



Australian Government

Department of Home Affairs

Executive Remuneration Reporting

The following tables report a summary of substantive senior executives and highly paid staff who received remuneration during 2017–18.

Remuneration is presented in two tables:

Table A: Average annual remuneration paid to substantive senior executive officers

Table B: Average annual remuneration paid to highly paid staff

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

The reports include:

- the remuneration band
- reportable salary
- contributed superannuation amount
- reportable allowances
- bonus paid.

Staff who have ceased employment with the Department during the reporting period are included in the tables. All or part of their separation payments, such as accrued long-service leave and annual leave credits, are included in their reportable salary.

Table A: Remuneration paid to substantive senior executive officers in 2017–18

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	85	\$75,273	\$11,942	\$22	–	\$87,237
\$200,001 to \$225,000	15	\$185,773	\$30,294	\$241	–	\$216,308
\$225,001 to \$250,000	34	\$205,856	\$31,599	-	–	\$237,455
\$250,001 to \$275,000	19	\$228,222	\$35,955	\$21	–	\$264,198
\$275,001 to \$300,000	18	\$248,570	\$39,328	\$24	–	\$287,922
\$300,001 to \$325,000	12	\$267,156	\$43,183	-	–	\$310,339
\$325,001 to \$350,000	6	\$290,994	\$46,035	\$31	–	\$337,060
\$350,001 to \$375,000	3	\$315,451	\$47,838	-	–	\$363,289
\$375,001 to \$475,000	4	\$367,424	\$57,899	\$33	–	\$425,356
\$600,001 and above	3	\$631,149	\$73,878	\$79	–	\$705,106

**Total number of
substantive senior
executive officers**

199

Key requirements and 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. Reportable allowances excludes any allowances already reported in the gross payments line in the payment summary.
- 'Bonus paid' represents average actual bonuses paid during the reporting period in that reportable remuneration band.

Table B: Remuneration paid to highly paid staff in 2017–18

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	36	\$181,578	\$28,178	\$9	\$546	\$210,311
\$225,001 to \$250,000	2	\$205,204	\$31,222	-	-	\$236,426
\$250,001 to \$275,000	3	\$224,190	\$33,750	-	\$1,451	\$259,392
\$275,001 to \$325,000	4	\$247,942	\$35,110	-	\$534	\$283,586
Total number of highly paid staff	45					

Key requirements and definitions

- 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.

- '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.

- 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.
- '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.
- '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.