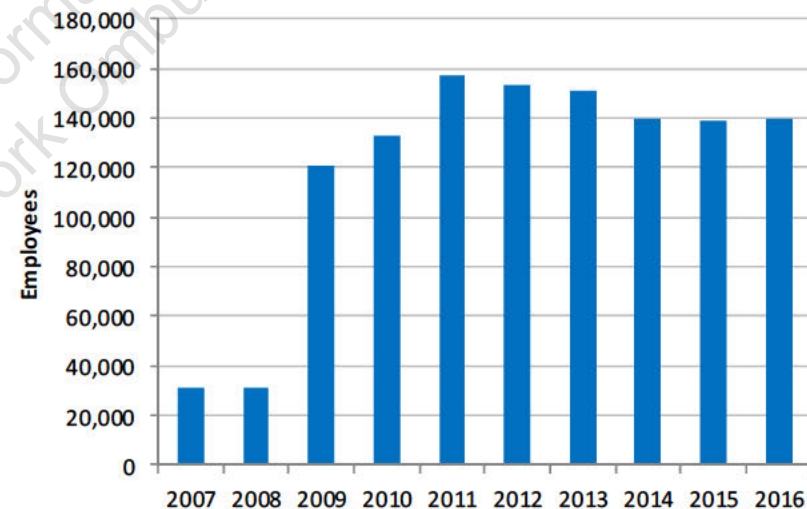
Figure 6.1 shows the number of employees included in the APS Remuneration Report for the past 10 years. There has been a significant increase in the number of employees from when participation was voluntary to when it became compulsory for all agencies.

Over the last decade, median Base Salaries have consistently increased, though the increases in 2014 and 2015 have been smaller than previous years. The greatest increase in median Base Salary was reported in 2009, with increases of 6.4% at the non-SES classifications, 6.2% at the SES classifications and an overall increase of 6.4%.

The smallest increase in median Base Salaries were in 2014 and 2015, with increases of 0.1% each year at the non-SES classifications, 0.2% and 1.4% at the SES classifications respectively, and a 0.1% overall increase in both years.

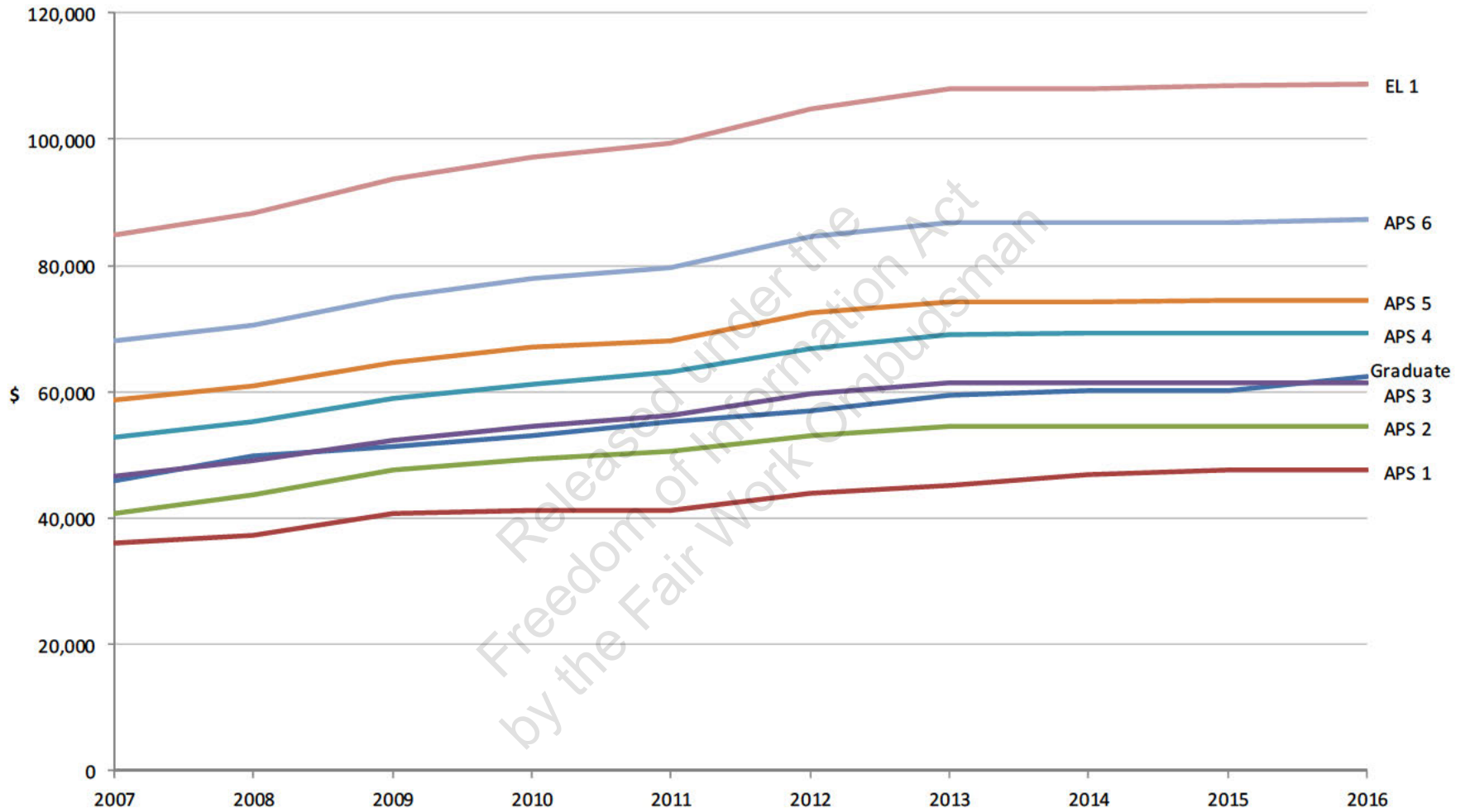
The greatest increase in median Total Reward was recorded in 2012, with increases of 6.5% at the non-SES classifications, 4.9% at the SES classifications and an overall increase of 6.5%. Consistent with median Base Salaries, the smallest year-to-year change in median Total Reward was in 2015, with an increase of 0.7% at the SES classifications, a decrease of 0.2% at the non-SES classifications and an overall decrease of 0.1%.

Figure 6.1: Number of employees included in the APS Remuneration Report by year, 2007 to 2016



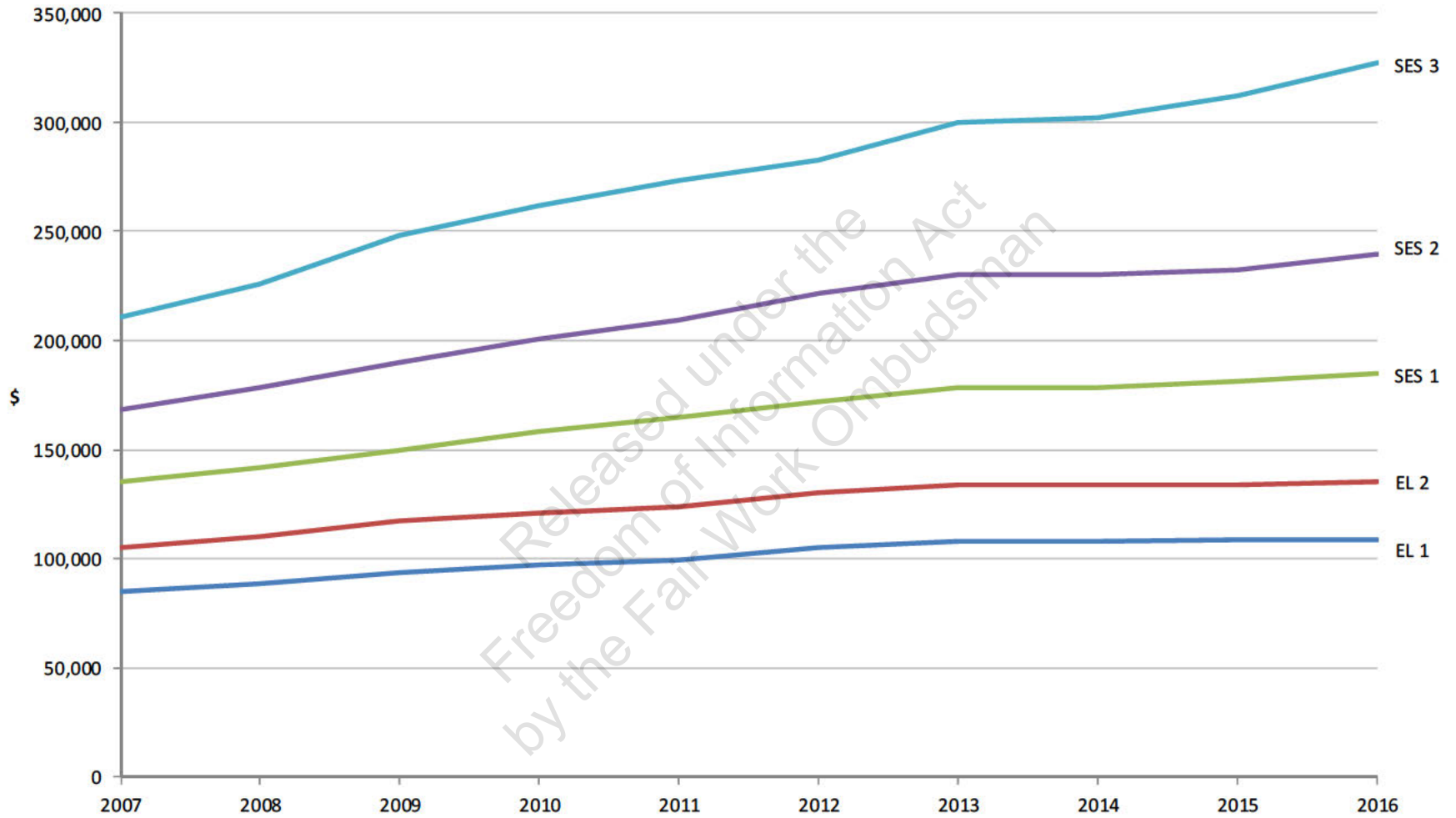
Source: Remuneration Survey data, 2007 to 2016

Figure 6.2: Median Base Salary by classification: Graduate to EL 1, 2007 to 2016



Source: Table 6.1

Figure 6.3: Median Base Salary by classification: EL and SES, 2007 to 2016



Source: Table 6.1

Table 6.1: Median Base Salary by classification, 2007 to 2016

Classification	2006 \$	2007 \$	2008 \$	2009 \$	2010 \$	2011 \$	2012 \$	2013 \$	2014 \$	2015 \$	2016 \$
Graduate	43,412	45,902	49,753	51,370	53,040	55,162	56,944	59,407	60,158	60,158	62,493
APS 1	35,371	36,040	37,371	40,659	41,148	41,151	43,944	45,263	47,004	47,736	47,567
APS 2	40,300	40,786	43,682	47,680	49,233	50,471	52,998	54,588	54,588	54,588	54,588
APS 3	45,345	46,542	49,000	52,327	54,577	56,215	59,677	61,512	61,512	61,512	61,512
APS 4	50,833	52,812	55,343	58,949	61,299	63,243	66,923	69,038	69,239	69,239	69,239
APS 5	56,400	58,825	61,000	64,728	67,017	68,092	72,487	74,331	74,331	74,451	74,451
APS 6	65,519	68,000	70,580	74,969	77,824	79,555	84,478	86,844	86,844	86,923	87,263
EL 1	80,921	84,875	88,270	93,826	97,275	99,378	104,825	108,013	108,013	108,382	108,796
EL 2	100,000	105,299	110,400	117,127	120,840	124,140	130,460	133,777	133,905	133,905	135,583
SES 1	127,945	135,000	141,651	149,987	158,277	164,586	172,000	178,330	178,617	181,006	184,626
SES 2	159,856	168,422	178,276	189,633	200,726	209,318	221,266	229,949	230,000	232,644	239,272
SES 3	198,994	211,000	226,000	248,000	261,910	273,383	282,931	300,000	302,000	312,000	327,000

Table 6.2: Percentage change in median Base Salary by classification group, 2007 to 2016

Classification	2007 %	2008 %	2009 %	2010 %	2011 %	2012 %	2013 %	2014 %	2015 %	2016 %
Grad, APS 1 - APS 3	2.6	6.0	7.1	3.9	2.8	5.8	3.1	0.2	0.1	0.2
APS 4 - APS 6	4.0	4.1	6.3	3.8	2.4	6.1	2.9	0.1	0.1	0.2
EL	5.1	4.4	6.2	3.5	2.3	5.4	2.9	0.0	0.2	0.7
Non-SES	4.1	4.6	6.4	3.7	2.4	5.9	2.9	0.1	0.1	0.3
SES	5.5	5.2	6.2	5.6	4.1	4.7	3.8	0.2	1.4	2.3
All	4.2	4.6	6.4	3.8	2.5	5.8	2.9	0.1	0.1	0.3

Table 6.3: Percentage change in median TR by classification group, 2007 to 2016

Classification	2007 %	2008 %	2009 %	2010 %	2011 %	2012 %	2013 %	2014 %	2015 %	2016 %
Grad, APS 1 - APS 3	2.6	6.8	6.2	4.6	3.2	6.4	3.8	0.1	-0.2	0.2
APS 4 - APS 6	4.7	4.3	5.3	3.6	3.1	6.7	3.3	0.3	-0.2	0.4
EL	5.4	4.7	3.6	3.0	2.5	6.2	3.0	0.4	0.1	1.5
Non-SES	4.5	5.0	5.0	3.7	3.0	6.5	3.3	0.3	-0.2	0.6
SES	5.5	4.2	2.6	2.2	3.1	4.9	2.8	1.0	0.7	1.3
All	4.6	4.9	4.9	3.6	3.0	6.5	3.3	0.3	-0.1	0.6

7. Remuneration Findings by Classification

Table 7.1: Remuneration findings for Graduate

	Employees n	Min \$	P5 \$	Q1 \$	Median \$	Q3 \$	P95 \$	Max \$	Average \$
Base Salary	1,337	53,372	56,319	59,238	62,493	63,322	69,210	74,321	61,934
Agency superannuation contribution	1,337	6,169	8,620	9,264	9,738	10,199	11,423	20,780	9,763
Cost of motor vehicle	0	.	.	.	.	.	.	.	.
Cash in lieu of motor vehicle	0	.	.	.	.	.	.	.	.
Motor vehicle parking	78	249	249	249	249	249	249	249	249
Personal benefits	30	100	100	144	262	288	485	2,000	297
Other supplementary payments	15	57	57	172	578	848	1,079	1,079	594
Total Remuneration Package	1,337	62,084	65,218	68,817	72,974	73,806	78,808	84,474	71,725
Performance bonus paid	2	6,859	6,859	6,859	8,076	9,292	9,292	9,292	8,076
Retention bonus paid	5	2,600	2,600	2,600	2,600	2,600	2,600	2,600	2,600
Productivity bonus	0	.	.	.	.	.	.	.	.
Sign on bonus	0	.	.	.	.	.	.	.	.
Group or whole of agency performance bonuses	14	382	382	382	382	452	1,005	1,005	451
Total Reward (TR)	1,337	62,084	65,218	68,817	72,974	73,806	78,847	89,524	71,752
Additional duties/responsibilities allowances	19	88	88	548	606	676	676	676	576
Qualifications and/or skills based allowances	11	83	83	704	1,727	4,712	7,634	7,634	2,609
Market related allowances – specific job	0	.	.	.	.	.	.	.	.
Market related allowances – specific individual	0	.	.	.	.	.	.	.	.
Superannuation allowances	0	.	.	.	.	.	.	.	.
Income maintenance allowance	0	.	.	.	.	.	.	.	.
Hours of duty allowances	127	17	26	29	58	311	4,278	10,423	714
Expense allowances	73	13	125	171	259	433	1,406	2,211	393
Geographic/locality allowances	299	57	223	500	801	1,201	3,250	12,950	1,117
Disability allowances	36	40	64	120	235	2,325	11,006	113,788	4,479
Health and lifestyle allowances	305	35	187	297	500	500	600	600	408
Individual performance related allowances	0	.	.	.	.	.	.	.	.
Annual leave loading	0	.	.	.	.	.	.	.	.
TR + Allowances	1,337	62,084	65,668	68,817	72,974	74,745	80,311	203,627	72,334

Table 7.2: Remuneration findings for APS 1

	Employees n	Min \$	P5 \$	Q1 \$	Median \$	Q3 \$	P95 \$	Max \$	Average \$
Base Salary	649	34,970	39,144	43,216	47,567	48,533	49,697	54,809	45,850
Agency superannuation contribution	649	2,760	6,108	6,817	7,474	9,278	11,965	16,297	8,109
Cost of motor vehicle	0	.	.	.	.	.	.	.	.
Cash in lieu of motor vehicle	0	.	.	.	.	.	.	.	.
Motor vehicle parking	0	.	.	.	.	.	.	.	.
Personal benefits	10	80	80	138	271	288	2,152	2,152	453
Other supplementary payments	9	594	594	861	965	1,939	3,304	3,304	1,408
Total Remuneration Package	649	40,355	45,554	49,919	55,371	57,997	60,939	64,279	53,986
Performance bonus paid	69	425	471	725	725	725	725	725	705
Retention bonus paid	9	1,563	1,563	1,638	1,638	1,872	2,233	2,233	1,773
Productivity bonus	0	.	.	.	.	.	.	.	.
Sign on bonus	0	.	.	.	.	.	.	.	.
Group or whole of agency performance bonuses	0	.	.	.	.	.	.	.	.
Total Reward (TR)	649	40,355	45,554	49,919	55,550	57,997	61,488	64,279	54,085
Additional duties/responsibilities allowances	62	314	351	520	520	627	1,040	1,040	597
Qualifications and/or skills based allowances	0	.	.	.	.	.	.	.	.
Market related allowances – specific job	0	.	.	.	.	.	.	.	.
Market related allowances – specific individual	0	.	.	.	.	.	.	.	.
Superannuation allowances	0	.	.	.	.	.	.	.	.
Income maintenance allowance	0	.	.	.	.	.	.	.	.
Hours of duty allowances	90	21	28	64	260	662	7,890	8,712	933
Expense allowances	1	184	184	184	184	184	184	184	184
Geographic/locality allowances	59	300	933	3,064	7,667	12,360	30,090	31,385	9,750
Disability allowances	44	3	6	142	841	1,938	2,719	2,719	1,087
Health and lifestyle allowances	55	78	297	300	300	300	600	600	328
Individual performance related allowances	0	.	.	.	.	.	.	.	.
Annual leave loading	0	.	.	.	.	.	.	.	.
TR + Allowances	649	40,355	45,814	50,299	56,007	58,678	64,768	88,197	55,260

Table 7.3: Remuneration findings for APS 2

	Employees n	Min \$	P5 \$	Q1 \$	Median \$	Q3 \$	P95 \$	Max \$	Average \$
Base Salary	2,854	40,718	49,013	51,626	54,588	55,096	56,435	74,539	53,709
Agency superannuation contribution	2,854	3,757	7,547	7,950	8,720	11,047	13,309	22,029	9,574
Cost of motor vehicle	0	.	.	.	.	.	.	.	.
Cash in lieu of motor vehicle	0	.	.	.	.	.	.	.	.
Motor vehicle parking	8	249	249	249	249	1,576	1,800	1,800	775
Personal benefits	133	41	80	153	275	327	5,582	7,200	1,037
Other supplementary payments	5	64	64	434	579	869	4,066	4,066	1,202
Total Remuneration Package	2,854	49,078	57,032	59,699	63,581	66,143	69,220	81,620	63,336
Performance bonus paid	739	290	725	725	725	725	725	5,191	720
Retention bonus paid	137	1,277	1,677	2,557	2,600	2,600	2,600	2,600	2,456
Productivity bonus	1	631	631	631	631	631	631	631	631
Sign on bonus	0	.	.	.	.	.	.	.	.
Group or whole of agency performance bonuses	9	300	300	300	300	412	1,005	1,005	469
Total Reward (TR)	2,854	49,078	57,032	60,007	64,306	66,868	69,567	83,551	63,642
Additional duties/responsibilities allowances	198	314	351	520	596	717	1,845	3,633	746
Qualifications and/or skills based allowances	6	678	678	1,489	1,809	2,365	2,714	2,714	1,811
Market related allowances – specific job	0	.	.	.	.	.	.	.	.
Market related allowances – specific individual	0	.	.	.	.	.	.	.	.
Superannuation allowances	0	.	.	.	.	.	.	.	.
Income maintenance allowance	1	42,274	42,274	42,274	42,274	42,274	42,274	42,274	42,274
Hours of duty allowances	814	21	29	58	207	497	1,939	23,593	655
Expense allowances	20	126	131	177	290	335	995	1,091	332
Geographic/locality allowances	185	73	658	2,069	5,054	11,577	26,229	37,180	7,715
Disability allowances	68	9	49	967	2,497	5,581	21,245	29,165	4,452
Health and lifestyle allowances	570	150	250	300	300	500	600	613	368
Individual performance related allowances	1	2,628	2,628	2,628	2,628	2,628	2,628	2,628	2,628
Annual leave loading	1	76	76	76	76	76	76	76	76
TR + Allowances	2,854	49,078	57,408	60,486	64,306	67,329	71,556	136,931	64,582

Table 7.4: Remuneration findings for APS 3

	Employees n	Min \$	P5 \$	Q1 \$	Median \$	Q3 \$	P95 \$	Max \$	Average \$
Base Salary	15,669	49,000	55,553	57,965	61,512	62,492	63,095	80,886	60,316
Agency superannuation contribution	15,669	0	8,503	9,016	9,731	12,511	15,398	25,257	10,874
Cost of motor vehicle	0	.	.	.	.	.	.	.	.
Cash in lieu of motor vehicle	0	.	.	.	.	.	.	.	.
Motor vehicle parking	63	249	249	249	249	1,800	4,018	5,677	963
Personal benefits	385	27	98	153	280	299	755	4,982	320
Other supplementary payments	668	0	1	63	215	510	1,493	10,331	442
Total Remuneration Package	15,669	56,546	64,108	67,128	72,116	74,678	77,646	92,137	71,220
Performance bonus paid	1,604	179	580	725	725	725	1,265	6,784	828
Retention bonus paid	147	1,000	1,833	2,600	2,600	2,600	3,500	3,500	2,560
Productivity bonus	25	236	272	604	673	724	796	809	634
Sign on bonus	0	.	.	.	.	.	.	.	.
Group or whole of agency performance bonuses	29	300	300	300	482	1,005	1,005	1,005	606
Total Reward (TR)	15,669	57,287	64,108	67,235	72,116	74,678	77,722	95,354	71,331
Additional duties/responsibilities allowances	1,673	18	333	364	627	1,268	2,950	7,737	1,146
Qualifications and/or skills based allowances	304	266	875	950	1,061	2,547	3,246	18,512	1,769
Market related allowances – specific job	1	6,000	6,000	6,000	6,000	6,000	6,000	6,000	6,000
Market related allowances – specific individual	2	4,997	4,997	4,997	6,055	7,112	7,112	7,112	6,055
Superannuation allowances	0	.	.	.	.	.	.	.	.
Income maintenance allowance	3	1,391	1,391	1,391	3,982	14,413	14,413	14,413	6,595
Hours of duty allowances	6,498	20	29	59	223	636	3,790	30,445	950
Expense allowances	436	4	54	184	206	358	502	7,484	336
Geographic/locality allowances	2,160	7	231	1,037	1,341	2,224	14,321	54,449	3,448
Disability allowances	889	4	45	768	3,778	30,672	45,474	63,784	14,567
Health and lifestyle allowances	3,350	24	275	300	300	300	600	2,905	338
Individual performance related allowances	3	690	690	690	1,199	1,199	1,199	1,199	1,030
Annual leave loading	7	54	54	74	84	84	84	84	77
TR + Allowances	15,669	57,288	64,422	67,967	72,591	75,568	84,666	151,261	73,268

Table 7.5: Remuneration findings for APS 4

	Employees n	Min \$	P5 \$	Q1 \$	Median \$	Q3 \$	P95 \$	Max \$	Average \$
Base Salary	28,458	50,000	62,493	66,904	69,239	69,239	70,144	116,521	68,065
Agency superannuation contribution	28,458	0	9,624	10,516	11,056	13,502	15,419	27,879	11,992
Cost of motor vehicle	0	.	.	.	.	.	.	.	.
Cash in lieu of motor vehicle	0	.	.	.	.	.	.	.	.
Motor vehicle parking	208	249	249	249	249	249	2,632	12,394	673
Personal benefits	550	28	86	153	262	291	1,359	7,473	380
Other supplementary payments	282	3	57	259	684	1,470	3,092	9,112	1,065
Total Remuneration Package	28,458	54,750	72,117	78,097	80,031	82,741	85,127	127,590	80,080
Performance bonus paid	1,754	115	435	725	725	725	4,027	15,410	1,058
Retention bonus paid	86	676	1,000	2,364	2,600	2,972	3,500	6,900	2,614
Productivity bonus	56	198	232	546	682	737	780	797	635
Sign on bonus	0	.	.	.	.	.	.	.	.
Group or whole of agency performance bonuses	83	30	100	402	844	1,005	1,005	1,005	711
Total Reward (TR)	28,458	54,750	72,117	78,187	80,395	82,741	85,273	134,216	80,156
Additional duties/responsibilities allowances	2,499	82	314	537	627	652	941	36,933	640
Qualifications and/or skills based allowances	510	65	980	2,547	2,547	2,547	2,547	25,000	2,406
Market related allowances – specific job	5	4,000	4,000	4,000	6,000	6,000	6,000	6,000	5,200
Market related allowances – specific individual	0	.	.	.	.	.	.	.	.
Superannuation allowances	0	.	.	.	.	.	.	.	.
Income maintenance allowance	20	572	679	1,183	4,171	6,000	26,913	33,675	5,939
Hours of duty allowances	10,100	1	29	59	230	695	2,956	25,384	870
Expense allowances	1,294	4	19	184	184	358	1,674	23,681	529
Geographic/locality allowances	1,161	7	170	979	2,138	6,795	16,772	45,793	4,903
Disability allowances	628	4	13	62	843	2,941	12,857	58,787	3,208
Health and lifestyle allowances	4,928	2	175	299	300	300	600	4,309	325
Individual performance related allowances	6	755	755	1,345	2,565	3,452	4,372	4,372	2,509
Annual leave loading	15	51	51	94	94	94	97	97	87
TR + Allowances	28,458	54,750	72,117	78,482	81,109	83,351	87,209	167,379	80,921

Table 7.6: Remuneration findings for APS 5

	Employees n	Min \$	P5 \$	Q1 \$	Median \$	Q3 \$	P95 \$	Max \$	Average \$
Base Salary	20,254	59,080	69,238	72,856	74,451	76,404	78,451	158,306	74,538
Agency superannuation contribution	20,254	0	10,638	11,447	12,039	14,765	17,495	27,038	13,150
Cost of motor vehicle	0	.	.	.	.	.	.	.	.
Cash in lieu of motor vehicle	0	.	.	.	.	.	.	.	.
Motor vehicle parking	835	249	249	249	249	249	670	5,677	334
Personal benefits	723	10	80	190	288	305	2,049	7,473	464
Other supplementary payments	626	0	24	212	564	1,470	3,411	12,847	1,059
Total Remuneration Package	20,254	68,985	80,082	85,351	87,762	90,330	94,114	173,345	87,751
Performance bonus paid	3,147	179	725	743	743	743	1,532	21,964	1,108
Retention bonus paid	182	600	1,019	2,799	3,500	3,500	4,088	7,433	3,136
Productivity bonus	225	85	283	618	713	761	813	6,689	687
Sign on bonus	1	3,797	3,797	3,797	3,797	3,797	3,797	3,797	3,797
Group or whole of agency performance bonuses	113	30	171	382	1,005	1,005	1,005	1,005	774
Total Reward (TR)	20,254	69,015	80,082	85,351	87,952	90,627	94,403	188,502	87,964
Additional duties/responsibilities allowances	2,527	18	333	364	613	702	2,950	36,600	832
Qualifications and/or skills based allowances	415	37	649	1,049	2,547	3,933	9,717	39,943	3,350
Market related allowances – specific job	18	2,011	2,011	4,000	4,000	4,000	9,900	9,900	4,848
Market related allowances – specific individual	2	2,500	2,500	2,500	2,500	2,500	2,500	2,500	2,500
Superannuation allowances	0	.	.	.	.	.	.	.	.
Income maintenance allowance	9	451	451	1,698	7,000	7,000	34,051	34,051	8,082
Hours of duty allowances	4,364	10	27	58	202	769	5,568	29,868	1,157
Expense allowances	533	1	19	184	189	358	916	2,790	323
Geographic/locality allowances	1,821	7	375	1,164	1,678	6,665	24,567	184,510	5,933
Disability allowances	989	5	16	448	5,052	21,579	55,657	207,271	15,893
Health and lifestyle allowances	3,664	15	200	252	300	300	600	2,264	297
Individual performance related allowances	32	304	625	2,195	4,033	5,904	8,176	8,176	4,276
Annual leave loading	13	43	43	103	103	103	103	103	96
TR + Allowances	20,254	69,015	80,433	85,832	88,755	91,870	98,356	321,678	89,772

Table 7.7: Remuneration findings for APS 6

	Employees n	Min \$	P5 \$	Q1 \$	Median \$	Q3 \$	P95 \$	Max \$	Average \$
Base Salary	32,176	67,271	78,054	85,418	87,263	89,217	92,542	228,475	87,173
Agency superannuation contribution	32,176	0	11,951	13,374	14,629	17,397	20,528	33,205	15,404
Cost of motor vehicle	0	.	.	.	.	.	.	.	.
Cash in lieu of motor vehicle	0	.	.	.	.	.	.	.	.
Motor vehicle parking	688	249	249	249	249	249	2,359	11,640	507
Personal benefits	1,546	5	100	239	305	595	2,333	14,634	632
Other supplementary payments	768	0	57	288	645	1,814	6,007	29,409	1,597
Total Remuneration Package	32,176	76,510	90,626	99,749	103,305	106,614	111,134	250,180	102,657
Performance bonus paid	5,003	14	674	868	868	868	4,174	107,865	1,449
Retention bonus paid	315	670	1,936	3,500	3,500	4,088	4,776	10,965	3,690
Productivity bonus	44	195	250	463	704	782	4,088	11,254	1,143
Sign on bonus	3	4,776	4,776	4,776	4,776	9,553	9,553	9,553	6,368
Group or whole of agency performance bonuses	88	80	211	300	819	1,005	1,005	2,000	698
Total Reward (TR)	32,176	76,510	90,714	99,777	103,305	106,656	111,344	345,285	102,923
Additional duties/responsibilities allowances	3,261	18	333	457	613	692	1,612	26,951	747
Qualifications and/or skills based allowances	478	26	875	1,789	2,685	4,487	12,246	51,987	4,217
Market related allowances – specific job	9	4,000	4,000	5,000	7,000	8,609	10,000	10,000	6,848
Market related allowances – specific individual	5	29	29	3,335	7,187	8,600	12,616	12,616	6,353
Superannuation allowances	0	.	.	.	.	.	.	.	.
Income maintenance allowance	20	29	40	1,128	2,199	7,472	15,044	20,000	4,396
Hours of duty allowances	5,627	1	27	58	234	1,059	6,984	49,981	1,421
Expense allowances	759	6	19	123	225	452	1,926	17,744	633
Geographic/locality allowances	1,552	7	352	1,205	2,834	10,850	42,898	211,225	10,637
Disability allowances	1,084	5	18	141	4,479	18,208	68,521	208,781	15,592
Health and lifestyle allowances	7,614	5	171	250	300	300	808	2,176	326
Individual performance related allowances	41	380	1,000	2,000	4,342	9,125	13,379	18,786	5,566
Annual leave loading	19	103	103	120	120	134	2,604	2,604	309
TR + Allowances	32,176	76,510	90,921	100,144	104,059	107,578	114,416	364,928	104,453

Table 7.8: Remuneration findings for EL 1

	Employees n	Min \$	P5 \$	Q1 \$	Median \$	Q3 \$	P95 \$	Max \$	Average \$
Base Salary	24,626	86,500	100,120	106,719	108,796	111,427	117,885	283,388	109,043
Agency superannuation contribution	24,626	0	15,099	16,719	20,298	21,297	24,216	47,015	19,429
Cost of motor vehicle	0	.	.	.	.	.	.	.	.
Cash in lieu of motor vehicle	4	25,208	25,208	25,229	25,250	25,250	25,250	25,250	25,240
Motor vehicle parking	1,228	249	249	249	249	249	1,351	11,318	412
Personal benefits	1,042	5	100	262	307	595	3,738	23,615	870
Other supplementary payments	542	15	57	327	720	1,886	4,318	29,790	1,538
Total Remuneration Package	24,626	97,962	115,770	124,246	128,987	131,645	139,349	326,989	128,567
Performance bonus paid	4,393	34	1,084	1,084	1,084	2,203	6,083	116,370	2,010
Retention bonus paid	277	591	1,000	3,500	3,500	5,961	10,196	40,810	4,773
Productivity bonus	57	182	374	670	755	794	3,602	7,037	1,011
Sign on bonus	8	4,776	4,776	4,776	8,942	11,922	11,922	11,922	8,497
Group or whole of agency performance bonuses	122	30	300	300	950	1,005	1,005	3,000	742
Total Reward (TR)	24,626	97,962	116,129	124,403	129,433	132,223	140,953	377,455	128,988
Additional duties/responsibilities allowances	2,005	14	333	522	613	702	1,561	25,000	838
Qualifications and/or skills based allowances	379	73	655	1,789	3,442	6,126	13,783	40,192	4,939
Market related allowances – specific job	35	769	769	8,416	15,000	25,000	94,817	94,817	24,004
Market related allowances – specific individual	32	2,301	3,247	5,134	10,602	21,347	37,315	40,810	13,203
Superannuation allowances	0	.	.	.	.	.	.	.	.
Income maintenance allowance	54	64	425	4,122	5,367	11,332	21,051	39,638	8,489
Hours of duty allowances	2,294	1	29	233	846	3,172	12,317	33,245	2,736
Expense allowances	629	3	19	120	290	444	1,876	11,935	517
Geographic/locality allowances	1,239	1	576	2,163	10,707	34,980	116,676	305,031	28,205
Disability allowances	929	4	36	2,421	13,416	44,655	87,475	216,964	26,177
Health and lifestyle allowances	6,031	10	200	200	300	300	799	4,437	320
Individual performance related allowances	93	183	1,000	2,434	5,419	9,278	21,862	40,000	7,136
Annual leave loading	4	146	146	146	146	146	146	146	146
TR + Allowances	24,626	97,962	116,627	125,275	130,093	133,566	147,887	486,697	131,982

Table 7.9: Remuneration findings for EL 2

	Employees n	Min \$	P5 \$	Q1 \$	Median \$	Q3 \$	P95 \$	Max \$	Average \$
Base Salary	11,297	99,357	120,128	132,053	135,583	140,471	152,523	518,935	137,375
Agency superannuation contribution	11,297	0	18,849	21,749	25,371	26,474	30,478	58,006	24,722
Cost of motor vehicle	13	16,006	16,006	18,593	22,000	26,000	26,013	26,013	21,973
Cash in lieu of motor vehicle	447	18,976	21,980	25,208	25,250	25,250	28,348	30,000	25,213
Motor vehicle parking	914	46	249	249	249	2,575	9,283	14,966	1,869
Personal benefits	779	30	140	288	399	788	4,243	57,815	1,225
Other supplementary payments	1,522	14	200	1,640	1,640	1,640	2,090	17,223	1,583
Total Remuneration Package	11,297	122,726	140,453	154,635	160,578	168,072	189,603	553,935	163,568
Performance bonus paid	2,436	45	1,339	1,339	1,473	5,713	15,679	513,907	6,382
Retention bonus paid	135	357	1,000	3,500	6,282	7,974	30,801	84,441	8,945
Productivity bonus	35	273	442	703	802	4,444	13,977	30,436	3,620
Sign on bonus	3	7,364	7,364	7,364	14,730	14,730	14,730	14,730	12,275
Group or whole of agency performance bonuses	107	141	300	623	1,005	1,005	2,000	30,000	1,136
Total Reward (TR)	11,297	123,810	140,757	155,865	162,103	169,609	192,831	1,067,842	165,077
Additional duties/responsibilities allowances	662	18	364	548	652	1,561	13,983	87,289	2,252
Qualifications and/or skills based allowances	240	52	1,093	2,723	6,126	12,861	33,163	58,467	9,703
Market related allowances – specific job	38	1,000	2,268	8,682	13,832	50,000	137,295	142,785	36,100
Market related allowances – specific individual	28	6,228	6,448	6,953	10,766	21,657	59,671	80,089	18,949
Superannuation allowances	1	7,893	7,893	7,893	7,893	7,893	7,893	7,893	7,893
Income maintenance allowance	29	958	1,632	7,000	11,656	16,285	36,181	59,881	14,796
Hours of duty allowances	630	1	48	491	1,522	4,402	11,085	33,714	3,362
Expense allowances	498	10	19	123	353	718	2,515	18,512	974
Geographic/locality allowances	651	19	801	4,984	24,200	59,461	175,744	350,544	44,762
Disability allowances	422	9	285	6,836	23,488	52,500	100,039	229,397	34,677
Health and lifestyle allowances	2,539	21	200	250	300	300	600	9,968	323
Individual performance related allowances	158	54	924	2,500	5,246	11,002	26,808	49,293	8,436
Annual leave loading	3	177	177	177	183	183	183	183	181
TR + Allowances	11,297	123,810	141,725	156,381	163,167	171,883	214,157	1,067,842	169,918

Table 7.10: Remuneration findings for SES 1

	Employees n	Min \$	P5 \$	Q1 \$	Median \$	Q3 \$	P95 \$	Max \$	Average \$
Base Salary	1,941	140,867	161,000	174,202	184,626	201,447	219,975	366,667	188,974
Agency superannuation contribution	1,941	11,468	25,494	31,065	34,223	37,398	41,372	64,576	34,159
Cost of motor vehicle	131	15,032	17,333	22,268	26,000	26,000	28,348	30,699	24,613
Cash in lieu of motor vehicle	1,192	16,978	21,623	25,000	26,000	27,880	28,348	31,000	25,814
Motor vehicle parking	908	25	249	1,751	2,619	3,193	8,132	18,551	2,877
Personal benefits	264	10	167	307	576	1,994	26,102	115,437	4,590
Other supplementary payments	74	64	70	370	556	804	2,550	17,237	1,078
Total Remuneration Package	1,941	177,716	212,628	228,132	243,083	254,348	272,895	414,664	242,658
Performance bonus paid	97	948	1,339	7,594	12,114	14,444	25,067	31,255	11,366
Retention bonus paid	9	2,697	2,697	3,500	3,500	3,500	49,372	49,372	9,203
Productivity bonus	12	780	780	4,232	9,839	19,602	34,533	34,533	12,677
Sign on bonus	0	.	.	.	.	.	.	.	.
Group or whole of agency performance bonuses	100	191	618	884	1,005	1,005	1,005	1,005	923
Total Reward (TR)	1,941	182,716	212,898	228,556	243,467	256,123	275,113	414,664	243,395
Additional duties/responsibilities allowances	35	205	417	606	5,000	14,481	30,000	48,226	9,079
Qualifications and/or skills based allowances	77	189	530	3,823	6,126	11,995	51,322	54,448	11,282
Market related allowances – specific job	4	8,500	8,500	9,261	12,487	15,760	16,567	16,567	12,510
Market related allowances – specific individual	0	.	.	.	.	.	.	.	.
Superannuation allowances	0	.	.	.	.	.	.	.	.
Income maintenance allowance	1	1,365	1,365	1,365	1,365	1,365	1,365	1,365	1,365
Hours of duty allowances	41	53	106	946	1,493	3,452	4,556	5,049	2,106
Expense allowances	130	52	123	299	870	2,231	13,074	24,920	3,366
Geographic/locality allowances	194	207	1,748	9,546	36,879	63,690	168,839	376,996	49,968
Disability allowances	117	551	4,446	22,754	49,820	80,610	114,031	199,789	53,575
Health and lifestyle allowances	51	30	100	150	299	300	364	808	256
Individual performance related allowances	47	504	1,960	2,802	6,250	12,500	26,692	28,118	9,025
Annual leave loading	0	.	.	.	.	.	.	.	.
TR + Allowances	1,941	182,716	214,262	230,521	246,130	262,304	327,398	618,283	252,751

Table 7.11: Remuneration findings for SES 2

	Employees n	Min \$	P5 \$	Q1 \$	Median \$	Q3 \$	P95 \$	Max \$	Average \$
Base Salary	515	191,336	210,334	228,838	239,272	259,114	284,621	568,049	245,340
Agency superannuation contribution	515	19,616	33,615	39,669	43,246	47,629	54,842	95,341	43,562
Cost of motor vehicle	50	16,082	17,203	20,550	27,000	29,606	29,880	29,880	25,001
Cash in lieu of motor vehicle	288	17,558	21,623	26,500	27,000	28,000	30,000	30,650	26,851
Motor vehicle parking	242	249	249	741	2,619	3,193	8,132	18,290	2,864
Personal benefits	46	167	212	498	730	1,994	26,102	43,305	5,712
Other supplementary payments	21	70	182	489	564	777	4,996	12,500	1,372
Total Remuneration Package	515	224,192	270,789	290,186	305,066	320,031	351,493	587,665	308,256
Performance bonus paid	34	7,572	10,000	18,000	21,825	30,000	217,660	539,924	48,240
Retention bonus paid	2	3,500	3,500	3,500	3,500	3,500	3,500	3,500	3,500
Productivity bonus	5	4,915	4,915	7,300	28,392	62,489	63,621	63,621	33,343
Sign on bonus	0	.	.	.	.	.	.	.	.
Group or whole of agency performance bonuses	15	904	904	1,005	1,005	1,005	1,005	1,005	992
Total Reward (TR)	515	224,192	274,072	291,682	305,616	325,041	353,399	1,127,589	311,807
Additional duties/responsibilities allowances	11	24	24	522	13,238	25,000	45,000	45,000	15,139
Qualifications and/or skills based allowances	12	1,673	1,673	4,084	6,467	10,398	38,604	38,604	9,475
Market related allowances – specific job	2	7,520	7,520	7,520	11,236	14,952	14,952	14,952	11,236
Market related allowances – specific individual	3	12,000	12,000	12,000	16,317	30,000	30,000	30,000	19,439
Superannuation allowances	1	9,944	9,944	9,944	9,944	9,944	9,944	9,944	9,944
Income maintenance allowance	1	35,000	35,000	35,000	35,000	35,000	35,000	35,000	35,000
Hours of duty allowances	3	106	106	106	416	900	900	900	474
Expense allowances	51	21	125	259	446	2,121	13,457	13,582	3,306
Geographic/locality allowances	47	1,092	3,637	10,688	47,654	64,812	102,151	167,419	44,781
Disability allowances	32	1,052	1,903	22,620	40,946	53,383	118,247	268,632	49,517
Health and lifestyle allowances	7	150	150	150	300	300	500	500	264
Individual performance related allowances	12	5,000	5,000	15,000	15,000	22,060	57,667	57,667	21,140
Annual leave loading	0	.	.	.	.	.	.	.	.
TR + Allowances	515	224,361	277,227	295,217	307,772	329,139	419,211	1,127,589	320,585

Table 7.12: Remuneration findings for SES 3

	Employees n	Min \$	P5 \$	Q1 \$	Median \$	Q3 \$	P95 \$	Max \$	Average \$
Base Salary	109	252,803	282,095	304,542	327,000	350,000	401,646	613,195	334,891
Agency superannuation contribution	109	19,370	44,556	52,397	57,084	63,544	69,590	107,250	57,555
Cost of motor vehicle	11	15,833	15,833	22,439	30,000	30,000	31,880	31,880	26,514
Cash in lieu of motor vehicle	59	24,195	25,841	27,910	30,000	30,650	31,000	31,880	29,099
Motor vehicle parking	48	46	249	317	2,360	3,360	8,252	8,475	2,663
Personal benefits	7	227	227	291	750	27,894	28,192	28,192	10,250
Other supplementary payments	4	420	420	437	502	559	567	567	498
Total Remuneration Package	109	303,010	346,003	384,662	410,874	428,400	475,575	698,250	412,722
Performance bonus paid	4	17,120	17,120	22,302	30,518	331,354	629,155	629,155	176,828
Retention bonus paid	0	.	.	.	.	.	.	.	.
Productivity bonus	0	.	.	.	.	.	.	.	.
Sign on bonus	0	.	.	.	.	.	.	.	.
Group or whole of agency performance bonuses	2	1,005	1,005	1,005	1,005	1,005	1,005	1,005	1,005
Total Reward (TR)	109	303,010	346,003	384,948	411,667	428,422	475,575	1,274,148	419,229
Additional duties/responsibilities allowances	2	3,346	3,346	3,346	15,454	27,561	27,561	27,561	15,454
Qualifications and/or skills based allowances	0	.	.	.	.	.	.	.	.
Market related allowances – specific job	0	.	.	.	.	.	.	.	.
Market related allowances – specific individual	0	.	.	.	.	.	.	.	.
Superannuation allowances	0	.	.	.	.	.	.	.	.
Income maintenance allowance	0	.	.	.	.	.	.	.	.
Hours of duty allowances	0	.	.	.	.	.	.	.	.
Expense allowances	11	125	125	125	220	400	14,952	14,952	1,600
Geographic/locality allowances	10	15,849	15,849	63,804	81,571	100,465	187,010	187,010	82,405
Disability allowances	7	33,491	33,491	48,384	53,348	95,680	126,923	126,923	71,121
Health and lifestyle allowances	0	.	.	.	.	.	.	.	.
Individual performance related allowances	0	.	.	.	.	.	.	.	.
Annual leave loading	0	.	.	.	.	.	.	.	.
TR + Allowances	109	303,010	354,706	394,836	417,226	432,198	557,487	1,274,148	431,802

Appendixes

A.1 Methodology

All APS agencies were required to report data for all employees that were employed under s22(a), s22(b) and s72 of the *Public Service Act 1999 (PS Act)* as at 31 December 2016. This report excludes: casual employees under s22(2)(c) and Locally Engaged Employees under s74 of the PS Act, employees on leave without pay and employees at the Trainee/Cadet classification. Agency Heads, and public office holders are also excluded as their remuneration is set by the Remuneration Tribunal.

The data received from agencies was checked by the APSC to ensure accuracy. Any discrepancies identified were returned to agencies for correction and resubmission. At the conclusion of the data cleaning process, the agency's data was sent to back to the agency for sign off.

The data for part-time employees has been changed to full-time equivalent (FTE) and, for many variables, employees who have worked only part of the year (though active as at 31 December), have had their data annualised. This ensures that each employee's data has equal weighting.

Employees who were in a graduate program in 2016 are shown as a 'Graduate', even if they had advanced to an operational classification by 31 December. For the latter employees, remuneration is at their last day as a Graduate.

Some columns in the tables may not add up because Total Remuneration Package (TRP) and Total Reward (TR) are calculated separately for each individual employee and it is these values that determine the median. Therefore, the median TR figure will not necessarily be the sum of all median values of the components which make up TR. It will be the median value of TR for all employees.

Figures have been rounded to the nearest dollar. As a result, there may be some min values of 0 in *Section 7: Remuneration Findings by Classification*. A period represents no data for that particular field.

Data values published in the 2015 APS Remuneration Report have had a small revision and the revised values have been incorporated into this Report. As a result, a very small number of values as at December 2015 will not match across the published 2015 and the 2016 Reports.

Data in this report should not be used to calculate past or present populations of the APS. For accurate population data as at December 2016, please refer to the December Statistical Bulletin 2016 available on the APSC website here: <http://www.apsc.gov.au/about-the-apsc/parliamentary/aps-statistical-bulletin/december-2016>.

A.2 Definitions

n

n is the number of employees.

Average

The average is calculated by summing all values and dividing by the total number of values. This is also known as arithmetical average and mean.

The following statistical terms are determined by ordering the data values in ascending order:

P5

The 5th percentile (P5) is the point where 5% of the values are below and 95% of values are above.

Q1

The first quartile (Q1) is the point for which 25% of values are below and 75% of values are above.

Median

The median value is the midpoint of all values. It is the point for which 50% of values are below and 50% of values are above.

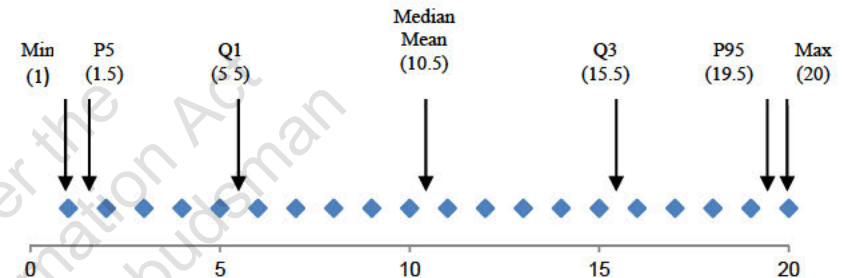
Q3

The third quartile (Q3) is the point for which 75% of values are below and 25% of values are above.

P95

The 95th percentile (P95) is the point where 95% of the values are below and 5% of values are above.

Example: values ranging from 1 to 20 inclusive



The tables in this report were prepared using SAS. There are many methods used to determine the median, quartiles and percentiles. Where a data point falls between two values, the method used in this report takes the mean of those two values.

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by the Fair Work Ombudsman

Base Salary

Base Salary describes the full-time equivalent annualised salary paid to an employee. It includes salary sacrifice amounts (including pre-tax employee superannuation contributions made by salary sacrifice) and excludes bonuses and other benefits.

Total Remuneration Package (TRP)

TRP is defined as being Base Salary plus the value of any benefits including superannuation and motor vehicles.

TRP = Base Salary

- + Agency superannuation contribution
- + Motor vehicle cost/EVS
- + Cash in lieu of motor vehicle
- + Motor vehicle parking
- + Other benefits
- + Other supplementary payments not otherwise described

Total Reward (TR)

TR is defined as being TRP plus bonuses.

TR = TRP

- + Actual performance bonus paid in previous 12 months
- + Actual retention bonus payments paid in previous 12 months
- + Productivity bonus
- + Sign on bonuses
- + Group or whole of agency performance bonus and allowances

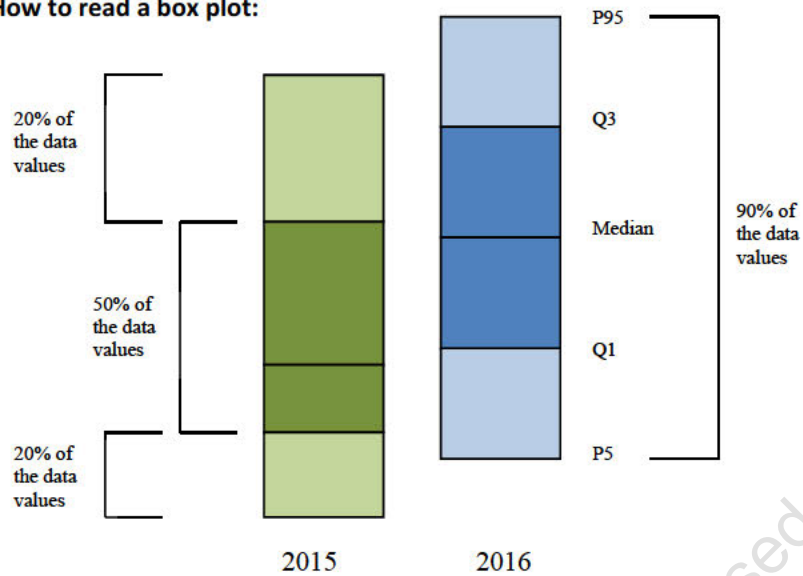
Total Rewards plus Allowances (TR+A)

TR+A is defined as being TR plus allowances.

TR+A = TR

- + Additional duties/responsibilities allowances
- + Qualifications and/or skills based allowances
- + Market related allowances, specific job
- + Market related allowances, specific individual
- + Superannuation allowances
- + Income maintenance allowance
- + Hours of duty allowances
- + Expense allowances
- + Geographic/locality allowances
- + Disability allowances
- + Health and lifestyle allowances
- + Individual performance related allowances
- + Annual leave loading

How to read a box plot:



The size of the squares in relation to each other, reveals how evenly distributed the data values are. For example, looking at the 2015 box plot, the lower two squares (P5 to Median) are shorter than the two above (Median to P95). This indicates that there is a smaller range in values for the bottom 45% compared to the top 45%. The 2016 box plot illustrates that the data values appear to be more evenly distributed as all four squares appear to be of similar length.

A.3 APS Agencies and Entities Included in this Report

Aboriginal Hostels Limited

Administrative Appeals Tribunal

Agriculture and Water Resources

Asbestos Safety and Eradication Agency

Attorney-General's

Australian Aged Care Quality Agency

Australian Antarctic Division

Australian Building and Construction Commission

Australian Bureau of Statistics

Australian Centre for International Agricultural Research

Australian Commission for Law Enforcement Integrity

Australian Commission on Safety and Quality in Health Care

Australian Communications and Media Authority

Australian Competition Consumer Comm.

Australian Criminal Intelligence Commission

Australian Digital Health Agency

Australian Electoral Commission

Australian Financial Security Authority

Australian Fisheries Management Authority

Australian Government Solicitor

Australian Human Rights Commission

Australian Inst. of Aboriginal and Torres Strait Islanders Studies

Australian Institute of Family Studies

Australian Institute of Health and Welfare

Australian Law Reform Commission

Australian National Audit Office

Australian National Maritime Museum

Australian Office of Financial Management

Australian Pesticides and Veterinary Medicines Authority

Australian Public Service Commission

Australian Radiation Protection & Nuclear Safety Agency

Australian Research Council

Australian Securities and Investments Commission

Australian Skills Quality Authority

Australian Sports Anti-Doping Authority

Australian Taxation Office

Australian Trade Commission

Australian Transaction Reports and Analysis Centre

Australian Transport Safety Bureau

Australian War Memorial

Bureau of Meteorology

Cancer Australia

Clean Energy Regulator

Climate Change Authority

Comcare

Commonwealth Grants Commission

Commonwealth Ombudsman

Communications and the Arts

Defence

Defence Housing Australia

Digital Transformation Office

Director of Public Prosecutions

Education and Training

Employment

Environment

Fair Work Commission

Family Court and Federal Circuit Court

Federal Court Statutory Agency

Finance	National Portrait Gallery
Food Standards Australia New Zealand	National Science and Technology Centre (Questacon)
Foreign Affairs and Trade	Office of Gene Tech Regulator & NICNAS
Future Fund Management Agency	Office of Inspector-General of Intelligence and Security
Geoscience Australia	Office of National Assessments
Great Barrier Reef Marine Park Authority	Office of Parliamentary Counsel
Health	Office of the Australian Information Commissioner
Human Services	Office of the Fair Work Ombudsman
Immigration and Border Protection	Office of the Inspector-General of Taxation
Industry, Innovation and Science	Old Parliament House
Infrastructure and Regional Development	Organ and Tissue Authority
IP Australia	Prime Minister and Cabinet
Murray-Darling Basin Authority	Productivity Commission
National Archives of Australia	Professional Services Review
National Blood Authority	Royal Australian Mint
National Capital Authority	Safe Work Australia
National Disability Insurance Agency	Screen Australia
National Film and Sound Archive	Social Services
National Health and Medical Research Council	Tertiary Education Quality and Standards Agency
National Health Funding Body	Therapeutic Goods Administration
National Library of Australia	Torres Strait Regional Authority
National Mental Health Commission	Treasury
National Museum of Australia	Veterans' Affairs
National Offshore Petroleum Safety and Environmental Management Authority	Workplace Gender Equality Agency

Note: This list reflects the names of APS agencies and entities having employees under the PS Act as at 31 December 2016. Some agencies may have changed name or have been affected by Machinery of Government changes since then.

s. 22 - Irrelevant

From: JAMES,Natalie (FWO)
Sent: Friday, 30 June 2017 2:25 PM
To: LLOYD,John
Subject: FW: Correspondence: Establishment of the SDO Board and Governance Committees [SEC=UNCLASSIFIED]
Attachments: Natalie James (FWO).pdf; Att_A_SDO_Governance_Overview_20062017.pptx; Att_B_SDO Board membership nomination_20062017.docx

UNCLASSIFIED

Hi John

I hope you are well.

I have just been contemplating this corro from the Dept of Finance from last week. I presume you have also received an invitation along these lines given you are a client of Dept of Finance's shared services now?

s. 47C - Deliberative Processes

Regards

Natalie

Natalie James
 Fair Work Ombudsman

s. 47E(d) - Certain Operations
 of Agencies



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~Please consider the environment before printing this message~

s. 22 - Irrelevant

From: LLOYD,John
Sent: Wednesday, 5 July 2017 5:14 PM
To: JAMES,Natalie (FWO)
Cc: FOSTER,Stephanie; PAGE,Clare; s. 22
Subject: RE: Correspondence: Establishment of the SDO Board and Governance Committees [SEC=UNCLASSIFIED]


Categories: To Be Filed

UNCLASSIFIED

Natalie

I apologise for the delay in replying. I have had a busy week and received a reminder today that a response to this request was overdue.

s.47C - Deliberative Processes



Regards

John Lloyd PSM | Commissioner

Australian Public Service Commission

Level 6, Aviation House, 16 Furzer Street, PHILLIP ACT 2606

P: +612 6202 3501 | M: s. 47E(d) | W: www.apsc.gov.au <<http://www.apsc.gov.au/>>

From: JAMES,Natalie (FWO)
Sent: Friday, 30 June 2017 2:25 PM

To: LLOYD,John

Subject: FW: Correspondence: Establishment of the SDO Board and Governance Committees [SEC=UNCLASSIFIED]

UNCLASSIFIED

Hi John

I hope you are well.

I have just been contemplating this corro from the Dept of Finance from last week. I presume you have also received an invitation along these lines given you are a client of Dept of Finance's shared services now?

s. 47C - Deliberative Processes



Regards

Natalie

Natalie James

Fair Work Ombudsman

s. 47E(d) - Certain Operations of Agencies




cid:image001.png@01CE2F9B.CAA6ABC0 <<http://twitter.com/NatJamesFWO>> Follow me on Twitter
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GPO Box 9887 Melbourne VIC 3001 | 414 La Trobe Street, Melbourne VIC 3000

Title: Fair Work Ombudsman Logo and Information - Description: Website: www.fairwork.gov.au, Infoline: 13 13 94,
Twitter: @fairwork_gov_au, Facebook: /fairwork.gov.au

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s. 22 - Irrelevant to FOI Request



s. 22 - Irrelevant

From: JAMES,Natalie (FWO)
Sent: Thursday, 6 July 2017 8:00 AM
To: LLOYD,John
Cc: FOSTER,Stephanie; PAGE,Clare; s. 22
Subject: RE: Correspondence: Establishment of the SDO Board and Governance Committees [SEC=UNCLASSIFIED]

UNCLASSIFIED

Thanks for coming back on this one John!

s. 47C - Deliberative Processes

Regards

Natalie

From: LLOYD,John
Sent: Wednesday, 5 July 2017 5:14 PM
To: JAMES,Natalie (FWO)
Cc: FOSTER,Stephanie; PAGE,Clare; s. 22
Subject: RE: Correspondence: Establishment of the SDO Board and Governance Committees [SEC=UNCLASSIFIED]

UNCLASSIFIED

Natalie

I apologise for the delay in replying. I have had a busy week and received a reminder today that a response to this request was overdue.

s.47C - Deliberative Processes

Regards

John Lloyd PSM | Commissioner

Australian Public Service Commission

Level 6, Aviation House, 16 Furzer Street, PHILLIP ACT 2606
 P: +612 6202 3501 | M: **s. 47E(d)** | W: www.apsc.gov.au

From: JAMES,Natalie (FWO)
Sent: Friday, 30 June 2017 2:25 PM
To: LLOYD,John
Subject: FW: Correspondence: Establishment of the SDO Board and Governance Committees [SEC=UNCLASSIFIED]

UNCLASSIFIED

Hi John

I hope you are well.

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s. 47C - Deliberative Processes

Regards

Natalie

Natalie James
 Fair Work Ombudsman

s. 47E(d) - Certain Operations of
 Agencies



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Fair Work
 OMBUDSMAN

www.fairwork.gov.au Fair Work Infoline 13 13 94  @fairwork_gov_au

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s. 22 - Irrelevant

From: s. 22 on behalf of LLOYD,John
Sent: Thursday, 27 July 2017 10:53 AM
To: JAMES,Natalie (FWO)
Subject: 2017 APS employee census - Results for Office of the Fair Work Ombudsman [SEC=UNCLASSIFIED]
Attachments: APS715 - FWO.pdf
Categories: PLS FILE

Dear Ms James

I am pleased to provide you with an overview of your agency's results from the 2017 APS employee census. The attached report benchmarks your 2017 census results against similar APS agencies, the overall APS average and your 2016 results, where applicable.

The response rate for the 2017 census was high and an improvement on last year with 71 per cent of APS employees responding. This is the highest response rate the APS employee census has obtained.

I trust that the census data continues to provide useful insights for managing your workforce.

More detailed results have been made available to the census coordinator within your agency.

Regards

John Lloyd PSM | Commissioner

Australian Public Service Commission
Level 6, Aviation House, 16 Furzer Street, PHILLIP ACT 2606
P: +612 6202 3501 | **W:** www.apsc.gov.au

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Freedom of Information Act
by the Fair Work Ombudsman

s. 22 - Irrelevant

From: JAMES,Natalie
Sent: Thursday, 12 October 2017 7:38 AM
To: LLOYD,John
Cc: s.22 - Irrelevant to request
Subject: RE: catch up in CBR next week? [SEC=UNCLASSIFIED]

Great - 4 pm should work best for me.

Thanks
 Nat

From: LLOYD,John s. 47E(d)
Date: 12 October 2017 at 8:19:31 am AEDT
To: JAMES,Natalie s. 47E(d)
Cc: s. 22 - Irrelevant
Subject: RE: catch up in CBR next week? [SEC=UNCLASSIFIED]

UNCLASSIFIED

Natalie

It would be good to catch up.

Tuesday looks better. Available times look like:

- Before 8.45 am
- 12.00 – 1.30 pm
- 4.00 – 6.00 pm

Regards

John Lloyd PSM | Commissioner
Australian Public Service Commission
 Level 5, B Block, Treasury Building, Parkes Place West, PARKES ACT 2600
 GPO Box 3176 CANBERRA ACT 2601
P: +612 6202 3501 | **W:** www.apsc.gov.au

From: JAMES,Natalie (FWO)
Sent: Wednesday, 11 October 2017 9:31 AM
To: LLOYD,John
Subject: catach up in CBR next wewek? [SEC=UNCLASSIFIED]

UNCLASSIFIED

Hi John

I'm in CBR next early next week for an ACCI event and in town Monday and Tuesday till. I was wondering if you had some time to catch up?

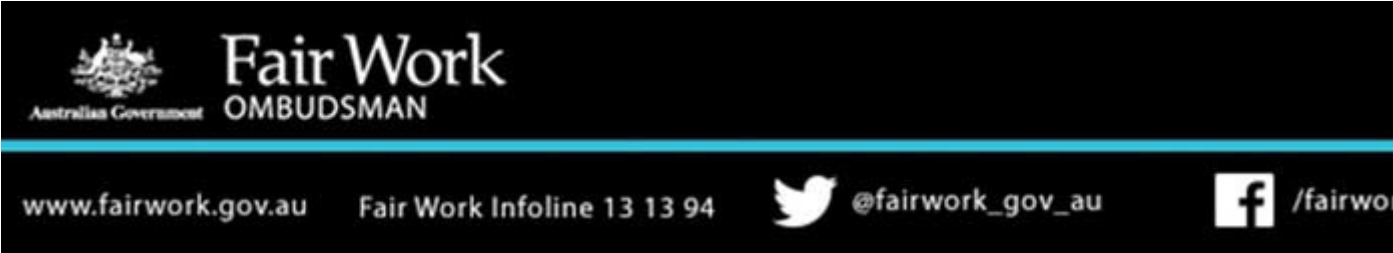
Regards

Natalie James
Fair Work Ombudsman

s. 47E(d) - Certain Operations of Agencies

 Follow me on Twitter @NatJamesFWO

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Natalie

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