



# Executive Remuneration Reporting

The following tables report a summary of substantive senior executives and highly paid staff who received remuneration during 2016–2017.

Remuneration is presented in two tables:

Table A: Average annual reportable remuneration paid to substantive senior executive officers during the reporting period

Table B: Average annual reportable remuneration paid to other highly paid staff

Each row is an averaged figure based on headcount for individuals in the band.

**Table A** Remuneration paid to substantive senior executive officers in 2016–17

Total remuneration	Number of executives	Average reportable salary	Average contributed superannuation	Average reportable allowances	Average bonus paid	Average total reportable remuneration
\$200,000 and less	50	\$ 94,862	\$14,947	\$31	—	\$109,840
\$200,001 to \$225,000	24	\$184,215	\$29,332	\$16	—	\$213,563
\$225,001 to \$250,000	37	\$205,547	\$33,203	\$39	—	\$238,789
\$250,001 to \$275,000	21	\$225,245	\$35,854	\$55	—	\$261,154
\$275,001 to \$300,000	15	\$246,771	\$39,372	—	—	\$286,143
\$300,001 to \$325,000	5	\$269,214	\$41,387	—	—	\$310,601
\$325,001 to \$350,000	5	\$291,246	\$43,845	—	—	\$335,091
\$350,001 to \$375,000	1	\$303,263	\$49,287	—	—	\$352,550
\$375,001 to \$400,000	3	\$342,812	\$42,426	\$162	—	\$385,400
\$400,001 to \$500,000	5	\$382,757	\$58,311	—	—	\$441,068
...						
\$600,001 and above	2	\$592,879	\$92,532	\$112	—	\$685,523
<b>Total number of substantive senior executive officers</b>	<b>168</b>					

## Key requirements/definitions

This table reports substantive senior executives who received remuneration during the reporting period. Each row is an averaged figure based on headcount for individuals in the band.

- 'Reportable salary' is prepared on a cash basis from individual payment summaries. It includes the following:
  - gross payments (excluding bonuses)
  - reportable fringe benefits (net amounts)
  - reportable employer superannuation contributions
  - exempt foreign employment income.
- The 'contributed superannuation' amount is prepared on a cash basis using the actual superannuation contributions paid on behalf of staff in that reportable remuneration band during the reporting period, excluding any salary sacrificed amounts.
- 'Reportable allowances' is prepared on a cash basis using reportable allowances and is equal to the 'total allowances' figure as reported in an individual's payment summary. It excludes any allowances already reported in the gross payments line in the payment summary.
- 'Bonus paid' is prepared on a cash basis using actual bonuses paid during the reporting period and is a component of the gross payments reported on the payment summary.

**Table B**      **Remuneration paid to highly paid staff in 2016–17**

Total remuneration	Number of highly paid staff	Average reportable salary	Average contributed superannuation	Average reportable allowances	Average bonus paid	Average total reportable remuneration
\$200,001 to \$225,000	41	\$182,555	\$27,291	\$26	\$513	\$210,385
\$225,001 to \$250,000	7	\$207,519	\$29,754	\$58	\$973	\$238,304
\$250,001 and above	5	\$242,746	\$41,626	\$135	\$1,305	\$285,812
<b>Total number of highly paid staff</b>	<b>53</b>					

## Key requirements/definitions

1. This table reports staff:

- who were employed by the Department during the reporting period
- who were not deployed overseas
- whose reportable remuneration was \$200,001 or more for the financial period
- were not required to be disclosed in Table A.

Each row is an averaged figure based on headcount for individuals in the band.

2. 'Reportable salary' is prepared on a cash basis using reportable salary as reported in an individual's payment summary. It is defined as the sum of:

- gross payments (excluding bonuses)
- reportable fringe benefits (net amount)
- reportable employer superannuation contributions
- exempt foreign employment income.

3. The 'contributed superannuation' amount is prepared on a cash basis using contributions paid on behalf of staff in that reportable remuneration band during the reporting period, excluding any salary sacrificed amounts.

4. 'Reportable allowances' is prepared on a cash basis using reportable allowances and is equal to the 'total allowances' figure as reported in an individual's payment summary.

5. 'Bonus paid' is prepared on a cash basis using actual bonuses paid during the reporting period and is a component of the gross payments reported on the payment summary.