



Australian Government
Australian Public Service
Commission

Australian Public Service Remuneration Report 2017

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Contents

Foreword	v
APS remuneration at a glance 2017.....	vi
Executive Summary	vii
Chapter 1: Introduction.....	1
Chapter 2: Remuneration components	3
Chapter 3: Base Salary.....	5
Chapter 4: Total Remuneration Package	8
Chapter 5: Total Reward	12
Chapter 6: Allowances	16
Chapter 7: APS job family model.....	17
Chapter 8: Remuneration by gender	19
Chapter 9: Employment instrument	21
Appendixes	23
A1 Methodology.....	23
A2 Definitions.....	23
A3 Data tables	26
Table 1: Summary of median key remuneration components by classification, 2017	26
Table 1a: Summary of median and average remuneration components, non-SES and SES 2017	26
Table 1b: Proportional change in weighted median remuneration components, non-SES and SES, 2016 to 2017	26
Table 2: Composition of median Total Reward (TR) by classification, 2017	27
Table 3: Summary of average key remuneration components by classification, 2017	27
Table 4: Motor Vehicle Allowance (MVA) recipients by classification, 2017	28
Table 5: Performance bonus recipients by classification, 2017	29
Table 6: Employees by superannuation fund and age group, 2017	30
Table 7: Employee superannuation contribution as a proportion of Base Salary, by classification, 2016 and 2017	30
Table 8: Employees by superannuation fund and classification, 2017	31
Table 9: Acting classification salaries by classification, 2017	31
Table 10: Geographical allowance recipients by classification, 2017	32

Table 11: Hardship allowance recipients by classification, 2017	33
Table 12: Additional duties allowance recipients by classification, 2017	34
Table 13: Base Salary by primary employment instrument and classification, 2017.....	35
Table 14: Base Salary by classification and gender, 2017	37
Table 15: Total Remuneration Package (TRP) by classification and gender, 2017.....	38
Table 16: Total Reward (TR) by classification and gender, 2017	39
Table 17: Base Salary by employment category and classification, 2017	40
Table 18: Median Base Salary by classification, 2013 to 2017	41
Table 19: Median Total Remuneration Package (TRP) by classification, 2013 to 2017.....	41
Table 20: Median Total Reward (TR) by classification, 2013 to 2017	42
Table 21: Remuneration findings by classification, 2017	43
A4 Agencies included in this report.....	55

Foreword

The Australian Public Service (APS) Remuneration Report 2017 presents a summary of remuneration paid to APS employees under the *Public Service Act 1999* as at 31 December 2017. The report provides APS agencies data that informs their remuneration practices.

This annual report builds on several years of trend information and serves as an important public record for the APS.

A handwritten signature in black ink, appearing to read 'John Lloyd', with a long, sweeping horizontal line extending to the right.

John Lloyd PSM

Australian Public Service Commissioner

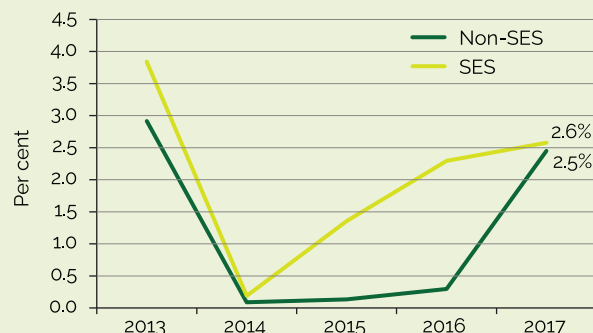
June 2018

APS remuneration at a glance 2017

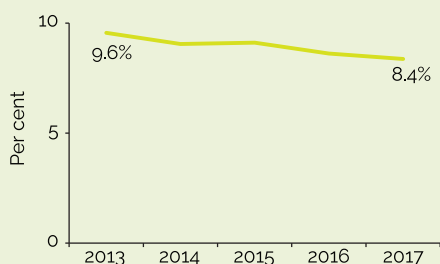
2017 Remuneration increases

Classification	Non-SES	SES	All employees
Base salary	2.5%	2.6%	2.5%
TRP	2.3%	1.9%	2.3%
TR	2.3%	2.0%	2.3%

Percentage change in weighted median base salary 2013–2017



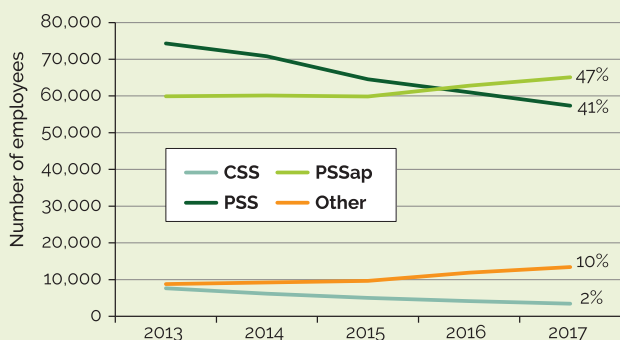
Gender pay gap trends



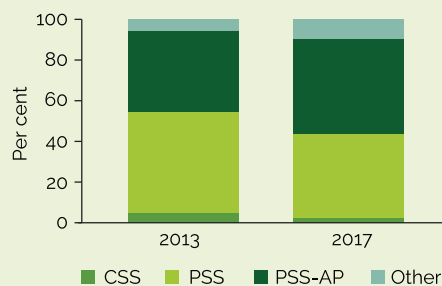
Average salary by gender



Super membership trends



Super fund membership



Executive summary

Key findings in 2017 included:

- Since 2016, median weighted* Base Salaries increased by 2.5%. This includes increases of 2.6% for SES and 2.5% for non-SES employees.
- The gender pay gap was 8.4%, improving from 8.6% in 2016 and 9.6% in 2013.
- On a level by level basis, there were only small differences between male and female Base Salaries. The largest gap was 2% at the SES 1 level.
- Almost half of employees, or 47%, are enrolled in the Public Sector Superannuation Accumulation Plan (PSSap).
- Just over 18,000 employees received performance bonuses, down by 6% from 2016.
- The number of SES employees who received bonuses has decreased steadily over the past five years.

Influences on the 2017 results:

- Large agencies have a substantial impact on remuneration. For example, the Department of Human Services, the Australian Taxation Office, the Department of Home Affairs and the Department of Defence make up approximately 57% of the APS workforce and are therefore influential on median figures.
- During 2017, there were 39 successful enterprise agreement ballots, including ballots covering the Department of Human Services, Australian Taxation Office and the Department of Defence. This follows on from 38 successful ballots in 2016.
- Most enterprise agreements that commenced in 2017 offered 3% front-loaded general wage increases.
- The majority of employees covered within this report are at APS classifications, and 57% are between the APS 4 and APS 6 levels. This has a large influence on median values. In contrast, SES employees account for less than 2% of employees and therefore have a much smaller impact on overall findings.

* For the purposes of comparisons between SES and non-SES employees, medians are adjusted to account for the number of employees at each level. these are referred to throughout the report as 'weighted medians'.

Chapter 1: Introduction

The Australian Public Service (APS) Remuneration Report provides an annual snapshot of remuneration across the whole APS. The 2017 report is based on data collected from all APS agencies as at 31 December 2017.

This year's edition presents information in a new format. Key changes include:

- a streamlined format to improve readability;
- most detailed tables within a standalone Appendix; and
- the separation of all data tables into an Excel workbook available for download to provide the facility for readers to investigate the underlying detail.

HTML and PDF versions of this report, along with the full set of underlying tables, are available from the Australian Public Service Commission's website at: www.apsc.gov.au/publications-and-media/current-publications/remuneration-surveys.

Employees included in this report

The APS Remuneration Report includes employees engaged under the *Public Service Act 1999*. It excludes casual employees, locally engaged staff, employees on leave without pay and those at the trainee/cadet classification. Agency Heads and public office holders are not covered as their remuneration is set by the Remuneration Tribunal.

Valid data was received for 139,327 employees—2,617 Senior Executive Service (SES) and 136,710 non-SES employees. Overall remuneration headcount has fallen slightly from 139,885 in December 2016. This is in line with the decrease in headcount reported in the December 2017 APS Statistical Bulletin, and on trend with the decline in the overall APS headcount since 2011.

Ongoing engagements decreased from 11,204 in 2016, to 9,213 in 2017. Ongoing promotions decreased from 12,823 in 2016 to 9,528 in 2017. These changes can affect median values as newly engaged or promoted employees tend to commence on salaries at the bottom of their salary scale.

Executive remuneration management

The *APS Executive Remuneration Management Policy* provides that total executive remuneration should not exceed 65% of the lowest pay point of the Secretaries structure. See: www.apsc.gov.au/publications-and-media/current-publications/executive-remuneration for details.

The Australian Public Service Commissioner can approve remuneration above this point where compelling circumstances apply.

APS Classifications

This report presents remuneration data using the classification system outlined in the *Public Service Classification Rules 2000* (the Classification Rules): <https://www.legislation.gov.au/Details/F2014C01338>.

A number of agencies use 'local' classifications in addition to the approved classifications. For the purposes of this report, the remuneration data for a local classification has been incorporated into the remuneration data for the corresponding APS classification.

The Classification Rules provide for a number of trainee classifications. Only data covering Graduates have been included in this report.

Workplace Bargaining Policy

APS agencies negotiate their own enterprise agreements within a policy framework established by the Australian Government. During the coverage period of this report, the Workplace Bargaining Policy allowed for general remuneration increases to be negotiated up to an average of 2.0% per annum.

Chapter 2: Remuneration components

The report focuses on key remuneration components across the APS. These components are Base Salary, Total Remuneration Package, Total Reward and allowances.

Base Salary:

Incorporates only the Base Salary paid to employees, including salary sacrificed amounts.

Total Remuneration Package:

Incorporates Base Salary plus benefits which include employer superannuation contribution, motor vehicle cost/Executive Vehicle Scheme or cash in lieu of motor vehicle, motor vehicle parking, personal benefits and other supplementary payments.

Total Reward:

Incorporates Total Remuneration Package plus bonuses for performance, retention, productivity, sign-on and group or whole of agency performance.

Allowances:

Incorporates a range of payments, not covered within Total Reward, for specific working conditions, qualifications and work related expenses.

Movement in remuneration components

Remuneration movements are affected by a number of factors such as general wage increases, progressions within salary increments, promotions, engagements and agency transfers.

The population of each classification also affects the impact of overall percentage changes.

Figure 2.1 shows the annual proportional change in weighted median Base Salary for non-SES and SES employees over the last five years. This is comprised of the median movements for each classification, weighted to account for employee numbers at each classification. It shows movement in non-SES salaries are beginning to increase after a period of lower wages growth between 2014 and 2016. In 2017, the annual increase in Base Salary was 2.6% for SES and 2.5% for non-SES employees.

Figure 2.1:
Percentage change in weighted median Base Salary, 2013–2017

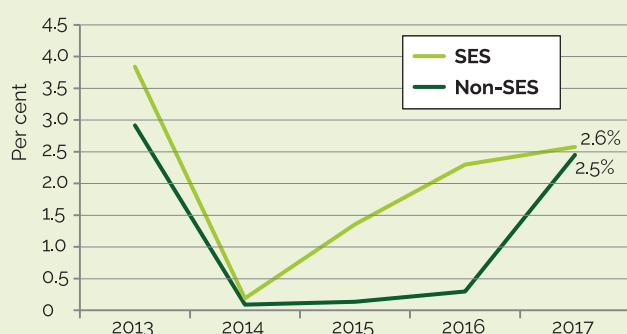
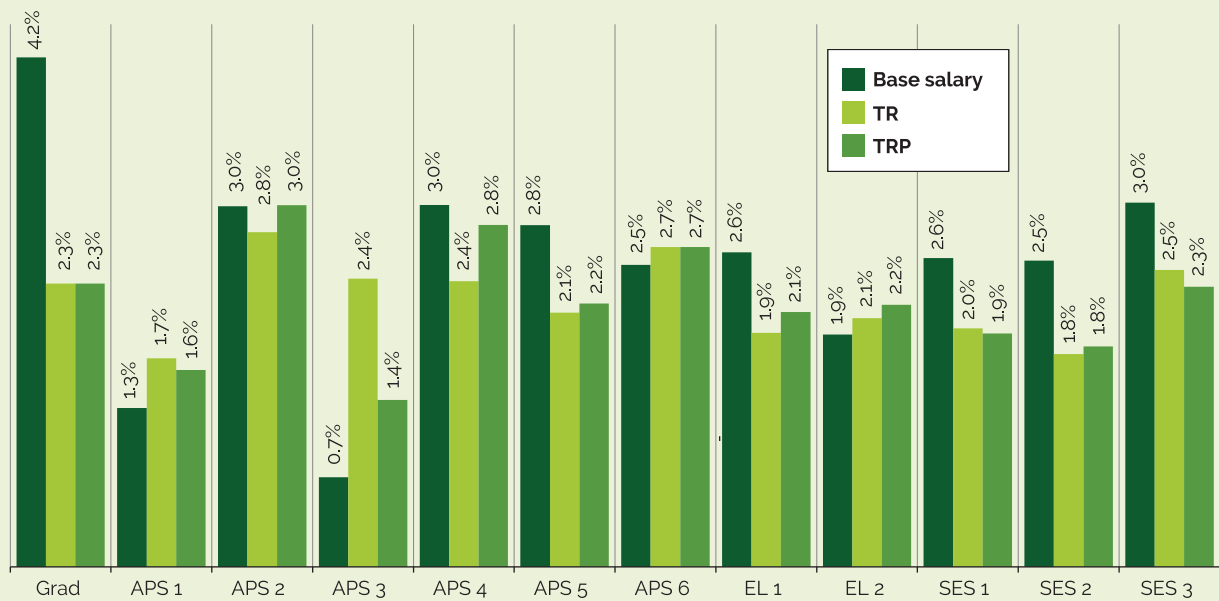


Figure 2.2 shows the movement in median remuneration between 2016 and 2017 for Base Salary, Total Remuneration Package (TRP) and Total Reward (TR). There have been increases across all remuneration components and all classification groups of around 1–3%. The largest relative increases were in Base Salary for most classifications.

Figure 2.2:
Percentage change in median remuneration components, 2016–2017



Chapter 3: Base Salary

The term Base Salary describes the full-time annualised salary paid to an employee. It includes salary sacrifice amounts and pre-tax employee superannuation contributions made through salary sacrifice arrangements. It excludes bonuses and other benefits.

The greatest increase in median Base Salary was at the Graduate classification level with a 4.2% increase. The lowest median movement from 2016 to 2017 was a 0.7% increase at the APS 3 classification level. While there were several factors driving these increases, the most substantial influence was the successful enterprise agreement ballots from three of the largest APS agencies: Human Services, Australian Taxation Office and Defence. Graduate median salaries increased above the average rate, reflecting the fact that agencies with relatively higher graduate pay scales took in the largest graduate cohorts during 2017. When median Base Salaries are weighted to account for employees at each level, the increase from 2016 to 2017 was 2.5%, including 2.6% for SES employees and 2.5% for non-SES.

Table 3.1:
Base Salary by classification, 2016 and 2017

Classification	Base salary P5 \$		Base salary Q1 \$		Base salary median \$		% change 2017	Base salary Q3 \$		Base salary P95 \$	
	2016	2017	2016	2017	2016	2017		2016	2017	2016	2017
Graduate	\$56,319	\$57,752	\$59,238	\$61,067	\$62,493	\$65,133	4.2%	\$63,322	\$65,508	\$69,210	\$72,049
APS 1	\$39,144	\$40,318	\$43,216	\$44,512	\$47,567	\$48,194	1.3%	\$48,533	\$49,989	\$49,697	\$51,497
APS 2	\$49,013	\$51,313	\$51,626	\$53,353	\$54,588	\$56,220	3.0%	\$55,096	\$56,749	\$56,435	\$58,437
APS 3	\$55,553	\$57,190	\$57,965	\$59,933	\$61,512	\$61,970	0.7%	\$62,492	\$64,367	\$63,095	\$64,746
APS 4	\$62,493	\$64,368	\$66,904	\$67,958	\$69,239	\$71,317	3.0%	\$69,239	\$71,317	\$70,144	\$72,557
APS 5	\$69,238	\$71,316	\$72,856	\$74,024	\$74,451	\$76,561	2.8%	\$76,404	\$78,052	\$78,451	\$79,860
APS 6	\$78,054	\$80,468	\$85,418	\$86,438	\$87,263	\$89,449	2.5%	\$89,217	\$91,894	\$92,542	\$94,481
EL 1	\$100,120	\$102,728	\$106,719	\$108,833	\$108,796	\$111,633	2.6%	\$111,427	\$113,522	\$117,885	\$120,805
EL 2	\$120,128	\$124,041	\$132,053	\$134,892	\$135,583	\$138,195	1.9%	\$140,471	\$143,254	\$152,523	\$155,630
SES 1	\$161,000	\$166,365	\$174,202	\$179,255	\$184,626	\$189,353	2.6%	\$201,447	\$205,099	\$219,975	\$226,761
SES 2	\$210,561	\$214,929	\$229,219	\$237,786	\$239,272	\$245,348	2.5%	\$259,114	\$265,219	\$284,621	\$290,011
SES 3	\$282,457	\$302,111	\$304,542	\$316,813	\$327,000	\$336,876	3.0%	\$350,000	\$357,000	\$393,666	\$393,605
All employees	\$57,779	\$59,933	\$69,239	\$71,317	\$78,457	\$81,206	3.5%	\$104,260	\$106,574	\$137,021	\$140,591

Figure 3.1 presents a comparison of median Base Salary by classification in 2013 and 2017. These are nominal figures, not adjusted for inflation. While all classification levels have seen increases over the period, the pace of change has varied. The greatest percentage increase in median Base Salary was 12.3% at the SES 3 classification, followed by 9.6% at the Graduate level. The smallest percentage increase in median Base Salary was 0.3% at the APS 3 classification level.

■ **Figure 3.1:**

Median Base Salary by classification, 2013 and 2017

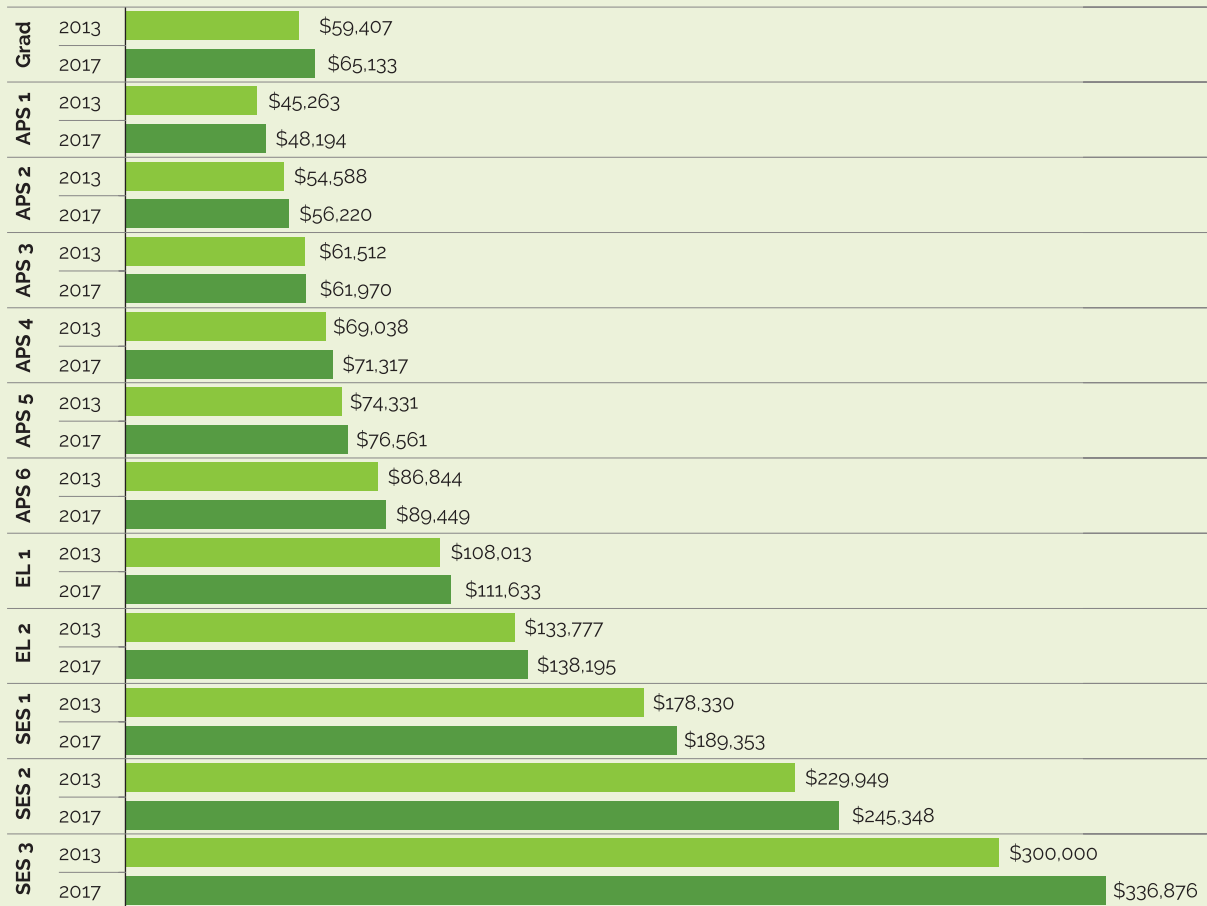
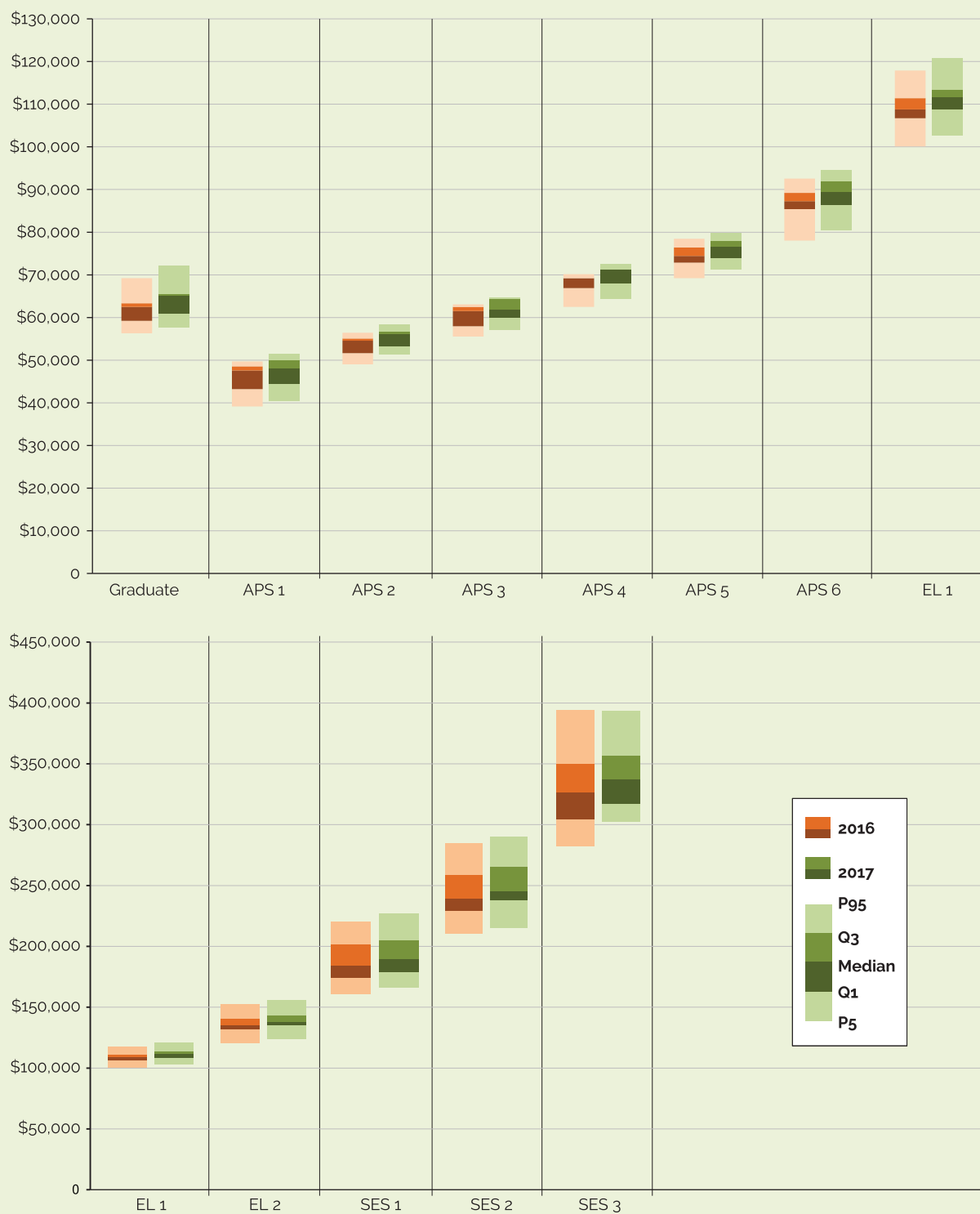


Figure 3.2 shows the Base Salary ranges by classification. In 2017 there were increases and a slight widening in range for several pay bands accompanied by a more even distribution of staff salaries within most bands.

Figure 3.2:
Base Salary range by classification, 2016 and 2017



Chapter 4: Total Remuneration Package

Total Remuneration Package (TRP) covers Base Salary plus benefits. It excludes bonuses and shift and overtime payments, which are included in Total Reward (TR).

TRP includes Base Salary plus:

- employer superannuation contribution
- motor vehicle cost/Executive Vehicle Scheme or cash in lieu of motor vehicle
- motor vehicle parking
- any other benefits and supplementary payments.

Superannuation is the main component captured in TRP above Base Salary.

The overall movement in median TRP across all classifications from 2016 to 2017 was an increase of 2.8%. This ranged from 1.4% at the APS 3 level to 3.0% for APS 2 employees (Table 4.1). Accounting for employee numbers at each level, the weighted TRP median increased by 2.3% for non-SES employees and 1.9% for SES (see Appendix A3: Table 1b).

Table 4.1:
Total Remuneration Package by classification, 2016 and 2017

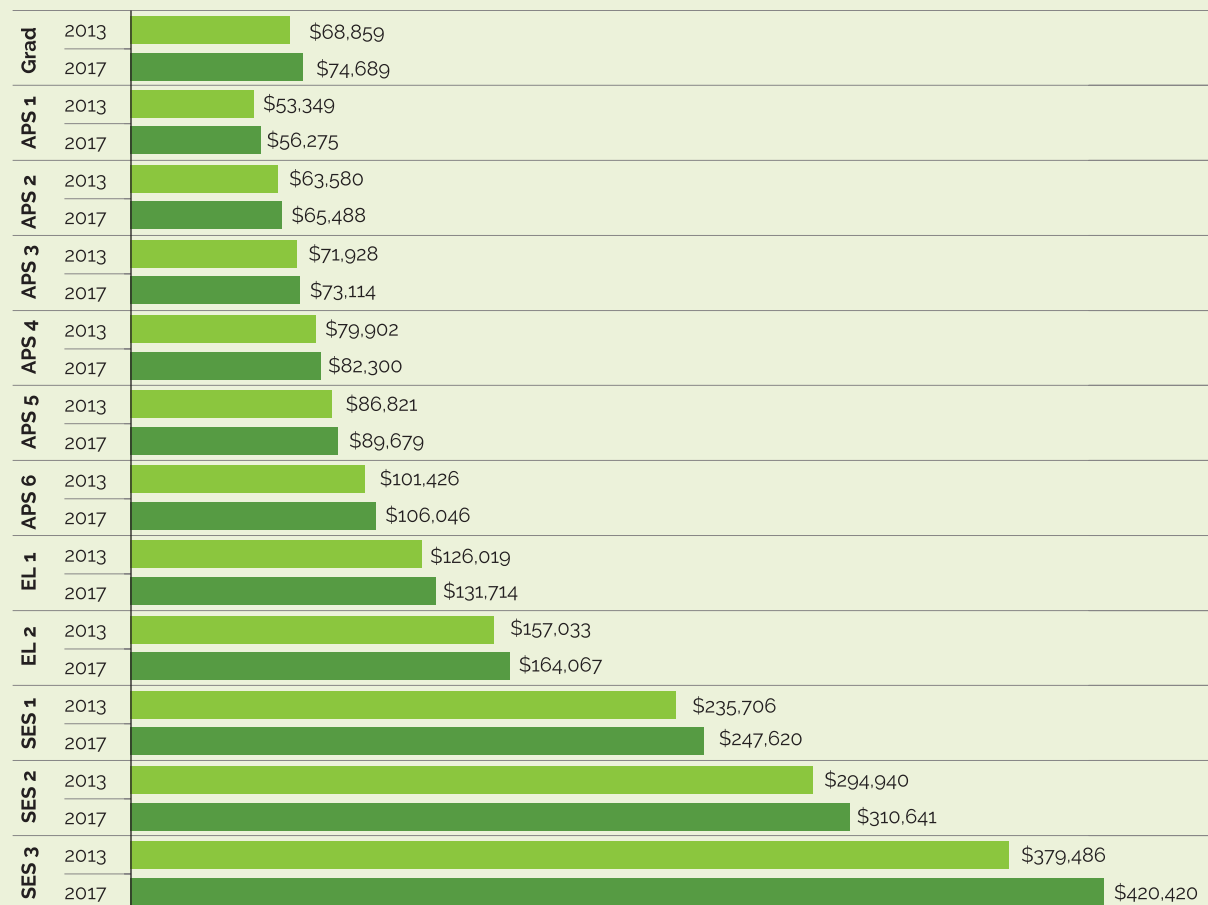
Classification	TRP P5 \$		TRP Q1 \$		TRP median \$		% change	TRP Q3 \$		TRP P95 \$	
	2016	2017	2016	2017	2016	2017		2016	2017	2016	2017
Graduate	\$65,218	\$66,646	\$68,817	\$70,471	\$72,974	\$74,689	2.3%	\$73,806	\$75,479	\$78,808	\$81,801
APS 1	\$45,586	\$46,527	\$49,919	\$51,367	\$55,371	\$56,275	1.6%	\$57,997	\$58,760	\$60,872	\$62,137
APS 2	\$57,032	\$59,215	\$59,699	\$62,125	\$63,581	\$65,488	3.0%	\$66,143	\$67,982	\$69,204	\$71,220
APS 3	\$64,108	\$66,355	\$67,128	\$69,347	\$72,116	\$73,114	1.4%	\$74,678	\$76,011	\$77,646	\$80,186
APS 4	\$72,117	\$74,281	\$78,097	\$79,431	\$80,031	\$82,300	2.8%	\$82,741	\$84,819	\$85,127	\$87,509
APS 5	\$80,082	\$82,290	\$85,351	\$86,992	\$87,762	\$89,679	2.2%	\$90,330	\$92,418	\$94,114	\$96,036
APS 6	\$90,626	\$92,984	\$99,749	\$101,530	\$103,305	\$106,046	2.7%	\$106,614	\$109,291	\$111,132	\$113,759
EL 1	\$115,770	\$118,548	\$124,246	\$127,106	\$128,987	\$131,714	2.1%	\$131,645	\$134,399	\$139,344	\$142,191
EL 2	\$140,453	\$144,000	\$154,635	\$158,142	\$160,578	\$164,067	2.2%	\$168,072	\$170,563	\$189,591	\$189,480
SES 1	\$212,628	\$217,789	\$228,132	\$233,429	\$243,083	\$247,790	1.9%	\$254,348	\$258,964	\$272,895	\$276,398
SES 2	\$271,400	\$277,558	\$290,347	\$299,104	\$305,066	\$310,641	1.8%	\$319,996	\$328,009	\$349,658	\$358,001
SES 3	\$348,602	\$364,075	\$384,662	\$392,202	\$410,874	\$420,420	2.3%	\$428,400	\$433,951	\$475,351	\$481,555
All employees	\$66,981	\$69,525	\$79,902	\$82,300	\$92,736	\$95,287	2.8%	\$121,323	\$124,475	\$164,043	\$167,759

Total Remuneration Package trends

Figure 4.1 presents a comparison of median TRP by classification in 2013 and 2017. Increases in TRP over the last five years are similar to Base Salary with the graduate and SES 3 levels having the largest increases over the period. At the SES levels increases in TRP are lower than those for Base Salary showing variation in the proportion that superannuation contribution, motor vehicle allowances and other benefits contribute to overall remuneration.

■ Figure 4.1:

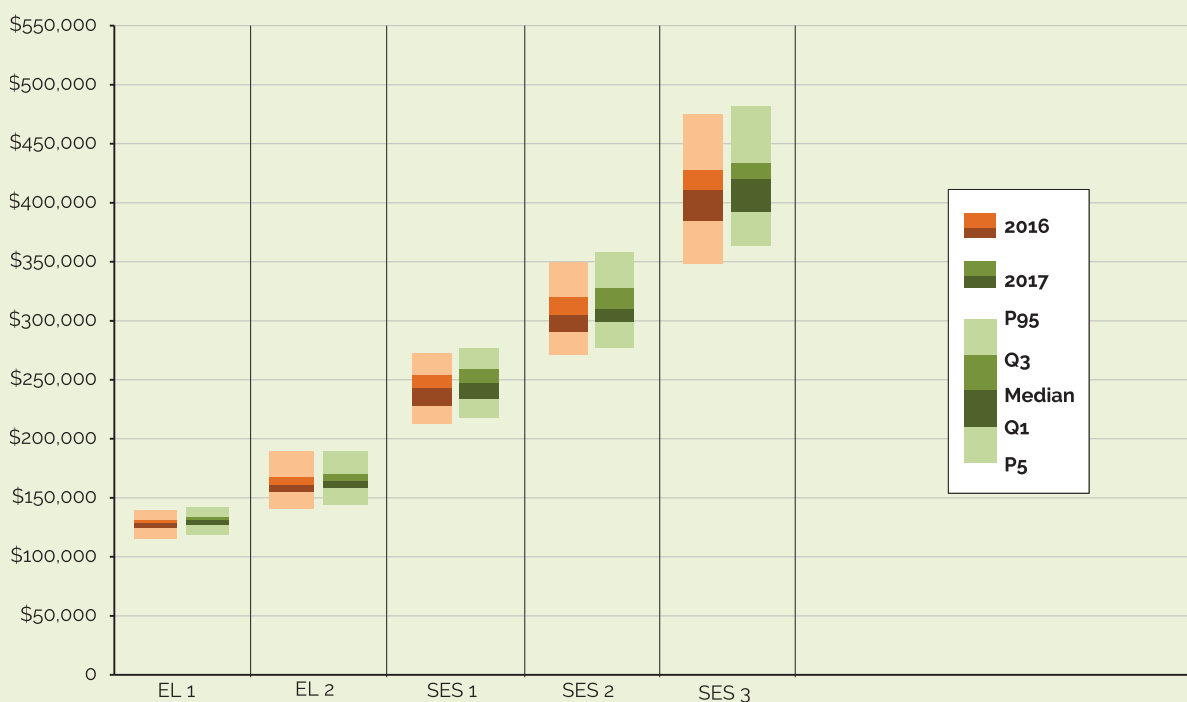
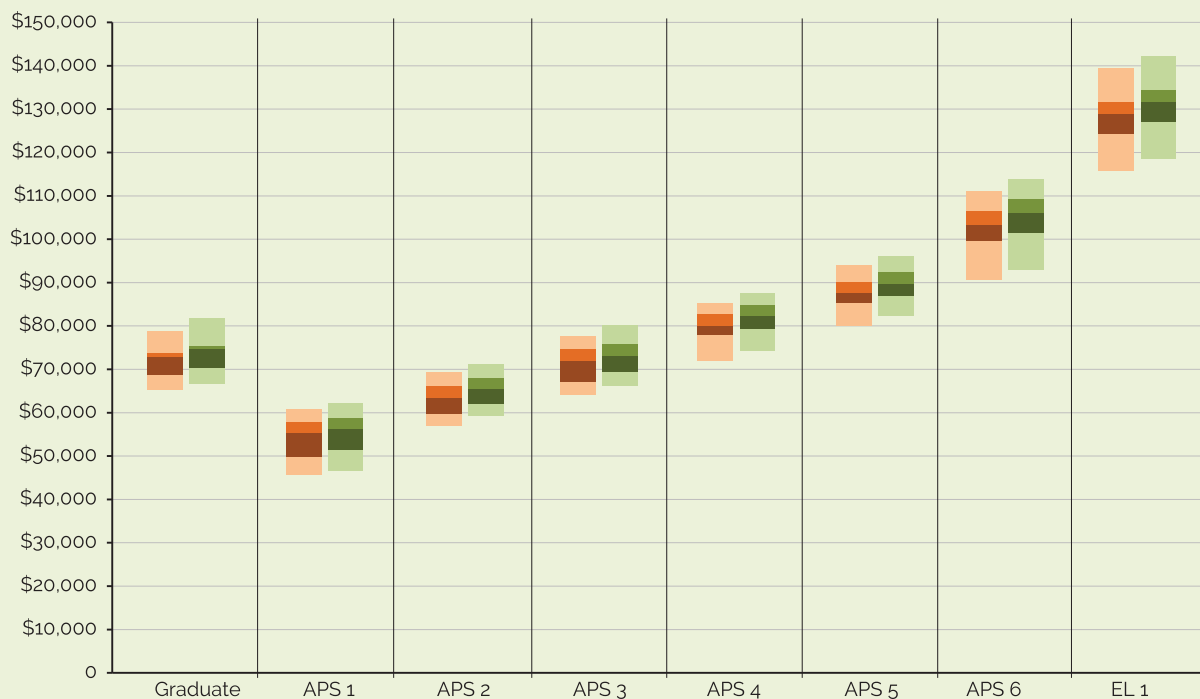
Median Total Remuneration Package by classification, 2013 and 2017



In 2017 there were increases and a slight widening in range for several pay bands accompanied by a more even distribution within most bands.

The salary range for TRP is shown in Figure 4.2. There were slight increases and variations in TRP pay ranges, similar to Base Salary. However, the top of the range was more evenly spread in 2017, particularly in the lower classifications.

Figure 4.2:
Total Remuneration Package range by classification, 2016–2017



Superannuation

Most APS employees are enrolled in one of the following superannuation funds:

- Commonwealth Superannuation Scheme (CSS)
- Public Sector Superannuation (PSS)
- Public Sector Superannuation Accumulation Plan (PSSap).

PSSap is the default fund for employees engaged under the *Public Service Act 1999* who do not exercise choice of an alternative valid retirement savings account. The CSS and PSS funds were closed to new entrants on 1 July 1990 and 1 July 2005 respectively.

There is a clear trend of employees at the EL and SES level having higher membership in the closed public sector funds (Figure 4.3). In the case of CSS members, these employees joined the public service more than 27 years ago.

Figure 4.3:
Percentage of employees by super fund and classification, 2017

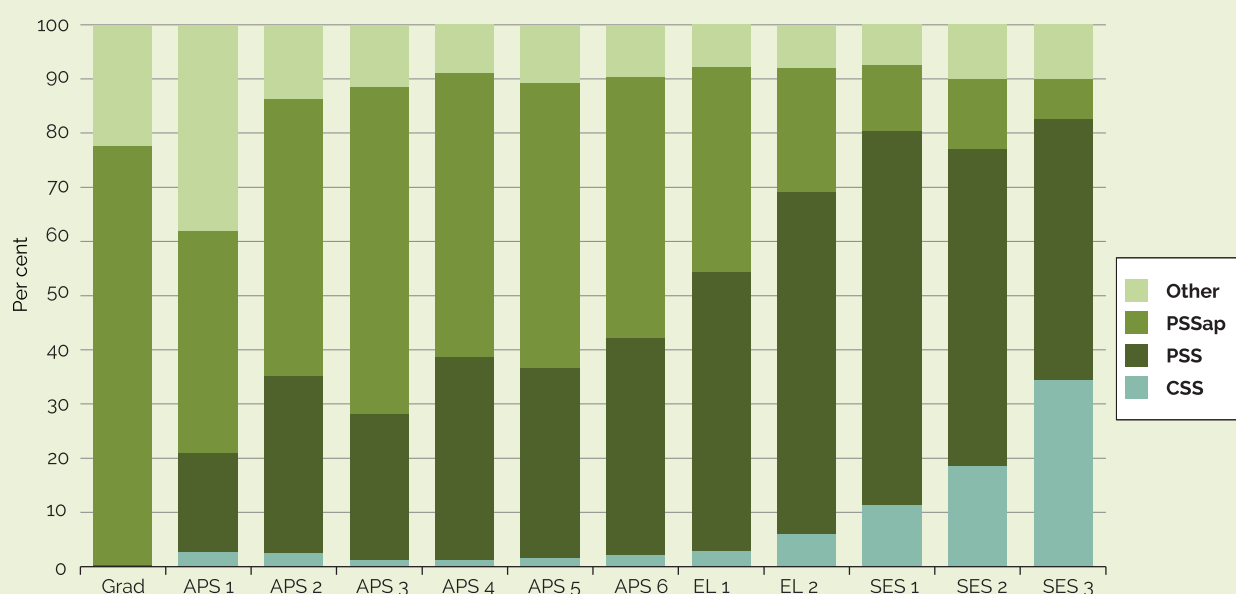
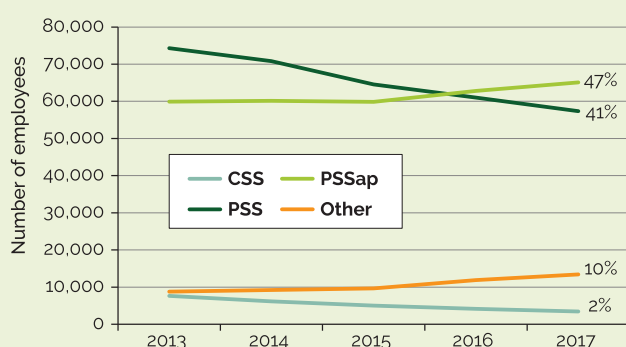


Figure 4.4:
Employee headcount by super fund and year 2013–2017



Memberships in CSS and PSS are falling over time, in line with their being closed to new members (Figure 4.4). Conversely, membership in PSSap has grown over time as newly engaged APS employees continue to enter this fund. There has also been growth in membership of Other funds, which could be linked to the growth in Self-Managed Super Funds, or the existing funds that employees have retained from prior employment.

Chapter 5: Total Reward

Total Reward (TR) represents the full remuneration amount for each employee.

TR is the sum of the Total Remuneration Package (TRP) plus bonuses. Bonuses include:

- individual performance bonuses
- retention bonuses
- whole-of-agency or group bonuses.

Overall the median TR across all classifications increased by 2.7% from 2016 to 2017. This is consistent with increases of around 2% for APS classifications with the highest at the APS 6 (2.7%) and the lowest at the APS 1 (1.7%). TR values are close to those for TRP which shows the relatively small proportion that bonuses make up of overall remuneration. Accounting for employee numbers at each level, the weighted TR median increased by 2.3% for non-SES employees and 2.0% for SES (see Appendix A3: Table 1b).

Table 5.1:
Total Reward by classification, 2016 and 2017

Classification	TR P5 \$		TR Q1 \$		TR median \$		% change	TR Q3 \$		TR P95 \$	
	2016	2017	2016	2017	2016	2017		2016	2017	2016	2017
Graduate	\$65,218	\$66,646	\$68,817	\$70,471	\$72,974	\$74,689	2.3%	\$73,806	\$75,479	\$78,816	\$81,801
APS 1	\$45,586	\$46,527	\$49,919	\$51,367	\$55,550	\$56,511	1.7%	\$57,997	\$58,760	\$61,430	\$62,652
APS 2	\$57,032	\$59,215	\$60,007	\$62,176	\$64,306	\$66,091	2.8%	\$66,868	\$68,560	\$69,566	\$71,617
APS 3	\$64,108	\$66,355	\$67,235	\$69,347	\$72,116	\$73,839	2.4%	\$74,678	\$76,300	\$77,721	\$80,218
APS 4	\$72,117	\$74,281	\$78,187	\$79,518	\$80,395	\$82,300	2.4%	\$82,741	\$84,819	\$85,273	\$87,550
APS 5	\$80,082	\$82,299	\$85,351	\$87,043	\$87,952	\$89,807	2.1%	\$90,627	\$92,571	\$94,399	\$96,625
APS 6	\$90,714	\$93,144	\$99,777	\$101,535	\$103,305	\$106,046	2.7%	\$106,656	\$109,291	\$111,341	\$114,186
EL 1	\$116,131	\$118,548	\$124,403	\$127,106	\$129,433	\$131,945	1.9%	\$132,223	\$134,966	\$140,953	\$144,580
EL 2	\$140,768	\$144,161	\$155,865	\$158,695	\$162,103	\$165,446	2.1%	\$169,609	\$171,876	\$192,816	\$193,985
SES 1	\$212,898	\$218,756	\$228,556	\$233,864	\$243,467	\$248,282	2.0%	\$256,123	\$260,126	\$275,113	\$278,916
SES 2	\$274,836	\$277,675	\$291,775	\$299,613	\$305,616	\$311,013	1.8%	\$324,791	\$330,362	\$352,756	\$366,578
SES 3	\$349,424	\$369,158	\$384,948	\$393,194	\$411,667	\$421,800	2.5%	\$428,422	\$435,724	\$475,351	\$481,555
All employees	\$67,037	\$69,652	\$80,082	\$82,300	\$92,881	\$95,416	2.7%	\$121,537	\$124,556	\$164,589	\$168,290

Total Reward trends

Over a five year period the increase in TR has varied between classifications, with relatively larger increases at the Graduate, APS 1 and SES 3 levels and smaller increases at the APS 2–4 levels.

■ Figure 5.1:

Median Total Reward by classification, 2013 and 2017

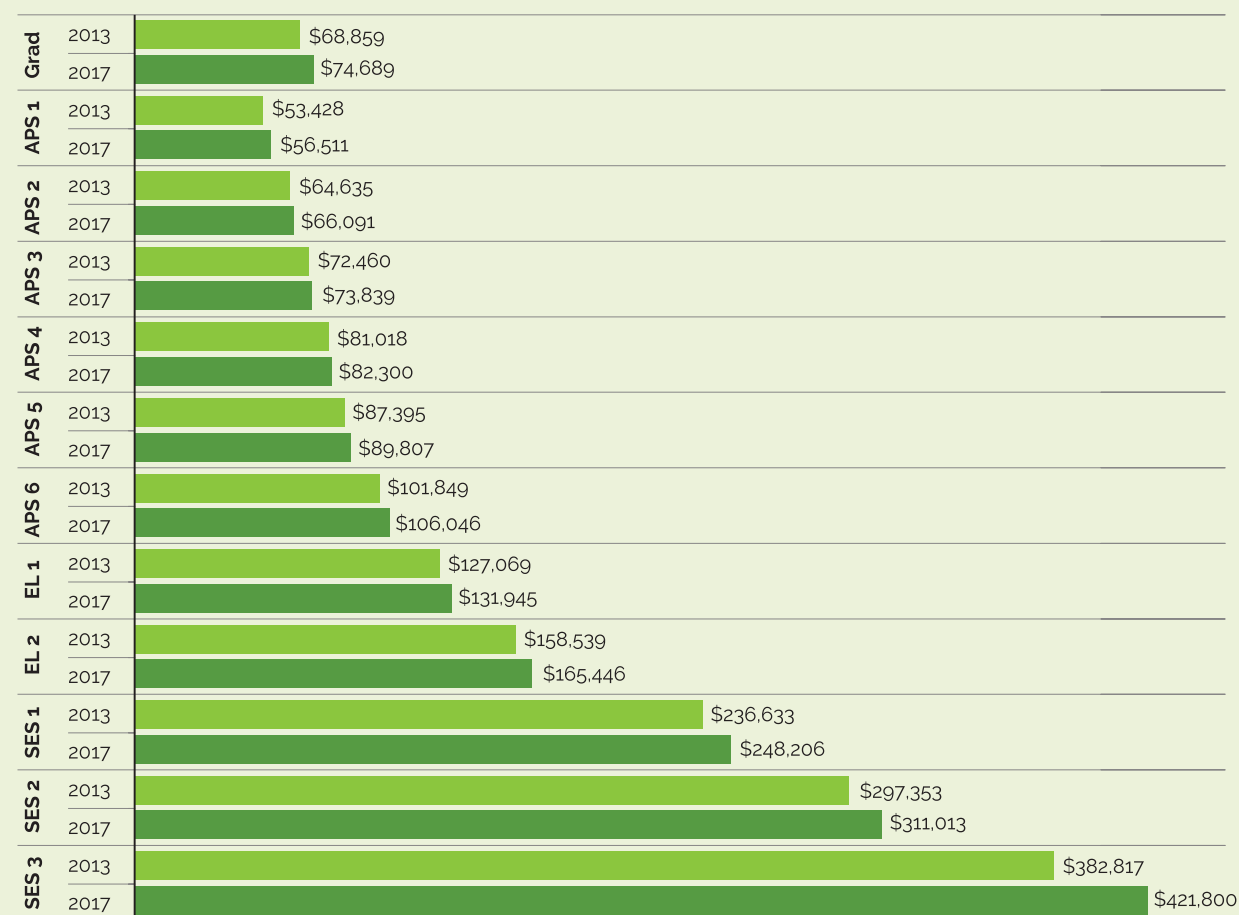
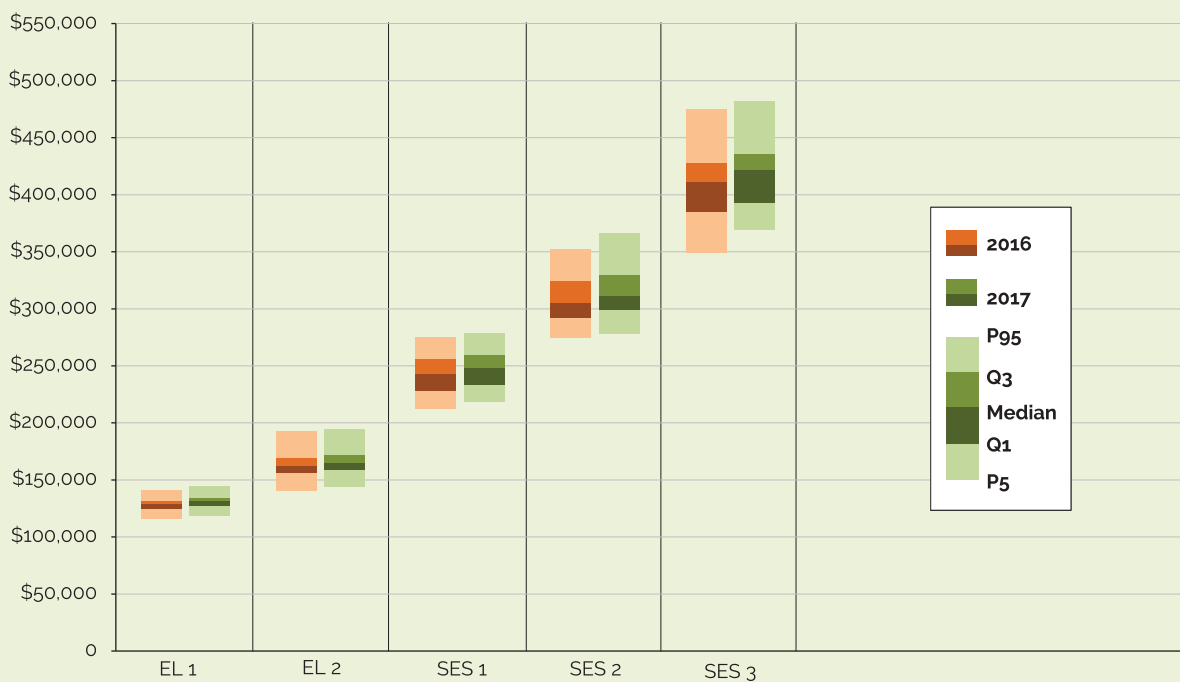
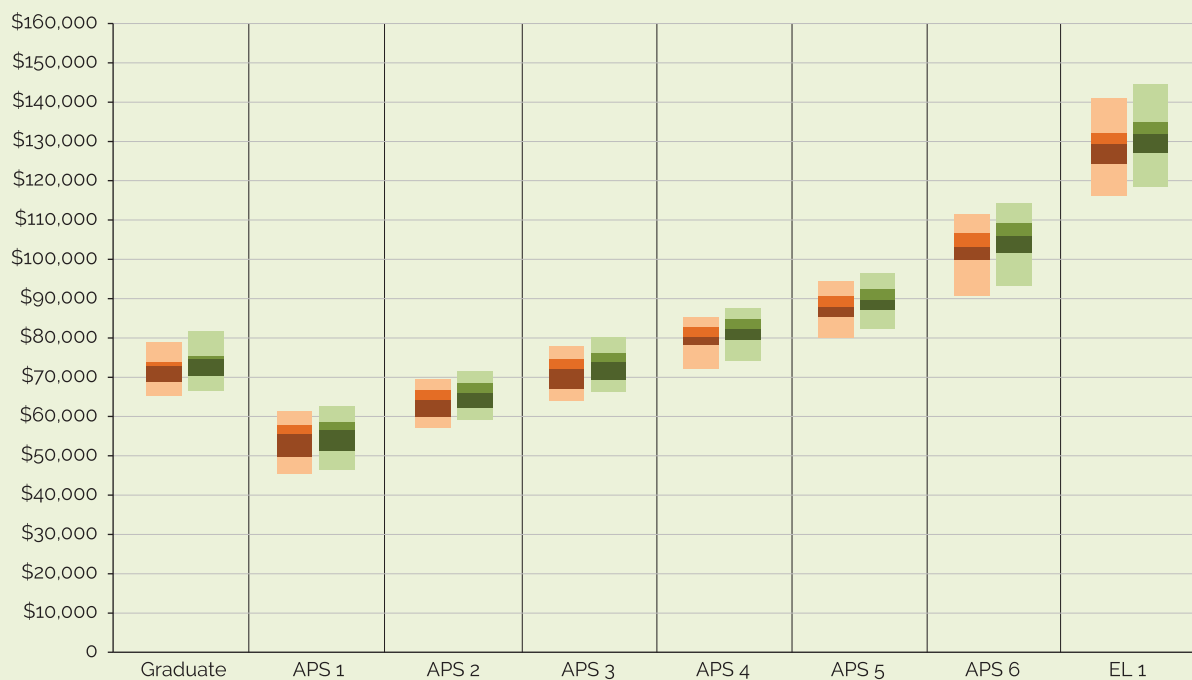


Figure 5.2 shows where staff are located within the salary range for each classification. At the APS 2–4 levels, the distance between the median and the 95th percentile is relatively smaller than other classifications, with a large cluster of staff around and above the median salary within these classifications.

Figure 5.2:
Total Reward range by classification, 2016–2017



Performance bonuses

Performance bonuses may be available to 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 18,199 employees who received a performance bonus in 2017 which represents a decrease of 6% from the previous year.

Few enterprise agreements contain provisions for performance bonuses. About 76% of all bonuses were paid by one agency which has a provision for a one-off performance bonus payment, in lieu of salary advancement for staff at the top of their salary range.

Figure 5.4 shows that the proportion of SES employees that received a performance bonus has fallen steadily between 2013–2016, but was similar between 2016–2017.

Figure 5.3:
Employees in receipt of performance bonus payments, 2013–2017

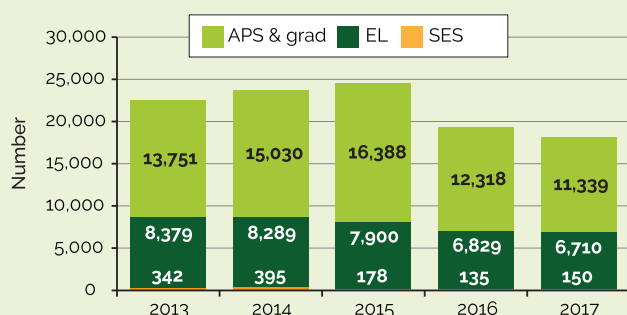
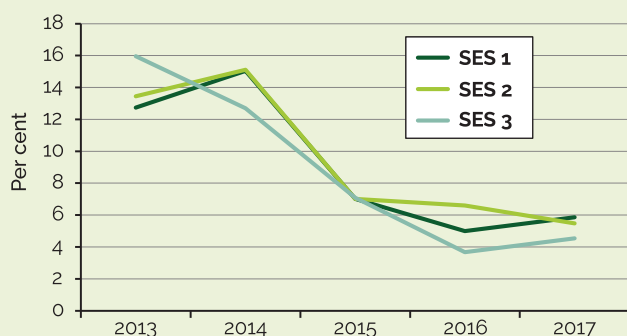


Figure 5.4:
Proportions of SES employees who received a performance bonus, 2013–2017



Chapter 6: Allowances

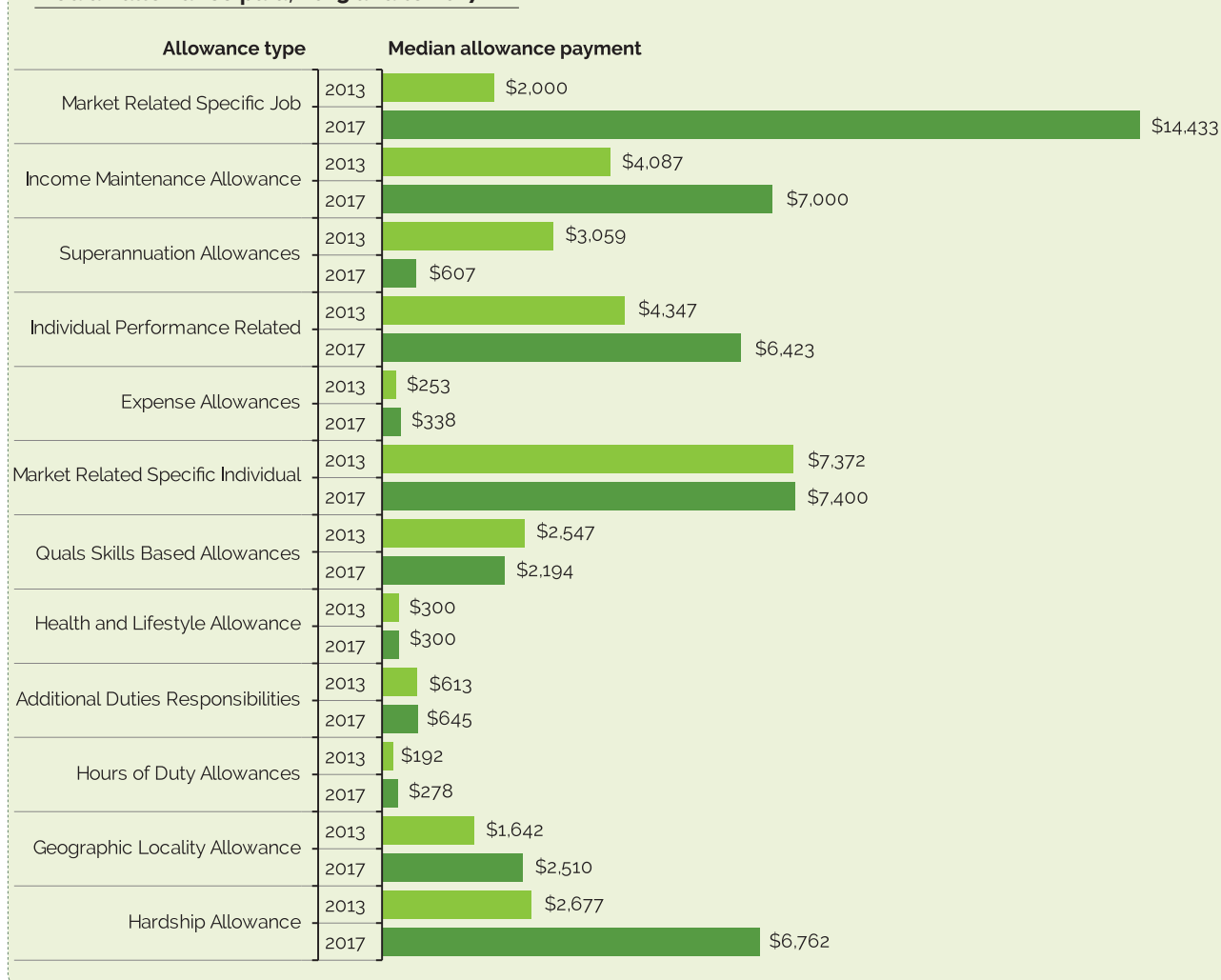
Allowances are payments that sit outside of TR providing payment for such matters as:

- working conditions
- qualifications or special duties
- work related expenses.

Availability and eligibility of allowances depend on specific conditions provided under enterprise agreements and particular circumstances of positions.

In the last five years there have been large increases in the median payments for market allowances (specific job) however the number of employees paid these allowances has also decreased. The median payment for hardship allowance has also increased substantially due to updated arrangements in a number of enterprise agreements.

Figure 6.1:
Median allowance paid, 2013 and to 2017

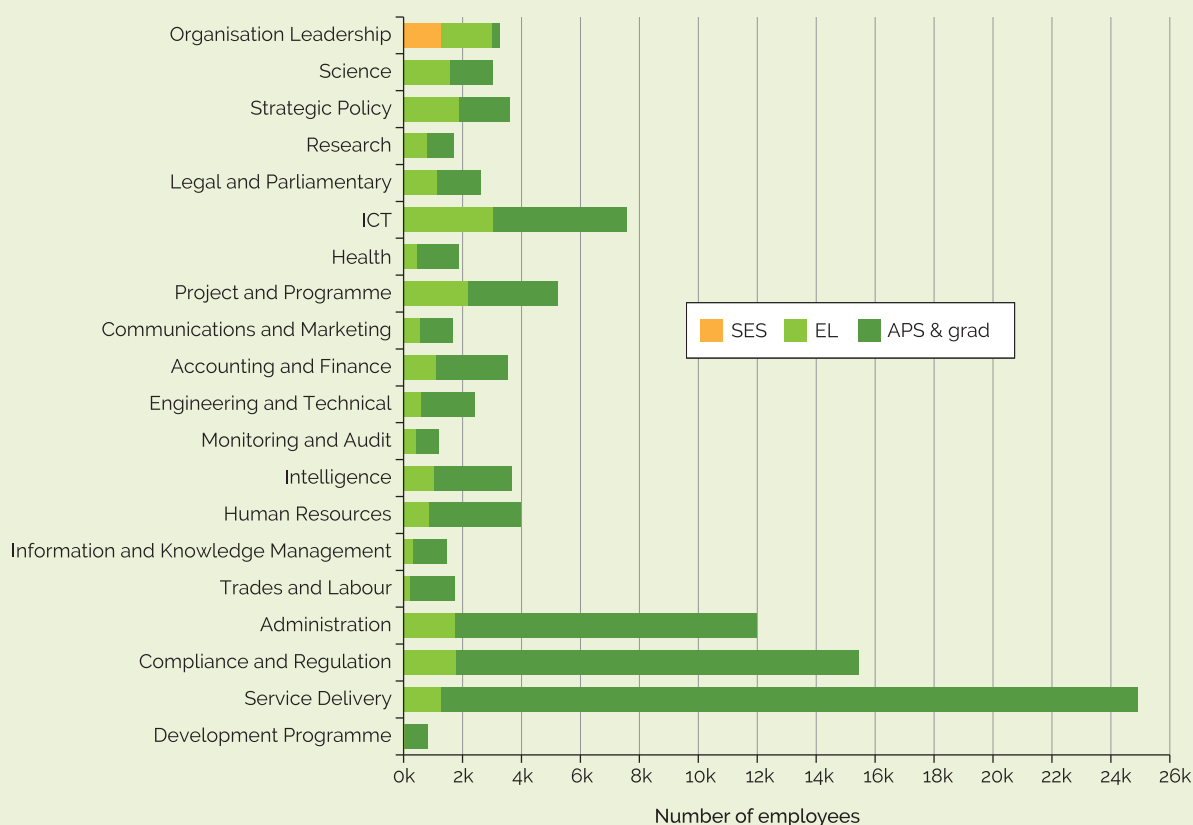


Chapter 7: APS job family model

The APS job family model articulates the job roles, grouped into related functions and families, performed within the APS. Job family data from participating agencies is held in the APS Employment Database (APSED). The following figures are based on job family data for 100,919 employees across 25 agencies, representing 72% of the total headcount at 31 December 2017. More information about the APS job family model can be found on the APSC website at: www.apsc.gov.au/publications-and-media/current-publications/job-family-model.

Figure 7.1 shows the number of employees by APS job family and classification group. Most employees are within the service delivery; compliance and regulation; and administration families. The vast majority of employees within these families are APS-level employees. Larger proportions of EL employees are in the ICT, strategic policy, science and organisational leadership families, with SES employees almost exclusively residing within the organisational leadership family.

Figure 7.1:
Employees (headcount) by APS job family and classification group, 2017



Remuneration by APS job family

Based on the 2017 remuneration data the highest paid job roles within the APS are:

- management positions;
- science, health or legal professionals; and
- niche roles which involve significant responsibility.

In some instances these roles will account for the maximum Base Salary figure for the relevant classification and will be outside of the standard pay band.

Figure 7.2 shows the median Base Salary, TRP and TR by APS job family. Median salaries are highest for the organisational leadership, science and strategic policy job families which comprise a range of high level and highly skilled roles. Median Base Salary aligns with the median classification by job family, where higher remuneration in a job family indicates higher levels employed within that family.

Figure 7.2:
Median remuneration by APS job family, 2017

	Median classification	N	Median Base Salary \$	Median Total Remuneration Package \$	Median Total Reward \$
Organisation Leadership	EL2	1,554	\$140,591	\$169,461	\$168,290
Science	EL1	1,849	\$109,266	\$125,697	\$125,580
Strategic Policy	EL1	862	\$103,071	\$118,548	\$118,548
Research	APS6	1,837	\$92,489	\$111,466	\$110,867
Legal and Parliamentary	APS6	1,316	\$92,391	\$110,269	\$110,269
ICT	APS6	5,927	\$91,979	\$109,291	\$109,291
Health	APS6	2,076	\$91,894	\$107,643	\$107,390
Project and Programme	APS6	331	\$91,894	\$109,291	\$109,291
Comms. and Marketing	APS6	970	\$90,455	\$105,558	\$105,327
Accounting and Finance	APS6	1,530	\$89,449	\$103,940	\$103,224
Engineering and Tech.	APS6	988	\$89,449	\$104,118	\$103,316
Monitoring and Audit	APS6	2,615	\$89,449	\$106,995	\$106,700
Intelligence	APS6	2,385	\$88,250	\$104,118	\$103,224
Human Resources	APS6	2,767	\$82,095	\$97,016	\$96,669
Info. and Knowledge	APS5	1,041	\$76,851	\$92,092	\$91,542
Trades and Labour	APS5	1,764	\$76,561	\$89,117	\$88,351
Administration	APS4	7,138	\$72,557	\$85,383	\$85,114
Compliance & Regulation	APS4	10,054	\$71,317	\$85,413	\$85,400
Service Delivery	APS4	19,591	\$71,317	\$84,572	\$84,572
Development Program	APS3	476	\$60,013	\$69,347	\$69,347

Chapter 8: Remuneration by gender

This section outlines key remuneration findings by gender. Average Base Salary is used to compare remuneration between males and females and to calculate the gender pay gap, based on the standard approach endorsed by the Workplace Gender Equality Agency.

■ **Table 8.1:**
Average Base Salary by gender, 2017

Gender	N	Average Base salary	% Difference
Male	57,948	\$94,428	
Female	81,359	\$86,529	8.4%

Table 8.1 shows the average Base Salary by gender. In 2017, the average Base Salary for males was \$94,428, while the average Base Salary for females was \$86,529. This represents an 8.4% gender pay gap across the APS, down from 8.6% in 2016.

■ **Figure 8.1:**
Employees by pay quartile and gender, 2017

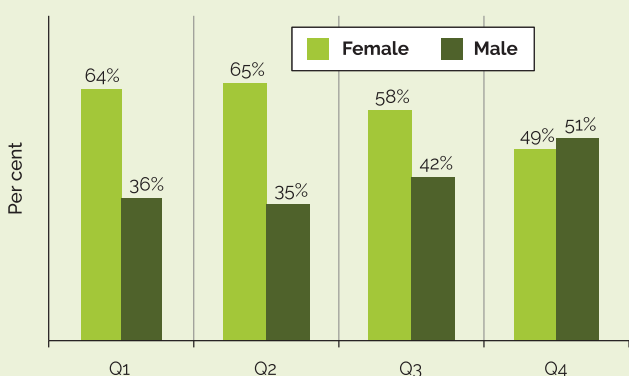


Figure 8.1 shows the distribution of all employees by pay quartile and gender. In 2017, the majority of employees in the two lowest pay quartiles (Q1-Q2) were female, at 64–65%, above their representation within the APS of 59%. By contrast, there was little difference between the two genders in the highest pay quartile (Q4). Females accounted for 49% of employees in Q4.

■ **Figure 8.2:**
Average gender pay gap trends, 2013–2017

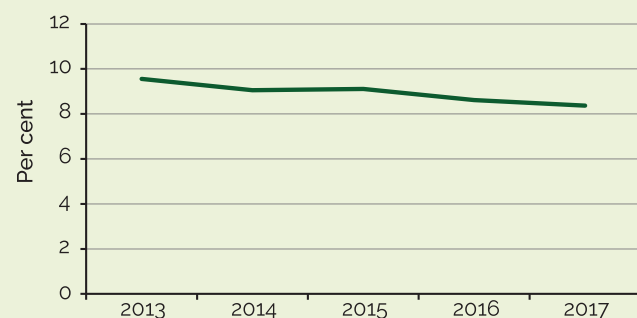


Figure 8.2 and Table 8.2 show that between 2013 and 2017, the gap between male and female average Base Salaries has fallen from 9.6% to 8.4%.

■ **Table 8.2:**
Average Base Salary by gender, 2013–2017

Gender	2013	2014	2015	2016	2017
Male	\$91,680	\$92,042	\$91,744	\$92,036	\$94,428
Female	\$82,919	\$83,712	\$83,386	\$84,104	\$86,529

Remuneration by gender and classification

On a level-by-level basis, there were only small differences between male and female Base Salaries at each classification level (see Appendix A3: Table 14). The largest gap between male and female median base salaries was 2% at the SES 1 level, with females receiving 98.0% of median male salaries.

The 8.4% gap across the APS is driven by the number of male and female staff at each classification level. Although the majority of APS staff (59%) are female, most of these staff are clustered at the APS 6 level and below. While at-level gaps are largest at the SES classifications (Figure 8.3), the impact of the SES cohort on the overall pay gap is relatively minor, even when bonuses are taken into account. This is due to the smaller volume of employees at the SES classifications compared with APS classifications. The large representation of women in APS levels has a much larger impact on the gender pay gap.

Figure 8.3:
Median Base Salary by gender and classification, 2017

Class.	Gender	N	Median Base Salary
Grad	Female	726	\$64,368
	Male	631	\$65,133
APS 1	Female	294	\$48,029
	Male	268	\$48,765
APS 2	Female	1,568	\$56,223
	Male	913	\$56,220
APS 3	Female	9,748	\$61,970
	Male	5,487	\$61,970
APS 4	Female	19,736	\$71,317
	Male	8,694	\$71,109
APS 5	Female	12,114	\$76,851
	Male	8,139	\$76,561
APS 6	Female	18,214	\$90,028
	Male	13,880	\$89,449
EL 1	Female	12,711	\$111,633
	Male	12,219	\$111,633
EL 2	Female	5,098	\$137,922
	Male	6,251	\$138,369
SES 1	Female	900	\$188,319
	Male	1,076	\$192,200
SES 2	Female	205	\$243,673
	Male	325	\$246,821
SES 3	Female	45	\$336,192
	Male	65	\$338,753

Chapter 9: Employment instrument

Employees within the APS generally 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)
- Australian Workplace Agreements (AWA).

The vast majority of 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. A further 3,594 employees are engaged under a secondary agreement known as an Individual Flexibility Arrangement (IFA). The majority of these staff were at the EL levels—39% of IFAs were for EL2 staff, and 31% for EL1s.

■ **Table 9.1:**
Employees by employment instrument and classification, 2017

	EA		AWA		PSA		CLA	
	N	%	N	%	N	%	N	%
Graduate	1,356	99.9%			1	0.01%		
APS 1	563	100%						
APS 2	2,477	99.8%			1	0.0%	3	0.1%
APS 3	15,181	99.7%	2	0.0%	43	0.3%	9	0.1%
APS 4	28,370	99.8%	1	0.0%	24	0.1%	45	0.2%
APS 5	20,163	99.6%	5	0.0%	51	0.3%	35	0.2%
APS 6	31,965	99.6%	11	0.0%	79	0.3%	42	0.1%
EL 1	24,742	99.2%	12	0.1%	119	0.5%	61	0.2%
EL 2	11,154	98.3%	17	0.2%	108	1.0%	70	0.6%
SES 1	24	1.2%	20	1.0%	1,697	85.8%	236	11.9%
SES 2	9	1.7%	8	1.5%	452	85.3%	61	11.5%
SES 3			4	3.6%	99	90.0%	7	6.4%
All employees	136,004	97.6%	80	0.1%	2,674	1.9%	569	0.4%

■ **Table 9.2:**
Secondary employment instrument

	IFA	
	N	%
Graduate	1	0.1%
APS 1	1	0.2%
APS 2	2	0.1%
APS 3	17	0.1%
APS 4	100	0.4%
APS 5	252	1.2%
APS 6	698	2.2%
EL 1	1,106	4.4%
EL 2	1,406	12.4%
SES 1	9	0.5%
SES 2	2	0.4%
All employees	3,594	2.6%

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 2017. 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 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 2017 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.

Data in this report should not be used to calculate past or present populations of the APS. For accurate population data as at December 2017, please refer to the December Statistical Bulletin 2017 available on the APSC website here: <http://www.apsc.gov.au/about-the-apsc/parliamentary/aps-statistical-bulletin/aps-statistical-bulletin-december-2017>.

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. In some cases, a weighted median is quoted. This is an adjusted midpoint taking into account numbers at each classification level. These are labelled throughout this report as relevant.

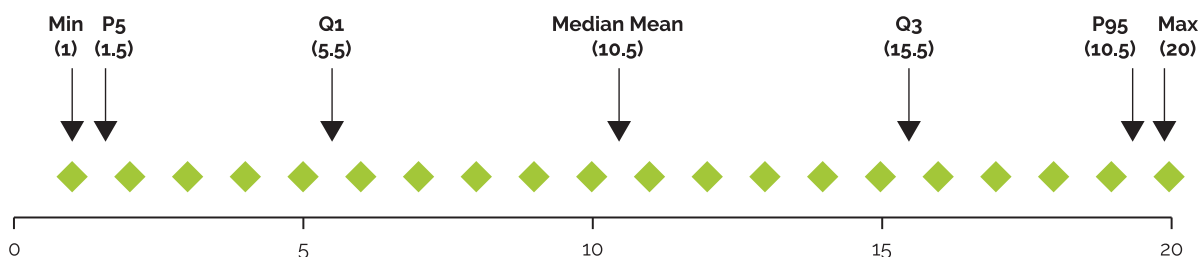
Q3

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



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)

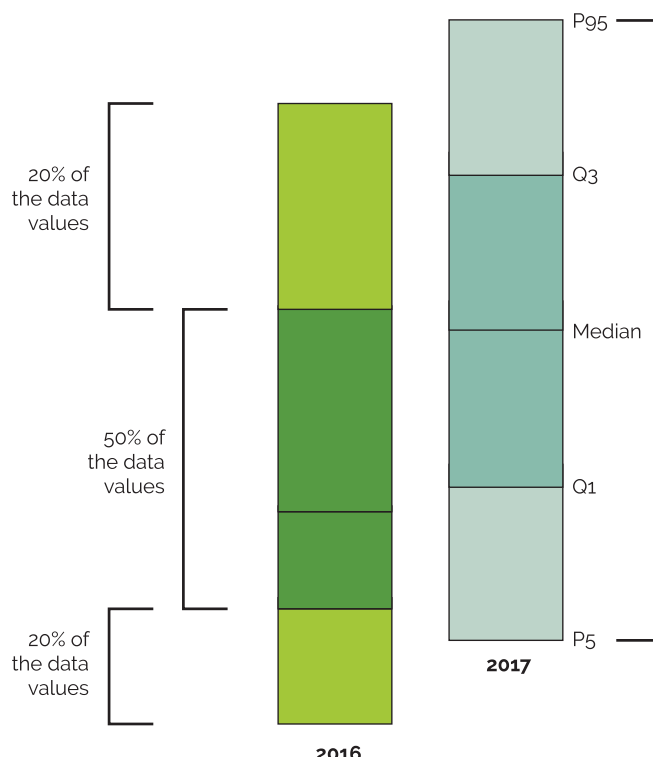
TR+A is defined as being TR plus allowances.

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
- + Hardship 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 2016 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 2017 box plot illustrates that the data values appear to be more evenly distributed as all four squares appear to be of similar length.



A3. Data tables

Table 1: Summary of key remuneration components by classification, 2017

Classification	Base salary median	% change from 2016	TRP median	% change from 2016	TR median	% change from 2016
Graduate	\$65,133	4.2%	\$74,689	2.3%	\$74,689	2.3%
APS 1	\$48,194	1.3%	\$56,275	1.6%	\$56,511	1.7%
APS 2	\$56,220	3.0%	\$65,488	3.0%	\$66,091	2.8%
APS 3	\$61,970	0.7%	\$73,114	1.4%	\$73,839	2.4%
APS 4	\$71,317	3.0%	\$82,300	2.8%	\$82,300	2.4%
APS 5	\$76,561	2.8%	\$89,679	2.2%	\$89,807	2.1%
APS 6	\$89,449	2.5%	\$106,046	2.7%	\$106,046	2.7%
EL 1	\$111,633	2.6%	\$131,714	2.1%	\$131,944	1.9%
EL 2	\$138,195	1.9%	\$164,067	2.2%	\$165,446	2.1%
SES 1	\$189,353	2.6%	\$247,790	1.9%	\$248,282	2.0%
SES 2	\$245,348	2.5%	\$310,641	1.8%	\$311,013	1.8%
SES 3	\$336,876	3.0%	\$420,420	2.3%	\$421,800	2.5%
All employees	\$81,206	3.5%	\$95,287	2.8%	\$95,416	2.7%

Table 1a: Summary of median and average remuneration components, non-SES and SES, 2017

Classification	Base salary median	Base salary average	TRP median	TRP average	TR median	TR average
Non-SES	\$79,785	\$87,487	\$94,665	\$103,054	\$94,808	\$103,410
SES	\$199,911	\$211,389	\$253,974	\$268,435	\$254,364	\$270,262
All employees	\$81,206	\$89,814	\$95,287	\$106,160	\$95,416	\$106,544

Table 1b: Proportional change in weighted median remuneration components, non-SES and SES, 2016 to 2017

Classification	Base salary	TRP	TR
Non-SES	2.5%	2.3%	2.3%
SES	2.6%	1.9%	2.0%
All employees	2.5%	2.3%	2.3%

Table 2: Composition of median Total Reward (TR) by classification, 2017

Classification	TR Median	Base salary median	Base salary component (%)	Benefit component (%)	Benefit component (\$)	Benefit component (%)	Bonus component (\$)	Bonus component (%)
Graduate	\$74,689	\$65,133	87.2%		\$9,556	12.8%	\$0	0.0%
APS 1	\$56,511	\$48,194	85.3%		\$8,081	14.3%	\$236	0.4%
APS 2	\$66,091	\$56,220	85.1%		\$9,268	14.0%	\$603	0.9%
APS 3	\$73,839	\$61,970	83.9%		\$11,144	15.1%	\$725	1.0%
APS 4	\$82,300	\$71,317	86.7%		\$10,983	13.3%	\$0	0.0%
APS 5	\$89,807	\$76,561	85.3%		\$13,118	14.6%	\$128	0.1%
APS 6	\$106,046	\$89,449	84.3%		\$16,597	15.7%	\$0	0.0%
EL 1	\$131,944	\$111,633	84.6%		\$20,081	15.2%	\$230	0.2%
EL 2	\$165,446	\$138,195	83.5%		\$25,872	15.6%	\$1,379	0.8%
SES 1	\$248,282	\$189,353	76.3%		\$58,437	23.5%	\$492	0.2%
SES 2	\$311,013	\$245,348	78.9%		\$65,294	21.0%	\$372	0.1%
SES 3	\$421,800	\$336,876	79.9%		\$83,544	19.8%	\$1,380	0.3%
All employees	\$95,416	\$81,206	85.1%		\$14,081	14.8%	\$129	0.1%

Table 3: Summary of average key remuneration components by classification, 2017

Classification	Average base salary	% change from 2016	Average TRP	% change from 2016	Average TR	% change from 2016
Graduate	\$64,027	3.4%	\$73,802	2.9%	\$73,806	2.9%
APS 1	\$46,903	2.3%	\$55,098	2.1%	\$55,293	2.1%
APS 2	\$55,345	3.0%	\$65,231	3.0%	\$65,436	2.8%
APS 3	\$61,762	2.4%	\$72,949	2.4%	\$73,035	2.4%
APS 4	\$69,817	2.6%	\$82,018	2.4%	\$82,085	2.4%
APS 5	\$76,291	2.4%	\$89,772	2.3%	\$89,997	2.3%
APS 6	\$89,222	2.4%	\$105,024	2.3%	\$105,307	2.3%
EL 1	\$111,526	2.3%	\$131,316	2.1%	\$131,789	2.2%
EL 2	\$140,402	2.2%	\$166,373	1.7%	\$168,093	1.8%
SES 1	\$193,220	2.2%	\$247,351	1.9%	\$248,372	2.0%
SES 2	\$251,991	2.7%	\$315,874	2.5%	\$319,510	2.5%
SES 3	\$342,305	2.2%	\$420,993	2.0%	\$428,607	2.2%
All employees	\$89,814	2.7%	\$106,160	2.6%	\$106,544	2.6%

Table 4: Motor Vehicle Allowance (MVA) recipients by classification, 2017

Classification	Total employees	Employees with MVA	% with MVA	Percentile (5) of MVA	Percentile (25) of MVA	Median MVA	Percentile (75) of MVA	Percentile (95) of MVA	Average MVA
Graduate	1,357								
APS 1	562								
APS 2	2,481								
APS 3	15,235								
APS 4	28,440								
APS 5	20,254								
APS 6	32,097								
EL 1	24,935	4	0.0%	\$22,481	\$24,406	\$25,208	\$25,208	\$25,208	\$24,406
EL 2	11,349	228	2.0%	\$20,550	\$23,768	\$25,208	\$26,000	\$27,880	\$24,701
SES 1	1,977	1,349	68.2%	\$20,200	\$25,000	\$26,000	\$27,880	\$28,773	\$25,521
SES 2	530	358	67.5%	\$17,670	\$26,000	\$27,000	\$28,000	\$30,050	\$26,225
SES 3	110	73	66.4%	\$13,863	\$26,056	\$30,000	\$30,000	\$31,549	\$27,508
All employees	139,327	2,012	1.4%	\$20,000	\$25,000	\$26,000	\$27,880	\$30,000	\$25,623

Table 5: Performance bonus recipients by classification, 2017

		Distribution of performance bonuses						
Classification	Total employees	Employees with performance bonuses	% with performance bonuses	Distribution of performance bonuses				
				Percentile (5)	Percentile (25)	Median	Percentile (75)	Percentile (95)
Graduate	1,357	2	0.1%	\$2,000	\$2,000	\$2,000	\$2,000	\$2,000
APS 1	562	50	8.9%	\$492	\$725	\$725	\$725	\$704
APS 2	2,481	641	25.8%	\$580	\$725	\$725	\$725	\$732
APS 3	15,235	1,436	9.4%	\$502	\$725	\$725	\$725	\$854
APS 4	28,440	1,606	5.6%	\$554	\$725	\$725	\$725	\$1,115
APS 5	20,254	2,939	14.5%	\$653	\$766	\$766	\$838	\$1,311
APS 6	32,097	4,665	14.5%	\$620	\$894	\$894	\$894	\$1,674
EL 1	24,935	4,273	17.1%	\$894	\$1,116	\$1,116	\$2,247	\$2,306
EL 2	11,349	2,437	21.5%	\$1,379	\$1,379	\$1,810	\$6,262	\$7,149
SES 1	1,977	116	5.9%	\$2,643	\$2,740	\$9,314	\$14,877	\$9,953
SES 2	530	29	5.5%	\$11,000	\$20,000	\$22,613	\$30,000	\$55,044
SES 3	110	5	4.5%	\$23,214	\$27,940	\$29,117	\$40,000	\$145,939
All employees	139,327	18,199	13.1%	\$716	\$766	\$894	\$1,563	\$2,524

Table 6: Employees by superannuation fund and age group, 2017

Age group	CSS		PSS		PSS-AP		Other	
	N	%	N	%	N	%	N	%
Under 20					129	91.5%	12	8.5%
20–24					3,021	83.4%	602	16.6%
25–29			2	0.0%	9,738	82.8%	2,016	17.1%
30–34			793	4.6%	14,194	82.2%	2,274	13.2%
35–39			6,279	31.6%	11,663	58.7%	1,920	9.7%
40–44	2	0.0%	10,546	52.7%	7,948	39.7%	1,529	7.6%
45–49	372	1.8%	12,425	59.3%	6,684	31.9%	1,457	7.0%
50–54	1,650	8.2%	12,190	60.6%	4,944	24.6%	1,334	6.6%
55–59	736	4.7%	9,831	62.7%	3,889	24.8%	1,233	7.9%
60 & over	682	6.9%	5,312	53.6%	2,868	28.9%	1,052	10.6%
All employees	3,442	2.5%	57,378	41.2%	65,078	46.7%	13,429	9.6%

Table 7: Employee superannuation contribution as a proportion of Base Salary, by classification, 2016 and 2017

Classification	All employees	Percentile (5) of super contributions		Percentile (25) of super contributions		Median super contributions		Percentile (75) of super contributions		Percentile (95) of super contributions		Average super contributions	
		2016	2017	2016	2017	2016	2017	2016	2017	2016	2017	2016	2017
Graduate	1,337	1,357	15.4%	15.1%	15.4%	15.4%	15.4%	15.4%	15.4%	18.4%	15.4%	15.6%	15.4%
APS 1	649	562	15.4%	15.4%	15.4%	15.4%	15.4%	15.4%	17.1%	20.5%	20.6%	16.5%	16.6%
APS 2	2,854	2,481	15.4%	15.4%	15.4%	15.4%	15.4%	19.8%	19.9%	20.1%	20.1%	17.0%	17.2%
APS 3	15,669	15,235	15.4%	14.9%	15.4%	15.4%	15.4%	17.2%	19.5%	19.8%	19.9%	16.6%	16.6%
APS 4	28,458	28,440	15.4%	15.4%	15.4%	15.4%	15.4%	19.5%	19.5%	19.8%	19.8%	17.0%	17.0%
APS 5	20,254	20,254	15.4%	15.2%	15.4%	15.4%	15.4%	19.5%	19.5%	19.9%	19.9%	16.9%	17.1%
APS 6	32,176	32,097	15.4%	15.4%	15.4%	15.4%	15.4%	19.5%	19.7%	19.9%	19.9%	17.2%	17.3%
EL 1	24,626	24,935	15.4%	15.4%	15.4%	15.4%	18.7%	19.4%	19.4%	19.8%	19.6%	17.5%	17.6%
EL 2	11,297	11,349	15.4%	15.4%	15.4%	15.4%	18.8%	19.0%	19.0%	19.8%	19.5%	17.8%	17.9%
SES 1	1,941	1,977	15.4%	15.4%	17.2%	18.2%	18.8%	18.9%	18.8%	20.3%	19.5%	18.2%	18.0%
SES 2	515	530	15.4%	15.4%	16.6%	17.4%	18.8%	18.9%	18.8%	20.3%	19.5%	17.9%	17.8%
SES 3	109	110	15.4%	15.4%	17.1%	18.2%	18.3%	19.2%	18.8%	20.3%	19.4%	18.0%	17.9%
All employees	139,885	139,327	15.4%	15.4%	15.4%	15.4%	15.4%	19.5%	19.5%	19.9%	19.9%	17.1%	17.2%

Table 8: Employees by superannuation fund and classification, 2017

Classification	CSS		PSS		PSS-AP		Other	
	N	%	N	%	N	%	N	%
Graduate			5	0.4%	1,050	77.4%	302	22.3%
APS 1	15	2.7%	103	18.3%	231	41.0%	213	38.0%
APS 2	63	2.5%	812	32.7%	1,268	51.1%	338	13.6%
APS 3	180	1.2%	4,102	26.9%	9,214	60.5%	1,739	11.4%
APS 4	348	1.2%	10,688	37.6%	14,870	52.3%	2,534	8.9%
APS 5	335	1.7%	7,087	35.0%	10,666	52.7%	2,166	10.7%
APS 6	692	2.2%	12,862	40.1%	15,468	48.2%	3,075	9.6%
EL 1	758	3.0%	12,840	51.5%	9,385	37.6%	1,952	7.8%
EL 2	689	6.1%	7,151	63.0%	2,610	23.0%	899	7.9%
SES 1	225	11.4%	1,365	69.0%	240	12.1%	147	7.4%
SES 2	99	18.7%	310	58.5%	68	12.8%	53	10.0%
SES 3	38	34.5%	53	48.2%	8	7.3%	11	10.0%
All employees	3,442	2.5%	57,378	41.2%	65,078	46.7%	13,429	9.6%

Table 9: Acting classification salaries by classification, 2017

Acting level	Number of employees	Acting classification salary					
		Percentile (5)	Percentile (25)	Median	Percentile (75)	Percentile (95)	Average
APS 2	17	\$49,812	\$51,038	\$52,659	\$54,028	\$57,331	\$52,949
APS 3	199	\$56,953	\$58,181	\$60,428	\$61,970	\$64,587	\$60,501
APS 4	975	\$60,452	\$65,133	\$66,852	\$68,127	\$71,109	\$66,538
APS 5	3,105	\$68,948	\$71,790	\$73,871	\$76,240	\$77,465	\$73,761
APS 6	3,842	\$76,025	\$79,469	\$81,655	\$84,713	\$91,682	\$82,355
EL 1	3,274	\$95,083	\$98,967	\$102,566	\$105,300	\$112,369	\$102,675
EL 2	1,580	\$112,805	\$116,868	\$122,681	\$127,148	\$137,922	\$123,238
SES 1	302	\$153,876	\$163,712	\$169,953	\$190,826	\$214,575	\$177,691
SES 2	80	\$193,349	\$203,599	\$219,261	\$231,820	\$252,327	\$220,014
SES 3	18	\$252,625	\$270,166	\$295,218	\$309,000	\$369,565	\$300,401
All employees	13,392	\$66,852	\$74,527	\$82,749	\$103,071	\$128,751	\$91,693

Table 10: Geographical allowance recipients by classification, 2017

		Distribution of geographic allowances							
Classification	Total employees	Employees with geographic allowances	% with geographic allowances	Percentile (5)	Percentile (25)	Median	Percentile (75)	Percentile (95)	Average
Graduate	1,357	299	22.0%	\$400	\$569	\$801	\$1,274	\$2,898	\$1,185
APS 1	562	132	23.4%	\$254	\$423	\$1,106	\$2,307	\$26,157	\$4,244
APS 2	2,481	167	6.7%	\$814	\$1,494	\$3,952	\$8,728	\$25,501	\$6,534
APS 3	15,235	1,807	11.9%	\$468	\$586	\$968	\$1,689	\$14,875	\$2,978
APS 4	28,440	937	3.3%	\$281	\$1,346	\$3,194	\$7,358	\$16,390	\$5,330
APS 5	20,254	1,576	7.8%	\$498	\$1,131	\$1,793	\$7,979	\$25,503	\$6,158
APS 6	32,097	1,459	4.5%	\$572	\$1,584	\$3,357	\$10,272	\$32,767	\$8,264
EL 1	24,935	1,176	4.7%	\$688	\$2,548	\$10,267	\$26,999	\$52,437	\$17,264
EL 2	11,349	599	5.3%	\$900	\$4,984	\$18,388	\$44,265	\$77,083	\$27,436
SES 1	1,977	181	9.2%	\$1,900	\$10,425	\$37,698	\$61,021	\$104,953	\$42,972
SES 2	530	39	7.4%	\$3,857	\$21,978	\$38,528	\$66,151	\$95,379	\$43,062
SES 3	110	11	10.0%	\$33,744	\$59,249	\$70,836	\$94,096	\$105,683	\$72,201
All employees	139,327	8,383	6.0%	\$478	\$1,037	\$2,510	\$10,926	\$43,111	\$9,678

Table 11: Hardship allowance recipients by classification, 2017

Classification	Total employees	Employees with Hardship allowances	% with Hardship allowances	Distribution of Hardship allowances						
				Percentile (5)	Percentile (25)	Median	Percentile (75)	Percentile (95)	Average	
Graduate	1,357	17	1.3%	\$125	\$151	\$184	\$2,812	\$17,009	\$4,193	
APS 1	562	24	4.3%	\$81	\$464	\$1,121	\$2,122	\$2,798	\$1,304	
APS 2	2,481	61	2.5%	\$105	\$698	\$2,033	\$2,798	\$11,455	\$3,238	
APS 3	15,235	849	5.6%	\$62	\$954	\$10,100	\$36,806	\$44,462	\$17,140	
APS 4	28,440	655	2.3%	\$13	\$58	\$581	\$3,118	\$33,005	\$5,006	
APS 5	20,254	998	4.9%	\$17	\$207	\$5,216	\$27,755	\$54,367	\$16,069	
APS 6	32,097	1,104	3.4%	\$18	\$144	\$4,984	\$16,661	\$59,738	\$15,129	
EL 1	24,935	912	3.7%	\$40	\$2,153	\$15,000	\$48,949	\$88,249	\$28,268	
EL 2	11,349	410	3.6%	\$128	\$5,044	\$22,411	\$57,236	\$99,450	\$34,672	
SES 1	1,977	131	6.6%	\$2,936	\$20,954	\$36,250	\$74,851	\$114,891	\$50,901	
SES 2	530	29	5.5%	\$6,258	\$22,698	\$47,044	\$81,849	\$106,474	\$56,619	
SES 3	110	10	9.1%	\$32,451	\$47,394	\$52,355	\$82,757	\$115,554	\$65,569	
All employees	139,327	5,200	3.7%	\$24	\$509	\$6,762	\$32,499	\$73,029	\$19,198	

Table 12: Additional duties allowance recipients by classification, 2017

Employees with additional duties allowances			Distribution of additional duties allowances					
Classification	Total employees	% with additional duties allowances	Percentile (5)	Percentile (25)	Median	Percentile (75)	Percentile (95)	Average
Graduate	1,357	11	0.8%	\$334	\$469	\$608	\$646	\$547
APS 1	562	47	8.3%	\$359	\$522	\$522	\$595	\$580
APS 2	2,481	158	6.4%	\$352	\$522	\$595	\$705	\$760
APS 3	15,235	1,586	10.4%	\$120	\$375	\$646	\$1,594	\$1,047
APS 4	28,440	2,674	9.4%	\$320	\$534	\$646	\$676	\$652
APS 5	20,254	2,505	12.4%	\$221	\$375	\$631	\$726	\$734
APS 6	32,097	3,242	10.1%	\$305	\$414	\$631	\$715	\$702
EL 1	24,935	2,083	8.4%	\$288	\$520	\$631	\$706	\$790
EL 2	11,349	643	5.7%	\$375	\$541	\$652	\$1,466	\$1,971
SES 1	1,977	65	3.3%	\$417	\$644	\$5,000	\$10,000	\$6,504
SES 2	530	10	1.9%	\$553	\$3,176	\$14,430	\$23,750	\$17,115
SES 3	110	4	3.6%	\$10,344	\$38,337	\$57,665	\$101,648	\$82,319
All employees	139,327	13,028	9.4%	\$261	\$466	\$645	\$730	\$883

Table 13: Base Salary by primary employment instrument and classification, 2017

Classification	Primary						Percentile (95) of Base Salary
	Employment Instrument	Number of employees	Percentile (5) of Base Salary	Percentile (25) of Base Salary	Median Base Salary	Percentile (75) of Base Salary	
Graduate	EA	1,356	\$57,752	\$61,067	\$65,133	\$65,522	\$72,049
	PSA	1	\$64,398	\$64,398	\$64,398	\$64,398	\$64,398
APS 1	EA	562	\$40,318	\$44,512	\$48,194	\$49,989	\$51,497
APS 2	EA	2,477	\$51,313	\$53,353	\$56,220	\$56,749	\$58,437
	PSA	1	\$51,957	\$51,957	\$51,957	\$51,957	\$51,957
	CLA	3	\$66,945	\$68,307	\$70,009	\$73,433	\$76,172
APS 3	EA	15,181	\$57,217	\$59,933	\$61,970	\$64,367	\$64,746
	AWA	2	\$62,909	\$63,865	\$65,059	\$66,254	\$67,209
	PSA	43	\$53,127	\$53,127	\$53,127	\$57,755	\$66,158
	CLA	9	\$56,950	\$65,268	\$68,574	\$75,284	\$79,274
APS 4	EA	28,370	\$64,368	\$67,958	\$71,317	\$71,317	\$72,557
	AWA	1	\$72,595	\$72,595	\$72,595	\$72,595	\$72,595
	PSA	24	\$64,819	\$65,145	\$70,054	\$72,347	\$74,353
	CLA	45	\$73,258	\$83,436	\$91,389	\$103,168	\$113,664
APS 5	EA	20,163	\$71,316	\$74,019	\$76,561	\$77,969	\$79,860
	AWA	5	\$75,147	\$76,640	\$76,640	\$76,640	\$78,134
	PSA	51	\$72,265	\$72,856	\$74,436	\$78,634	\$81,516
	CLA	35	\$83,251	\$102,217	\$122,159	\$144,184	\$163,795
APS 6	EA	31,965	\$80,468	\$86,438	\$89,449	\$91,894	\$94,393
	AWA	11	\$80,863	\$82,954	\$88,616	\$92,494	\$92,494
	PSA	79	\$79,686	\$83,695	\$86,937	\$91,407	\$97,546
	CLA	42	\$98,239	\$110,037	\$161,134	\$182,256	\$214,080
EL 1	EA	24,743	\$102,728	\$108,833	\$111,633	\$113,405	\$119,818
	AWA	12	\$103,568	\$112,578	\$114,941	\$114,941	\$128,190
	PSA	119	\$103,118	\$108,833	\$112,377	\$119,070	\$129,082
	CLA	61	\$141,000	\$221,404	\$221,404	\$221,404	\$289,056

Table 13: Base Salary by primary employment instrument and classification, 2017

Classification	Primary		Number of employees	Percentile (5) of Base Salary			Percentile (25) of Base Salary			Median Base Salary			Percentile (75) of Base Salary			Percentile (95) of Base Salary		
	Employment Instrument																	
EL 2	EA		11,154		\$124,041		\$134,570		\$138,117		\$143,093		\$155,630					
	AWA		17		\$128,078		\$136,326		\$138,619		\$140,260		\$163,872					
	PSA		108		\$126,624		\$139,142		\$142,515		\$143,093		\$157,829					
	CLA		70		\$148,704		\$222,049		\$270,605		\$335,113		\$455,069					
SES 1	EA		24		\$166,365		\$166,365		\$166,365		\$193,514		\$217,324					
	AWA		20		\$175,495		\$205,370		\$217,344		\$228,199		\$234,051					
	PSA		1,697		\$168,316		\$180,000		\$188,319		\$202,241		\$224,375					
	CLA		236		\$162,089		\$186,772		\$200,418		\$215,353		\$230,000					
SES 2	EA		9		\$202,778		\$202,778		\$202,778		\$256,000		\$285,662					
	AWA		8		\$231,285		\$267,377		\$278,134		\$288,890		\$304,143					
	PSA		452		\$219,437		\$237,786		\$244,647		\$261,677		\$289,625					
	CLA		61		\$200,000		\$235,000		\$252,101		\$267,754		\$300,000					
SES 3	AWA		4		\$319,863		\$319,863		\$347,236		\$384,852		\$409,436					
	PSA		99		\$300,579		\$314,170		\$336,192		\$355,804		\$378,836					
	CLA		7		\$334,440		\$347,939		\$357,000		\$377,051		\$562,156					
All employees			139,327		\$59,933		\$71,317		\$81,206		\$106,574		\$140,591					

Table 14: Base Salary by classification and gender, 2017

Classification	Gender	Percentile (5) of Base Salary	Percentile (25) of Base Salary	Median Base Salary	Female median as % of male	Percentile (75) of Base Salary	Percentile (95) of Base Salary	Average Base Salary
Graduate	Male	\$57,752	\$62,027	\$65,133		\$65,406	\$72,049	\$64,192
	Female	\$57,752	\$60,825	\$64,368	98.8%	\$65,563	\$72,049	\$63,884
APS 1	Male	\$40,318	\$44,512	\$48,765		\$49,989	\$51,497	\$47,318
	Female	\$39,953	\$44,122	\$48,006	98.4%	\$49,989	\$50,079	\$46,524
APS 2	Male	\$50,696	\$52,728	\$56,220		\$56,749	\$58,437	\$55,143
	Female	\$51,313	\$53,527	\$56,223	100.0%	\$56,749	\$58,437	\$55,462
APS 3	Male	\$55,553	\$59,933	\$61,970		\$63,357	\$64,746	\$61,510
	Female	\$57,500	\$60,013	\$61,970	100.0%	\$64,367	\$64,746	\$61,903
APS 4	Male	\$64,368	\$67,252	\$71,109		\$71,317	\$72,557	\$69,812
	Female	\$64,368	\$67,958	\$71,317	100.3%	\$71,317	\$72,557	\$69,820
APS 5	Male	\$71,316	\$73,765	\$76,561		\$77,465	\$80,026	\$76,176
	Female	\$71,261	\$74,135	\$76,851	100.4%	\$78,139	\$79,860	\$76,369
APS 6	Male	\$80,468	\$86,438	\$89,449		\$91,894	\$94,979	\$89,262
	Female	\$80,468	\$86,397	\$90,028	100.6%	\$91,894	\$94,393	\$89,192
EL 1	Male	\$102,728	\$108,835	\$111,633		\$113,078	\$122,204	\$111,734
	Female	\$102,566	\$108,531	\$111,633	100.0%	\$113,961	\$119,252	\$111,325
EL 2	Male	\$124,281	\$136,008	\$138,369		\$143,447	\$159,224	\$141,527
	Female	\$122,742	\$133,172	\$137,922	99.7%	\$142,685	\$154,240	\$139,023
SES 1	Male	\$166,884	\$183,446	\$192,200		\$207,437	\$228,732	\$194,847
	Female	\$166,297	\$177,113	\$188,319	98.0%	\$202,278	\$220,024	\$191,296
SES 2	Male	\$215,696	\$237,786	\$246,821		\$267,072	\$292,762	\$254,925
	Female	\$214,334	\$234,167	\$243,673	98.7%	\$259,801	\$288,693	\$247,338
SES 3	Male	\$300,876	\$315,180	\$338,753		\$357,600	\$414,401	\$346,524
	Female	\$304,112	\$319,863	\$336,192	99.2%	\$356,044	\$377,658	\$336,209
All employees		\$59,933	\$71,317	\$81,206		\$106,574	\$140,591	\$89,814

Table 15: Total Remuneration Package (TRP) by classification and gender, 2017

Classification	Gender	Number of employees	Percentile (5) of TRP	Percentile (25) of TRP	Median TRP	Percentile (75) of TRP	Percentile (95) of TRP	Average TRP
Graduate	Male	631	\$66,780	\$71,335	\$75,163	\$75,479	\$81,801	\$73,993
	Female	726	\$66,646	\$70,193	\$74,281	\$75,539	\$81,801	\$73,636
APS 1	Male	268	\$47,375	\$51,593	\$56,539	\$59,453	\$62,529	\$55,734
	Female	294	\$46,492	\$50,929	\$55,675	\$57,740	\$61,802	\$54,518
APS 2	Male	913	\$58,510	\$61,416	\$65,488	\$68,113	\$71,043	\$65,135
	Female	1,568	\$59,215	\$62,430	\$65,488	\$67,835	\$71,345	\$65,287
APS 3	Male	5,487	\$64,900	\$69,347	\$73,240	\$76,302	\$80,711	\$73,188
	Female	9,748	\$66,470	\$69,347	\$73,114	\$75,942	\$79,608	\$72,815
APS 4	Male	8,694	\$74,281	\$79,014	\$82,300	\$84,819	\$88,721	\$82,083
	Female	19,736	\$74,281	\$79,679	\$82,300	\$84,819	\$87,244	\$81,990
APS 5	Male	8,139	\$82,484	\$87,036	\$89,478	\$92,429	\$96,503	\$89,830
	Female	12,114	\$82,235	\$86,947	\$89,792	\$92,411	\$95,813	\$89,734
APS 6	Male	13,880	\$93,156	\$101,717	\$106,046	\$109,291	\$114,284	\$105,157
	Female	18,214	\$92,984	\$101,451	\$106,046	\$109,291	\$113,501	\$104,923
EL 1	Male	12,219	\$118,653	\$127,106	\$131,911	\$134,337	\$143,360	\$131,615
	Female	12,710	\$118,307	\$126,959	\$131,622	\$134,433	\$141,946	\$131,026
EL 2	Male	6,251	\$145,248	\$159,162	\$164,148	\$171,083	\$193,418	\$167,636
	Female	5,098	\$143,227	\$156,616	\$163,699	\$169,739	\$185,836	\$164,824
SES 1	Male	1,076	\$219,068	\$235,023	\$249,256	\$261,520	\$278,933	\$249,175
	Female	900	\$216,534	\$230,563	\$245,062	\$256,218	\$273,963	\$245,194
SES 2	Male	325	\$280,458	\$301,103	\$311,252	\$330,175	\$369,518	\$318,899
	Female	205	\$275,367	\$297,170	\$310,200	\$324,462	\$349,770	\$311,077
SES 3	Male	65	\$356,102	\$392,304	\$424,625	\$438,359	\$490,599	\$426,017
	Female	45	\$372,957	\$391,814	\$419,056	\$430,474	\$459,088	\$413,736
All employees		139,327	\$59,525	\$82,300	\$95,287	\$124,475	\$167,759	\$106,160

Table 16: Total Reward (TR) by classification and gender, 2017

Classification	Gender	Number of employees	Percentile (5) of TR	Percentile (25) of TR	Median TR	Percentile (75) of TR	Percentile (95) of TR	Average TR
Graduate	Male	631	\$66,780	\$71,335	\$75,163	\$75,479	\$81,801	\$73,997
	Female	726	\$66,646	\$70,193	\$74,281	\$75,539	\$81,801	\$73,639
APS 1	Male	268	\$47,375	\$51,593	\$56,811	\$59,466	\$63,092	\$55,886
	Female	294	\$46,492	\$50,929	\$55,675	\$58,060	\$61,837	\$54,587
APS 2	Male	913	\$58,731	\$61,486	\$66,213	\$68,651	\$71,601	\$65,363
	Female	1,568	\$59,215	\$62,445	\$65,994	\$68,560	\$71,611	\$65,479
APS 3	Male	5,487	\$64,900	\$69,347	\$73,839	\$76,553	\$80,770	\$73,286
	Female	9,748	\$66,503	\$69,398	\$73,694	\$76,300	\$79,732	\$72,894
APS 4	Male	8,694	\$74,281	\$79,015	\$82,300	\$84,819	\$88,760	\$82,163
	Female	19,736	\$74,281	\$79,679	\$82,300	\$84,819	\$87,317	\$82,052
APS 5	Male	8,139	\$82,484	\$87,129	\$89,703	\$92,595	\$97,167	\$90,115
	Female	12,114	\$82,235	\$87,036	\$89,837	\$92,571	\$96,392	\$89,919
APS 6	Male	13,880	\$93,345	\$101,929	\$106,046	\$109,291	\$115,094	\$105,522
	Female	18,214	\$93,002	\$101,530	\$106,046	\$109,291	\$113,666	\$105,143
EL 1	Male	12,219	\$118,654	\$127,341	\$132,171	\$134,924	\$145,353	\$132,218
	Female	12,711	\$118,361	\$127,106	\$131,723	\$135,003	\$142,953	\$131,374
EL 2	Male	6,251	\$145,360	\$160,324	\$165,446	\$172,447	\$198,387	\$169,749
	Female	5,098	\$143,420	\$157,211	\$164,769	\$171,137	\$188,857	\$166,034
SES 1	Male	1,076	\$219,490	\$235,329	\$249,476	\$262,719	\$282,667	\$250,064
	Female	900	\$218,219	\$232,131	\$245,971	\$257,175	\$276,181	\$246,151
SES 2	Male	325	\$280,657	\$301,783	\$311,902	\$331,859	\$376,635	\$324,110
	Female	205	\$275,367	\$297,782	\$310,641	\$325,807	\$350,737	\$312,007
SES 3	Male	65	\$356,102	\$392,304	\$425,597	\$439,661	\$490,599	\$437,410
	Female	45	\$377,202	\$397,167	\$419,497	\$431,879	\$460,539	\$415,893
All employees		139,327	\$69,652	\$82,300	\$95,416	\$124,556	\$168,290	\$106,545

Table 17: Base Salary by employment category and classification, 2017

Classification	Number of employees		Percentile (5)		Percentile (25)		Median		Percentile (75)		Percentile (95)		Average	
			Ongoing	Non ongoing	Ongoing	Non ongoing	Ongoing	Non ongoing	Ongoing	Non ongoing	Ongoing	Non ongoing	Ongoing	Non ongoing
Graduate	1,351	6	\$57,752	\$59,196	\$61,067	\$65,132	\$65,133	\$66,888	\$65,508	\$72,264	\$72,049	\$73,471	\$64,013	\$67,178
APS 1	395	167	\$41,123	\$39,953	\$46,922	\$41,123	\$49,989	\$44,122	\$50,013	\$47,099	\$51,497	\$48,970	\$48,219	\$43,788
APS 2	2,138	343	\$52,397	\$48,786	\$54,169	\$51,313	\$56,749	\$52,728	\$56,749	\$54,169	\$58,437	\$55,582	\$55,772	\$52,687
APS 3	13,922	1,313	\$57,752	\$53,937	\$60,013	\$57,500	\$61,970	\$59,000	\$64,367	\$60,665	\$64,746	\$64,376	\$62,012	\$59,113
APS 4	26,516	1,924	\$65,133	\$62,372	\$68,966	\$63,832	\$71,317	\$64,368	\$71,317	\$66,337	\$72,557	\$70,844	\$70,134	\$65,452
APS 5	19,236	1,018	\$71,624	\$69,080	\$74,324	\$71,261	\$76,715	\$73,248	\$78,052	\$75,632	\$79,916	\$78,559	\$76,442	\$73,444
APS 6	31,117	980	\$80,888	\$76,457	\$86,701	\$79,931	\$89,449	\$85,301	\$91,894	\$89,059	\$94,481	\$93,587	\$89,350	\$85,153
EL 1	24,256	679	\$102,785	\$96,255	\$108,852	\$102,566	\$111,633	\$106,745	\$113,756	\$112,687	\$120,805	\$120,853	\$111,616	\$108,268
EL 2	10,976	373	\$124,041	\$116,828	\$135,092	\$127,495	\$138,295	\$135,826	\$143,254	\$143,254	\$155,630	\$180,004	\$140,423	\$139,799
SES 1	1,915	62	\$166,365	\$162,331	\$179,083	\$185,644	\$189,084	\$194,857	\$204,919	\$208,553	\$224,601	\$234,035	\$193,023	\$199,310
SES 2	509	21	\$214,923	\$237,786	\$237,786	\$239,734	\$245,340	\$252,101	\$265,000	\$285,294	\$289,671	\$367,710	\$251,305	\$268,599
SES 3	102	8	\$303,930	\$223,754	\$320,806	\$304,938	\$338,442	\$304,938	\$357,000	\$320,918	\$388,993	\$490,341	\$343,413	\$328,175
All employees	132,432	6,894	\$60,013	\$52,842	\$71,317	\$62,372	\$82,461	\$67,884	\$107,828	\$82,749	\$140,591	\$131,767	\$90,459	\$77,434

Table 18: Median Base Salary by classification, 2013 to 2017

Classification	2013		2014		2015		2016		2017	
	Median Base Salary	% change from previous year	Median Base Salary	% change from previous year	Median Base Salary	% change from previous year	Median Base Salary	% change from previous year	Median Base Salary	% change from previous year
Graduate	\$59,407	4.3%	\$60,158	1.3%	\$60,158	0.0%	\$62,493	3.9%	\$65,133	4.2%
APS 1	\$45,263	3.0%	\$47,004	3.8%	\$47,736	1.6%	\$47,567	-0.4%	\$48,194	1.3%
APS 2	\$54,588	3.0%	\$54,588	0.0%	\$54,588	0.0%	\$54,588	0.0%	\$56,220	3.0%
APS 3	\$61,512	3.1%	\$61,512	0.0%	\$61,512	0.0%	\$61,512	0.0%	\$61,970	0.7%
APS 4	\$69,038	3.2%	\$69,103	0.1%	\$69,239	0.2%	\$69,239	0.0%	\$71,317	3.0%
APS 5	\$74,331	2.5%	\$74,451	0.2%	\$74,451	0.0%	\$74,451	0.0%	\$76,561	2.8%
APS 6	\$86,844	2.8%	\$86,844	0.0%	\$86,923	0.1%	\$87,263	0.4%	\$89,449	2.5%
EL 1	\$108,013	3.0%	\$108,013	0.0%	\$108,382	0.3%	\$108,796	0.4%	\$111,633	2.6%
EL 2	\$133,777	2.5%	\$133,905	0.1%	\$133,905	0.0%	\$135,583	1.3%	\$138,195	1.9%
SES 1	\$178,330	3.7%	\$178,684	0.2%	\$181,006	1.3%	\$184,626	2.0%	\$189,353	2.6%
SES 2	\$229,949	3.9%	\$230,000	0.0%	\$232,644	1.1%	\$239,272	2.8%	\$245,348	2.5%
SES 3	\$300,000	6.0%	\$302,384	0.8%	\$312,000	3.2%	\$327,000	4.8%	\$336,876	3.0%
All employees	\$77,824	4.8%	\$79,400	2.0%	\$76,826	-3.2%	\$78,457	2.1%	\$81,206	3.5%

Table 19: Median Total Remuneration Package (TRP) by classification, 2013 to 2017

Classification	2013		2014		2015		2016		2017	
	Median TRP	% change from previous year	Median TRP	% change from previous year	Median TRP	% change from previous year	Median TRP	% change from previous year	Median TRP	% change from previous year
Graduate	\$68,859	4.9%	\$68,943	0.1%	\$69,422	0.7%	\$72,974	5.1%	\$74,689	2.3%
APS 1	\$53,349	4.6%	\$54,769	2.7%	\$55,371	1.1%	\$55,371	0.0%	\$56,275	1.6%
APS 2	\$63,580	2.5%	\$63,581	0.0%	\$63,581	0.0%	\$63,581	0.0%	\$65,488	3.0%
APS 3	\$71,928	3.7%	\$72,116	0.3%	\$72,116	0.0%	\$72,116	0.0%	\$73,114	1.4%
APS 4	\$79,902	3.0%	\$79,929	0.0%	\$80,152	0.3%	\$80,031	-0.2%	\$82,300	2.8%
APS 5	\$86,821	3.1%	\$87,427	0.7%	\$87,417	0.0%	\$87,762	0.4%	\$89,679	2.2%
APS 6	\$101,426	3.2%	\$102,260	0.8%	\$102,361	0.1%	\$103,305	0.9%	\$106,046	2.7%
EL 1	\$126,019	3.1%	\$127,033	0.8%	\$127,269	0.2%	\$128,987	1.3%	\$131,714	2.1%
EL 2	\$157,033	3.1%	\$158,473	0.9%	\$158,707	0.1%	\$160,578	1.2%	\$164,067	2.2%
SES 1	\$235,706	3.2%	\$237,716	0.9%	\$239,880	0.9%	\$243,083	1.3%	\$247,790	1.9%
SES 2	\$294,940	3.3%	\$298,421	1.2%	\$299,878	0.5%	\$305,066	1.7%	\$310,641	1.8%
SES 3	\$379,486	4.6%	\$387,641	2.1%	\$395,599	2.1%	\$410,874	3.9%	\$420,420	2.3%
All employees	\$91,425	3.4%	\$93,466	2.2%	\$92,046	-1.5%	\$92,736	0.7%	\$95,287	2.8%

Table 20: Median Total Reward (TR) by classification, 2013 to 2017

Classification	2013		2014		2015		2016		2017	
	Median TR	% change from previous year	Median TR	% change from previous year	Median TR	% change from previous year	Median TR	% change from previous year	Median TR	% change from previous year
Graduate	\$68,859	4.8%	\$68,943	0.1%	\$69,422	0.7%	\$72,974	5.1%	\$74,689	2.3%
APS 1	\$53,428	4.0%	\$54,965	2.9%	\$55,633	1.2%	\$55,550	-0.1%	\$56,511	1.7%
APS 2	\$64,635	3.4%	\$64,906	0.4%	\$64,306	-0.9%	\$64,306	0.0%	\$66,091	2.8%
APS 3	\$72,460	3.8%	\$72,291	-0.2%	\$72,199	-0.1%	\$72,116	-0.1%	\$73,839	2.4%
APS 4	\$81,018	3.8%	\$80,616	-0.5%	\$80,395	-0.3%	\$80,395	0.0%	\$82,300	2.4%
APS 5	\$87,395	3.0%	\$87,706	0.4%	\$87,547	-0.2%	\$87,952	0.5%	\$89,807	2.1%
APS 6	\$101,849	3.0%	\$102,654	0.8%	\$102,654	0.0%	\$103,305	0.6%	\$106,046	2.7%
EL 1	\$127,069	3.0%	\$127,690	0.5%	\$127,701	0.0%	\$129,433	1.4%	\$131,944	1.9%
EL 2	\$158,539	3.1%	\$159,590	0.7%	\$159,399	-0.1%	\$162,103	1.7%	\$165,446	2.1%
SES 1	\$236,633	2.7%	\$238,223	0.7%	\$240,811	1.1%	\$243,467	1.1%	\$248,282	2.0%
SES 2	\$297,353	3.0%	\$299,681	0.8%	\$300,713	0.3%	\$305,616	1.6%	\$311,013	1.8%
SES 3	\$382,817	4.5%	\$393,868	2.9%	\$396,453	0.7%	\$411,667	3.8%	\$421,800	2.5%
All employees	\$92,035	3.3%	\$94,012	2.1%	\$92,215	-1.9%	\$92,881	0.7%	\$95,416	2.7%

Table 21: Remuneration findings by classification, 2017

Graduate

	Number of employees	Min	P5	Q1	Median	Q3	P95	Max	Average
Base Salary	1,357	\$53,279	\$57,752	\$61,067	\$65,133	\$65,508	\$72,049	\$76,561	\$64,027
Agency superannuation contribution	1,357	\$4,747	\$8,741	\$9,320	\$9,834	\$10,030	\$11,096	\$16,075	\$9,743
Cost of motor vehicle	0	.	.	.	.	.	.	.	.
Cash in lieu of motor vehicle	0	.	.	.	.	.	.	.	.
Motor vehicle parking	101	\$236	\$236	\$236	\$236	\$236	\$236	\$236	\$236
Personal benefits	42	\$80	\$100	\$165	\$262	\$288	\$641	\$2,133	\$299
Other supplementary payments	9	\$545	\$545	\$689	\$876	\$896	\$995	\$995	\$817
Total Remuneration Package (TRP)	1,357	\$58,262	\$66,646	\$70,471	\$74,689	\$75,479	\$81,801	\$88,351	\$73,802
Performance bonus paid	2	\$2,000	\$2,000	\$2,000	\$2,000	\$2,000	\$2,000	\$2,000	\$2,000
Retention bonus paid	0	.	.	.	.	.	.	.	.
Productivity bonus	0	.	.	.	.	.	.	.	.
Sign on bonus	0	.	.	.	.	.	.	.	.
Group or whole of agency performance bonuses	1	\$385	\$385	\$385	\$385	\$385	\$385	\$385	\$385
Total Reward (TR)	1,357	\$58,262	\$66,646	\$70,471	\$74,689	\$75,479	\$81,801	\$88,351	\$73,806
Additional duties/responsibilities allowances	11	\$251	\$251	\$417	\$608	\$646	\$676	\$676	\$547
Qualifications and/or skills based allowances	14	\$805	\$805	\$1,173	\$2,499	\$4,613	\$9,984	\$9,984	\$3,394
Market related allowances – specific job	0	.	.	.	.	.	.	.	.
Market related allowances – specific individual	0	.	.	.	.	.	.	.	.
Superannuation allowances	0	.	.	.	.	.	.	.	.
Income maintenance allowance	0	.	.	.	.	.	.	.	.
Hours of duty allowances	133	\$26	\$26	\$30	\$104	\$631	\$2,616	\$10,635	\$681
Expense allowances	55	\$28	\$128	\$220	\$376	\$617	\$1,020	\$1,989	\$454
Geographic/locality allowances	299	\$94	\$400	\$569	\$801	\$1,276	\$2,900	\$14,103	\$1,185
Hardship allowances	17	\$113	\$113	\$151	\$184	\$2,812	\$49,001	\$49,001	\$4,193
Health and lifestyle allowances	302	\$10	\$180	\$290	\$300	\$500	\$600	\$600	\$392
Individual performance related allowances	1	\$1,130	\$1,130	\$1,130	\$1,130	\$1,130	\$1,130	\$1,130	\$1,130
Annual leave loading	0	.	.	.	.	.	.	.	.
TR + Allowances	1,357	\$58,262	\$67,439	\$70,690	\$75,163	\$76,580	\$81,966	\$134,424	\$74,332

APS 1

	Number of employees	Min	P5	Q1	Median	Q3	P95	Max	Average
Base Salary	562	\$35,212	\$40,318	\$44,512	\$48,194	\$49,989	\$51,497	\$55,078	\$46,903
Agency superannuation contribution	562	\$3,023	\$6,209	\$6,869	\$7,644	\$9,418	\$12,206	\$16,644	\$8,190
Cost of motor vehicle	0	.	.	.	.	.	.	.	.
Cash in lieu of motor vehicle	0	.	.	.	.	.	.	.	.
Motor vehicle parking	0	.	.	.	.	.	.	.	.
Personal benefits	8	\$56	\$56	\$80	\$185	\$249	\$288	\$288	\$171
Other supplementary payments	2	\$522	\$522	\$522	\$684	\$845	\$845	\$845	\$684
Total Remuneration Package	562	\$40,758	\$46,527	\$51,367	\$56,275	\$58,740	\$62,090	\$66,352	\$55,098
Performance bonus paid	50	\$425	\$435	\$725	\$725	\$725	\$725	\$725	\$704
Retention bonus paid	12	\$1,404	\$1,404	\$1,872	\$2,114	\$2,299	\$2,410	\$2,410	\$2,070
Productivity bonus	0	.	.	.	.	.	.	.	.
Sign on bonus	1	\$1,155	\$1,155	\$1,155	\$1,155	\$1,155	\$1,155	\$1,155	\$1,155
Group or whole of agency performance bonuses	0	.	.	.	.	.	.	.	.
Total Reward (TR)	562	\$40,758	\$46,527	\$51,367	\$56,511	\$58,740	\$62,564	\$68,232	\$55,207
Additional duties/responsibilities allowances	47	\$155	\$352	\$522	\$522	\$595	\$1,043	\$1,043	\$580
Qualifications and/or skills based allowances	1	\$18	\$18	\$18	\$18	\$18	\$18	\$18	\$18
Market related allowances – specific job	0	.	.	.	.	.	.	.	.
Market related allowances – specific individual	0	.	.	.	.	.	.	.	.
Superannuation allowances	0	.	.	.	.	.	.	.	.
Income maintenance allowance	2	\$5,244	\$5,244	\$5,244	\$5,244	\$5,244	\$5,244	\$5,244	\$5,244
Hours of duty allowances	47	\$21	\$26	\$53	\$79	\$147	\$2,170	\$4,321	\$325
Expense allowances	3	\$128	\$128	\$128	\$178	\$184	\$184	\$184	\$163
Geographic/locality allowances	132	\$108	\$254	\$423	\$1,106	\$2,368	\$27,061	\$32,371	\$4,244
Hardship allowances	24	\$12	\$40	\$434	\$1,121	\$2,204	\$2,798	\$2,798	\$1,304
Health and lifestyle allowances	33	\$250	\$300	\$300	\$300	\$300	\$600	\$600	\$323
Individual performance related allowances	0	.	.	.	.	.	.	.	.
Annual leave loading	1	\$16	\$16	\$16	\$16	\$16	\$16	\$16	\$16
TR + Allowances	562	\$41,420	\$47,456	\$51,474	\$56,597	\$59,453	\$64,717	\$90,640	\$56,373

APS 2

	Number of employees	Min	P5	Q1	Median	Q3	P95	Max	Average
Base Salary	2,481	\$37,860	\$51,313	\$53,353	\$56,220	\$56,749	\$58,437	\$76,857	\$55,345
Agency superannuation contribution	2,481	\$0	\$7,774	\$8,241	\$9,024	\$11,209	\$13,687	\$26,134	\$9,843
Cost of motor vehicle	0	.	.	.	.	.	.	.	.
Cash in lieu of motor vehicle	0	.	.	.	.	.	.	.	.
Motor vehicle parking	4	\$236	\$236	\$236	\$1,018	\$1,800	\$1,800	\$1,800	\$1,018
Personal benefits	101	\$39	\$60	\$127	\$249	\$288	\$4,000	\$6,400	\$745
Other supplementary payments	7	\$332	\$332	\$364	\$1,108	\$3,065	\$19,137	\$19,137	\$3,848
Total Remuneration Package	2,481	\$43,690	\$59,215	\$62,125	\$65,488	\$67,982	\$71,220	\$87,605	\$65,231
Performance bonus paid	641	\$290	\$580	\$725	\$725	\$725	\$725	\$5,869	\$732
Retention bonus paid	17	\$995	\$995	\$2,106	\$2,274	\$2,391	\$2,391	\$2,391	\$2,179
Productivity bonus	0	.	.	.	.	.	.	.	.
Sign on bonus	0	.	.	.	.	.	.	.	.
Group or whole of agency performance bonuses	6	\$300	\$300	\$300	\$300	\$300	\$300	\$300	\$300
Total Reward (TR)	2,481	\$43,690	\$59,215	\$62,176	\$66,091	\$68,560	\$71,617	\$90,027	\$65,436
Additional duties/responsibilities allowances	158	\$147	\$352	\$522	\$595	\$706	\$1,944	\$3,438	\$760
Qualifications and/or skills based allowances	5	\$18	\$18	\$18	\$929	\$1,911	\$2,087	\$2,087	\$993
Market related allowances – specific job	0	.	.	.	.	.	.	.	.
Market related allowances – specific individual	0	.	.	.	.	.	.	.	.
Superannuation allowances	0	.	.	.	.	.	.	.	.
Income maintenance allowance	1	\$12,289	\$12,289	\$12,289	\$12,289	\$12,289	\$12,289	\$12,289	\$12,289
Hours of duty allowances	566	\$21	\$29	\$59	\$118	\$240	\$1,741	\$20,324	\$554
Expense allowances	9	\$69	\$69	\$184	\$358	\$574	\$4,800	\$4,800	\$897
Geographic/locality allowances	167	\$29	\$778	\$1,494	\$3,952	\$8,773	\$25,501	\$37,426	\$6,534
Hardship allowances	61	\$14	\$105	\$698	\$2,033	\$2,798	\$11,455	\$25,188	\$3,238
Health and lifestyle allowances	588	\$150	\$250	\$300	\$300	\$300	\$600	\$600	\$362
Individual performance related allowances	0	.	.	.	.	.	.	.	.
Annual leave loading	1	\$76	\$76	\$76	\$76	\$76	\$76	\$76	\$76
TR + Allowances	2,481	\$43,690	\$59,293	\$62,430	\$66,213	\$68,958	\$73,336	\$106,247	\$66,226

APS 3

	Number of employees	Min	P5	Q1	Median	Q3	P95	Max	Average
Base Salary	15,235	\$50,000	\$57,190	\$59,933	\$61,970	\$64,367	\$64,746	\$80,886	\$61,762
Agency superannuation contribution	15,235	\$0	\$8,629	\$9,334	\$9,913	\$12,511	\$17,658	\$30,545	\$11,158
Cost of motor vehicle	0	.	.	.	.	.	.	.	.
Cash in lieu of motor vehicle	0	.	.	.	.	.	.	.	.
Motor vehicle parking	65	\$236	\$236	\$236	\$236	\$236	\$1,895	\$3,090	\$565
Personal benefits	457	\$17	\$50	\$140	\$262	\$288	\$817	\$5,929	\$342
Other supplementary payments	614	\$0	\$1	\$63	\$236	\$521	\$1,310	\$5,300	\$417
Total Remuneration Package	15,235	\$57,500	\$66,355	\$69,347	\$73,114	\$76,011	\$80,187	\$93,902	\$72,949
Performance bonus paid	1,436	\$154	\$499	\$725	\$725	\$725	\$1,290	\$6,009	\$854
Retention bonus paid	27	\$1,020	\$1,084	\$1,807	\$2,296	\$2,650	\$2,883	\$2,957	\$2,186
Productivity bonus	24	\$284	\$452	\$631	\$685	\$725	\$768	\$778	\$658
Sign on bonus	0	.	.	.	.	.	.	.	.
Group or whole of agency performance bonuses	11	\$300	\$300	\$300	\$300	\$300	\$300	\$300	\$300
Total Reward (TR)	15,235	\$57,500	\$66,355	\$69,347	\$73,839	\$76,300	\$80,218	\$94,579	\$73,035
Additional duties/responsibilities allowances	1,586	\$18	\$119	\$375	\$646	\$1,604	\$2,941	\$6,598	\$1,047
Qualifications and/or skills based allowances	621	\$18	\$18	\$399	\$1,058	\$1,933	\$3,236	\$5,885	\$1,238
Market related allowances – specific job	0	.	.	.	.	.	.	.	.
Market related allowances – specific individual	0	.	.	.	.	.	.	.	.
Superannuation allowances	0	.	.	.	.	.	.	.	.
Income maintenance allowance	7	\$1,419	\$1,419	\$1,538	\$3,204	\$7,000	\$7,000	\$7,000	\$4,265
Hours of duty allowances	5,432	\$9	\$29	\$60	\$206	\$573	\$3,549	\$31,052	\$758
Expense allowances	421	\$1	\$73	\$184	\$215	\$358	\$542	\$16,103	\$334
Geographic/locality allowances	1,807	\$11	\$468	\$586	\$968	\$1,689	\$14,876	\$54,157	\$2,978
Hardship allowances	849	\$5	\$61	\$954	\$10,100	\$36,806	\$44,472	\$61,352	\$17,140
Health and lifestyle allowances	3,565	\$36	\$289	\$300	\$300	\$500	\$600	\$2,407	\$374
Individual performance related allowances	3	\$1,223	\$1,223	\$1,223	\$1,223	\$4,984	\$4,984	\$4,984	\$2,477
Annual leave loading	21	\$11	\$11	\$17	\$48	\$75	\$84	\$106	\$49
TR + Allowances	15,235	\$57,500	\$66,604	\$70,020	\$74,280	\$77,215	\$84,496	\$146,209	\$74,872

APS 4

	Number of employees	Min	P5	Q1	Median	Q3	P95	Max	Average
Base Salary	28,440	\$53,045	\$64,368	\$67,958	\$71,317	\$71,317	\$72,557	\$123,312	\$69,817
Agency superannuation contribution	28,440	\$0	\$9,741	\$10,727	\$11,286	\$13,502	\$15,971	\$42,856	\$12,183
Cost of motor vehicle	0	.	.	.	.	.	.	.	.
Cash in lieu of motor vehicle	0	.	.	.	.	.	.	.	.
Motor vehicle parking	165	\$236	\$236	\$236	\$236	\$236	\$1,895	\$3,544	\$521
Personal benefits	534	\$7	\$55	\$136	\$255	\$288	\$573	\$14,000	\$295
Other supplementary payments	262	\$6	\$80	\$234	\$508	\$1,265	\$3,197	\$9,452	\$991
Total Remuneration Package	28,440	\$61,739	\$74,281	\$79,431	\$82,300	\$84,819	\$87,509	\$135,027	\$82,018
Performance bonus paid	1,606	\$112	\$551	\$725	\$725	\$725	\$4,294	\$15,071	\$1,115
Retention bonus paid	35	\$249	\$619	\$2,051	\$2,262	\$3,502	\$3,911	\$5,627	\$2,519
Productivity bonus	57	\$206	\$327	\$537	\$689	\$740	\$795	\$805	\$631
Sign on bonus	0	.	.	.	.	.	.	.	.
Group or whole of agency performance bonuses	7	\$300	\$300	\$300	\$300	\$300	\$909	\$909	\$387
Total Reward (TR)	28,440	\$61,739	\$74,281	\$79,518	\$82,300	\$84,819	\$87,552	\$144,204	\$82,085
Additional duties/responsibilities allowances	2,674	\$51	\$320	\$533	\$646	\$676	\$970	\$6,640	\$652
Qualifications and/or skills based allowances	537	\$140	\$929	\$2,623	\$2,623	\$2,623	\$5,315	\$18,331	\$2,648
Market related allowances – specific job	5	\$4,000	\$4,000	\$6,000	\$6,000	\$6,535	\$6,800	\$6,800	\$5,867
Market related allowances – specific individual	3	\$1,532	\$1,532	\$1,532	\$6,044	\$8,491	\$8,491	\$8,491	\$5,356
Superannuation allowances	0	.	.	.	.	.	.	.	.
Income maintenance allowance	19	\$572	\$572	\$2,064	\$4,602	\$7,000	\$7,064	\$7,064	\$4,431
Hours of duty allowances	9,542	\$1	\$29	\$88	\$301	\$863	\$2,980	\$22,821	\$877
Expense allowances	1,328	\$7	\$120	\$184	\$288	\$358	\$1,631	\$17,540	\$538
Geographic/locality allowances	937	\$7	\$279	\$1,346	\$3,194	\$7,358	\$16,394	\$44,417	\$5,330
Hardship allowances	655	\$5	\$13	\$58	\$581	\$3,149	\$33,811	\$129,265	\$5,006
Health and lifestyle allowances	5,431	\$16	\$198	\$299	\$300	\$300	\$600	\$4,161	\$343
Individual performance related allowances	4	\$50	\$50	\$711	\$1,371	\$3,565	\$5,759	\$5,759	\$2,138
Annual leave loading	17	\$51	\$51	\$94	\$94	\$94	\$276	\$276	\$114
TR + Allowances	28,440	\$62,325	\$74,281	\$79,993	\$83,034	\$85,427	\$89,453	\$224,646	\$82,877

APS 5

	Number of employees	Min	P5	Q1	Median	Q3	P95	Max	Average
Base Salary	20,254	\$61,800	\$71,316	\$74,023	\$76,561	\$78,052	\$79,860	\$163,795	\$76,291
Agency superannuation contribution	20,254	\$0	\$10,686	\$11,663	\$12,289	\$15,151	\$18,418	\$53,516	\$13,429
Cost of motor vehicle	0	.	.	.	.	.	.	.	.
Cash in lieu of motor vehicle	0	.	.	.	.	.	.	.	.
Motor vehicle parking	868	\$89	\$236	\$236	\$236	\$236	\$1,121	\$3,974	\$331
Personal benefits	698	\$18	\$81	\$205	\$280	\$288	\$705	\$40,553	\$437
Other supplementary payments	450	\$0	\$28	\$264	\$586	\$1,350	\$3,314	\$10,890	\$1,010
Total Remuneration Package	20,254	\$71,317	\$82,289	\$86,992	\$89,679	\$92,419	\$96,037	\$179,356	\$89,772
Performance bonus paid	2,939	\$14	\$653	\$766	\$766	\$842	\$3,360	\$40,285	\$1,311
Retention bonus paid	134	\$248	\$1,000	\$2,438	\$3,334	\$4,088	\$4,211	\$22,856	\$3,761
Productivity bonus	250	\$79	\$326	\$608	\$687	\$729	\$803	\$14,259	\$779
Sign on bonus	1	\$1,767	\$1,767	\$1,767	\$1,767	\$1,767	\$1,767	\$1,767	\$1,767
Group or whole of agency performance bonuses	16	\$300	\$300	\$300	\$300	\$300	\$300	\$300	\$300
Total Reward (TR)	20,254	\$71,317	\$82,299	\$87,042	\$89,807	\$92,571	\$96,631	\$210,337	\$89,997
Additional duties/responsibilities allowances	2,505	\$18	\$221	\$375	\$631	\$726	\$1,960	\$6,620	\$734
Qualifications and/or skills based allowances	685	\$18	\$18	\$335	\$1,150	\$3,314	\$8,302	\$39,992	\$2,338
Market related allowances – specific job	14	\$4,000	\$4,000	\$4,000	\$4,000	\$4,000	\$11,664	\$11,664	\$4,969
Market related allowances – specific individual	9	\$140	\$140	\$2,589	\$4,928	\$5,847	\$10,937	\$10,937	\$4,695
Superannuation allowances	2	\$206	\$206	\$206	\$407	\$607	\$607	\$607	\$407
Income maintenance allowance	10	\$94	\$94	\$3,757	\$7,000	\$7,000	\$11,011	\$11,011	\$5,609
Hours of duty allowances	3,886	\$1	\$27	\$59	\$210	\$897	\$5,916	\$47,593	\$1,201
Expense allowances	633	\$1	\$54	\$184	\$358	\$407	\$914	\$4,842	\$371
Geographic/locality allowances	1,576	\$27	\$497	\$1,131	\$1,793	\$7,984	\$25,507	\$64,620	\$6,158
Hardship allowances	998	\$5	\$17	\$206	\$5,216	\$27,856	\$54,406	\$199,538	\$16,069
Health and lifestyle allowances	4,150	\$35	\$200	\$273	\$300	\$300	\$600	\$4,545	\$310
Individual performance related allowances	29	\$1,515	\$2,527	\$4,211	\$4,211	\$12,242	\$12,633	\$12,633	\$6,272
Annual leave loading	25	\$18	\$28	\$72	\$103	\$121	\$256	\$256	\$111
TR + Allowances	20,254	\$71,317	\$82,484	\$87,527	\$90,761	\$93,781	\$100,083	\$306,576	\$91,761

APS 6

	Number of employees	Min	P5	Q1	Median	Q3	P95	Max	Average
Base Salary	32,097	\$65,133	\$80,468	\$86,438	\$89,449	\$91,894	\$94,481	\$234,781	\$89,222
Agency superannuation contribution	32,097	\$0	\$12,147	\$13,641	\$14,864	\$17,768	\$21,045	\$45,725	\$15,710
Cost of motor vehicle	0	.	.	.	.	.	.	.	.
Cash in lieu of motor vehicle	0	.	.	.	.	.	.	.	.
Motor vehicle parking	710	\$45	\$236	\$236	\$236	\$236	\$1,486	\$12,278	\$398
Personal benefits	1,509	\$0	\$85	\$206	\$288	\$550	\$2,111	\$54,003	\$1,040
Other supplementary payments	632	\$0	\$77	\$380	\$789	\$1,963	\$5,965	\$23,169	\$1,763
Total Remuneration Package	32,097	\$75,163	\$92,984	\$101,530	\$106,046	\$109,291	\$113,768	\$257,085	\$105,024
Performance bonus paid	4,665	\$14	\$620	\$894	\$894	\$894	\$5,170	\$101,926	\$1,674
Retention bonus paid	236	\$670	\$1,763	\$2,863	\$4,540	\$4,854	\$4,920	\$34,284	\$4,458
Productivity bonus	68	\$84	\$176	\$685	\$749	\$3,486	\$12,278	\$19,096	\$2,833
Sign on bonus	0	.	.	.	.	.	.	.	.
Group or whole of agency performance bonuses	37	\$300	\$300	\$300	\$300	\$300	\$1,000	\$1,000	\$382
Total Reward (TR)	32,097	\$75,163	\$93,142	\$101,535	\$106,046	\$109,291	\$114,186	\$325,801	\$105,307
Additional duties/responsibilities allowances	3,242	\$18	\$305	\$413	\$631	\$715	\$1,367	\$23,289	\$702
Qualifications and/or skills based allowances	671	\$18	\$18	\$928	\$1,815	\$3,763	\$10,789	\$77,838	\$3,434
Market related allowances – specific job	6	\$4,000	\$4,000	\$6,000	\$8,688	\$9,717	\$53,790	\$53,790	\$15,147
Market related allowances – specific individual	19	\$70	\$70	\$220	\$1,872	\$5,549	\$18,531	\$18,531	\$3,790
Superannuation allowances	0	.	.	.	.	.	.	.	.
Income maintenance allowance	20	\$107	\$144	\$1,667	\$3,981	\$8,671	\$15,050	\$20,099	\$5,307
Hours of duty allowances	4,820	\$0	\$29	\$60	\$239	\$1,493	\$8,096	\$60,839	\$1,677
Expense allowances	804	\$4	\$32	\$130	\$260	\$498	\$2,109	\$19,112	\$610
Geographic/locality allowances	1,459	\$12	\$570	\$1,582	\$3,357	\$10,272	\$33,134	\$123,703	\$8,264
Hardship allowances	1,104	\$5	\$18	\$144	\$4,984	\$16,662	\$59,748	\$207,651	\$15,129
Health and lifestyle allowances	8,055	\$14	\$170	\$268	\$300	\$300	\$600	\$7,739	\$314
Individual performance related allowances	78	\$77	\$325	\$2,162	\$5,001	\$13,974	\$14,759	\$24,598	\$7,618
Annual leave loading	28	\$20	\$115	\$120	\$130	\$296	\$804	\$1,535	\$268
TR + Allowances	32,097	\$75,163	\$93,640	\$102,137	\$106,508	\$110,037	\$117,261	\$336,023	\$106,719

EL 1

	Number of employees	Min	P5	Q1	Median	Q3	P95	Max	Average
Base Salary	24,935	\$81,280	\$102,728	\$108,833	\$111,633	\$113,522	\$120,805	\$289,056	\$111,525
Agency superannuation contribution	24,935	\$0	\$15,347	\$17,192	\$20,508	\$21,761	\$24,328	\$45,252	\$19,687
Cost of motor vehicle	0	.	.	.	.	.	.	.	.
Cash in lieu of motor vehicle	4	\$22,000	\$22,000	\$23,604	\$25,208	\$25,208	\$25,208	\$25,208	\$24,406
Motor vehicle parking	1,211	\$166	\$236	\$236	\$236	\$236	\$1,121	\$8,670	\$378
Personal benefits	956	\$30	\$80	\$218	\$288	\$607	\$8,184	\$59,254	\$1,620
Other supplementary payments	314	\$13	\$238	\$380	\$680	\$1,689	\$5,576	\$37,314	\$1,408
Total Remuneration Package	24,935	\$93,797	\$118,548	\$127,106	\$131,714	\$134,399	\$142,196	\$333,436	\$131,314
Performance bonus paid	4,273	\$18	\$894	\$1,116	\$1,116	\$2,247	\$7,239	\$140,644	\$2,306
Retention bonus paid	283	\$382	\$1,000	\$3,399	\$5,694	\$6,140	\$14,484	\$45,712	\$6,075
Productivity bonus	74	\$1	\$336	\$638	\$759	\$1,969	\$15,725	\$24,404	\$2,800
Sign on bonus	1	\$1,116	\$1,116	\$1,116	\$1,116	\$1,116	\$1,116	\$1,116	\$1,116
Group or whole of agency performance bonuses	52	\$300	\$300	\$300	\$300	\$385	\$909	\$1,000	\$372
Total Reward (TR)	24,935	\$93,797	\$118,548	\$127,106	\$131,944	\$134,966	\$144,580	\$409,557	\$131,787
Additional duties/responsibilities allowances	2,083	\$18	\$287	\$520	\$631	\$706	\$1,120	\$30,220	\$790
Qualifications and/or skills based allowances	434	\$18	\$18	\$1,225	\$3,511	\$6,126	\$13,189	\$61,402	\$4,707
Market related allowances – specific job	19	\$2,979	\$2,979	\$7,500	\$13,814	\$22,450	\$25,026	\$25,026	\$14,290
Market related allowances – specific individual	51	\$56	\$175	\$700	\$6,500	\$10,516	\$23,881	\$40,810	\$7,658
Superannuation allowances	2	\$607	\$607	\$607	\$607	\$607	\$607	\$607	\$607
Income maintenance allowance	46	\$40	\$522	\$4,122	\$6,182	\$13,000	\$25,269	\$44,000	\$9,630
Hours of duty allowances	2,009	\$0	\$30	\$268	\$1,047	\$3,978	\$13,140	\$31,980	\$3,084
Expense allowances	653	\$6	\$48	\$141	\$338	\$587	\$3,402	\$22,737	\$894
Geographic/locality allowances	1,176	\$25	\$678	\$2,548	\$10,267	\$27,005	\$52,527	\$332,433	\$17,264
Hardship allowances	912	\$4	\$39	\$2,147	\$15,000	\$49,187	\$88,930	\$231,617	\$28,268
Health and lifestyle allowances	6,648	\$24	\$200	\$214	\$300	\$300	\$600	\$3,975	\$315
Individual performance related allowances	134	\$249	\$938	\$3,883	\$6,332	\$17,662	\$30,673	\$30,699	\$9,752
Annual leave loading	13	\$19	\$19	\$146	\$218	\$267	\$282	\$282	\$190
TR + Allowances	24,935	\$93,797	\$118,654	\$127,860	\$132,817	\$136,242	\$150,020	\$582,097	\$134,236

EL 2

	Number of employees	Min	P5	Q1	Median	Q3	P95	Max	Average
Base Salary	11,349	\$106,674	\$124,041	\$134,892	\$138,195	\$143,254	\$155,630	\$534,474	\$140,402
Agency superannuation contribution	11,349	\$0	\$19,293	\$22,097	\$25,468	\$26,782	\$30,778	\$63,612	\$25,026
Cost of motor vehicle	33	\$14,706	\$17,134	\$25,000	\$26,000	\$26,000	\$26,000	\$29,059	\$25,034
Cash in lieu of motor vehicle	195	\$12,603	\$20,550	\$23,768	\$25,208	\$25,250	\$27,880	\$30,000	\$24,645
Motor vehicle parking	758	\$37	\$236	\$236	\$236	\$1,153	\$7,590	\$12,779	\$1,427
Personal benefits	654	\$0	\$80	\$279	\$324	\$720	\$10,974	\$57,677	\$2,010
Other supplementary payments	1,548	\$90	\$576	\$1,689	\$1,689	\$1,689	\$1,689	\$16,945	\$1,645
Total Remuneration Package	11,349	\$118,445	\$144,000	\$158,139	\$164,067	\$170,563	\$189,332	\$559,474	\$166,360
Performance bonus paid	2,437	\$250	\$1,379	\$1,379	\$1,810	\$6,262	\$17,557	\$514,424	\$7,149
Retention bonus paid	152	\$13	\$1,000	\$4,141	\$7,000	\$8,288	\$31,417	\$90,297	\$9,707
Productivity bonus	65	\$74	\$518	\$799	\$5,514	\$13,460	\$30,030	\$32,797	\$8,582
Sign on bonus	5	\$3,500	\$3,500	\$6,500	\$8,560	\$8,560	\$9,955	\$9,955	\$7,415
Group or whole of agency performance bonuses	34	\$300	\$300	\$300	\$343	\$909	\$1,000	\$15,000	\$940
Total Reward (TR)	11,349	\$118,445	\$144,161	\$158,695	\$165,446	\$171,876	\$193,991	\$1,073,898	\$168,080
Additional duties/responsibilities allowances	643	\$18	\$375	\$538	\$652	\$1,472	\$10,000	\$67,663	\$1,971
Qualifications and/or skills based allowances	238	\$18	\$471	\$2,723	\$6,126	\$14,066	\$39,790	\$70,000	\$10,939
Market related allowances – specific job	27	\$13,814	\$13,867	\$22,000	\$35,000	\$85,000	\$128,675	\$142,785	\$49,529
Market related allowances – specific individual	63	\$0	\$1,592	\$6,817	\$10,012	\$20,151	\$34,029	\$59,948	\$14,016
Superannuation allowances	1	\$8,157	\$8,157	\$8,157	\$8,157	\$8,157	\$8,157	\$8,157	\$8,157
Income maintenance allowance	33	\$1,632	\$3,744	\$9,097	\$15,280	\$35,000	\$59,881	\$59,891	\$21,734
Hours of duty allowances	594	\$25	\$48	\$558	\$2,145	\$4,556	\$12,957	\$28,020	\$3,628
Expense allowances	444	\$11	\$83	\$271	\$498	\$718	\$4,643	\$77,506	\$1,741
Geographic/locality allowances	599	\$12	\$897	\$4,984	\$18,388	\$44,265	\$77,146	\$175,534	\$27,436
Hardship allowances	410	\$9	\$128	\$5,021	\$22,411	\$57,303	\$99,541	\$231,058	\$34,672
Health and lifestyle allowances	2,885	\$10	\$200	\$273	\$300	\$300	\$600	\$5,367	\$325
Individual performance related allowances	154	\$255	\$652	\$4,098	\$7,241	\$13,248	\$26,172	\$53,845	\$9,954
Annual leave loading	4	\$12	\$12	\$94	\$180	\$183	\$183	\$183	\$139
TR + Allowances	11,349	\$118,445	\$144,930	\$159,691	\$166,058	\$174,076	\$212,240	\$1,073,898	\$171,857

SES 1

	Number of employees	Min	P5	Q1	Median	Q3	P95	Max	Average
Base Salary	1,977	\$146,162	\$166,365	\$179,255	\$189,353	\$205,099	\$226,766	\$372,167	\$193,220
Agency superannuation contribution	1,977	\$0	\$26,004	\$31,492	\$34,532	\$37,959	\$42,200	\$57,528	\$34,552
Cost of motor vehicle	195	\$13,842	\$16,596	\$26,000	\$26,000	\$26,000	\$28,773	\$32,394	\$24,997
Cash in lieu of motor vehicle	1,154	\$12,500	\$20,792	\$25,000	\$25,250	\$27,880	\$28,773	\$35,000	\$25,610
Motor vehicle parking	929	\$43	\$236	\$1,439	\$2,658	\$3,120	\$6,256	\$19,259	\$2,730
Personal benefits	243	\$75	\$200	\$324	\$680	\$1,994	\$26,102	\$144,778	\$6,030
Other supplementary payments	87	\$70	\$225	\$380	\$684	\$1,689	\$1,689	\$4,131	\$915
Total Remuneration Package	1,977	\$171,161	\$217,630	\$233,392	\$247,620	\$258,964	\$276,444	\$420,164	\$247,250
Performance bonus paid	116	\$1,379	\$2,353	\$2,740	\$9,314	\$14,877	\$22,000	\$33,756	\$9,953
Retention bonus paid	10	\$5,705	\$5,705	\$6,976	\$9,000	\$28,930	\$49,214	\$49,214	\$16,428
Productivity bonus	51	\$757	\$1,044	\$3,000	\$12,531	\$18,812	\$36,655	\$42,729	\$13,297
Sign on bonus	1	\$20,000	\$20,000	\$20,000	\$20,000	\$20,000	\$20,000	\$20,000	\$20,000
Group or whole of agency performance bonuses	0	.	.	.	.	.	.	.	.
Total Reward (TR)	1,977	\$177,050	\$218,735	\$233,813	\$248,206	\$260,126	\$279,184	\$420,164	\$248,271
Additional duties/responsibilities allowances	65	\$80	\$417	\$644	\$5,000	\$10,000	\$25,020	\$30,000	\$6,504
Qualifications and/or skills based allowances	77	\$88	\$366	\$3,595	\$6,432	\$15,000	\$51,748	\$61,834	\$11,971
Market related allowances – specific job	0	.	.	.	.	.	.	.	.
Market related allowances – specific individual	1	\$5,000	\$5,000	\$5,000	\$5,000	\$5,000	\$5,000	\$5,000	\$5,000
Superannuation allowances	0	.	.	.	.	.	.	.	.
Income maintenance allowance	2	\$1,365	\$1,365	\$1,365	\$13,683	\$26,000	\$26,000	\$26,000	\$13,683
Hours of duty allowances	45	\$53	\$325	\$500	\$1,934	\$3,569	\$5,000	\$5,049	\$2,071
Expense allowances	126	\$19	\$65	\$195	\$580	\$1,820	\$21,930	\$25,169	\$2,494
Geographic/locality allowances	181	\$531	\$1,900	\$10,425	\$37,698	\$61,021	\$104,953	\$216,992	\$42,972
Hardship allowances	131	\$127	\$2,340	\$20,502	\$36,250	\$74,877	\$114,904	\$202,580	\$50,901
Health and lifestyle allowances	42	\$150	\$200	\$273	\$299	\$498	\$600	\$798	\$368
Individual performance related allowances	25	\$2,867	\$2,867	\$12,000	\$14,335	\$25,794	\$28,670	\$28,670	\$16,489
Annual leave loading	0	.	.	.	.	.	.	.	.
TR + Allowances	1,977	\$182,345	\$219,490	\$235,365	\$250,973	\$267,262	\$335,266	\$569,178	\$256,697

SES 2

	Number of employees	Min	P5	Q1	Median	Q3	P95	Max	Average
Base Salary	530	\$193,349	\$214,871	\$237,786	\$245,348	\$265,225	\$290,020	\$582,265	\$251,991
Agency superannuation contribution	530	\$20,049	\$34,252	\$40,570	\$44,105	\$47,706	\$53,547	\$91,126	\$44,175
Cost of motor vehicle	69	\$14,606	\$16,160	\$22,309	\$27,000	\$27,000	\$29,880	\$30,050	\$24,939
Cash in lieu of motor vehicle	289	\$13,233	\$20,000	\$26,500	\$27,000	\$28,000	\$30,050	\$35,000	\$26,531
Motor vehicle parking	255	\$45	\$236	\$1,327	\$2,628	\$3,120	\$6,837	\$19,124	\$2,837
Personal benefits	42	\$91	\$182	\$324	\$700	\$1,994	\$26,866	\$42,937	\$6,253
Other supplementary payments	30	\$70	\$70	\$400	\$626	\$798	\$2,890	\$8,333	\$928
Total Remuneration Package	530	\$226,578	\$277,520	\$299,090	\$310,641	\$327,639	\$358,476	\$602,314	\$315,793
Performance bonus paid	29	\$10,000	\$10,738	\$20,000	\$22,613	\$30,000	\$236,429	\$556,334	\$55,044
Retention bonus paid	1	\$25,942	\$25,942	\$25,942	\$25,942	\$25,942	\$25,942	\$25,942	\$25,942
Productivity bonus	15	\$1,783	\$1,783	\$7,516	\$21,880	\$27,273	\$36,293	\$36,293	\$18,595
Sign on bonus	1	\$25,942	\$25,942	\$25,942	\$25,942	\$25,942	\$25,942	\$25,942	\$25,942
Group or whole of agency performance bonuses	0	.	.	.	.	.	.	.	.
Total Reward (TR)	530	\$226,578	\$277,605	\$299,606	\$311,013	\$330,175	\$366,621	\$1,158,648	\$319,429
Additional duties/responsibilities allowances	10	\$522	\$522	\$3,109	\$14,430	\$25,000	\$45,000	\$45,000	\$17,115
Qualifications and/or skills based allowances	16	\$534	\$534	\$1,638	\$4,084	\$6,250	\$13,272	\$13,272	\$4,760
Market related allowances – specific job	1	\$36,892	\$36,892	\$36,892	\$36,892	\$36,892	\$36,892	\$36,892	\$36,892
Market related allowances – specific individual	2	\$20,000	\$20,000	\$20,000	\$25,000	\$30,000	\$30,000	\$30,000	\$25,000
Superannuation allowances	2	\$10,242	\$10,242	\$10,242	\$11,054	\$11,866	\$11,866	\$11,866	\$11,054
Income maintenance allowance	0	.	.	.	.	.	.	.	.
Hours of duty allowances	7	\$494	\$494	\$494	\$494	\$1,183	\$2,110	\$2,110	\$894
Expense allowances	40	\$0	\$92	\$150	\$303	\$977	\$2,036	\$22,514	\$1,164
Geographic/locality allowances	39	\$1,697	\$2,878	\$20,036	\$38,528	\$66,595	\$97,025	\$100,385	\$43,062
Hardship allowances	29	\$1,731	\$5,998	\$22,698	\$47,044	\$81,849	\$106,600	\$281,242	\$56,619
Health and lifestyle allowances	2	\$398	\$398	\$398	\$449	\$500	\$500	\$500	\$449
Individual performance related allowances	11	\$3,441	\$3,441	\$3,441	\$12,000	\$27,660	\$51,615	\$51,615	\$17,412
Annual leave loading	0	.	.	.	.	.	.	.	.
TR + Allowances	530	\$226,578	\$280,480	\$302,616	\$314,120	\$335,906	\$414,125	\$1,158,648	\$326,830

SES 3

	Number of employees	Min	P5	Q1	Median	Q3	P95	Max	Average
Base Salary	110	\$180,040	\$300,643	\$316,200	\$336,876	\$357,000	\$397,102	\$632,893	\$342,305
Agency superannuation contribution	110	\$20,049	\$45,526	\$54,132	\$59,520	\$65,970	\$69,837	\$109,395	\$59,352
Cost of motor vehicle	20	\$10,440	\$10,660	\$20,471	\$30,000	\$30,000	\$30,940	\$31,880	\$25,842
Cash in lieu of motor vehicle	53	\$13,863	\$13,863	\$26,928	\$29,855	\$30,650	\$31,880	\$31,880	\$28,137
Motor vehicle parking	52	\$49	\$236	\$766	\$2,145	\$3,120	\$5,788	\$6,256	\$2,228
Personal benefits	3	\$279	\$279	\$279	\$307	\$324	\$324	\$324	\$303
Other supplementary payments	4	\$459	\$459	\$480	\$538	\$587	\$598	\$598	\$533
Total Remuneration Package	110	\$243,540	\$361,818	\$392,168	\$420,420	\$434,028	\$482,142	\$711,695	\$420,993
Performance bonus paid	5	\$22,033	\$22,033	\$27,940	\$29,117	\$40,000	\$610,605	\$610,605	\$145,939
Retention bonus paid	2	\$14,225	\$14,225	\$14,225	\$47,620	\$81,015	\$81,015	\$81,015	\$47,620
Productivity bonus	1	\$12,665	\$12,665	\$12,665	\$12,665	\$12,665	\$12,665	\$12,665	\$12,665
Sign on bonus	0	.	.	.	.	.	.	.	.
Group or whole of agency performance bonuses	0	.	.	.	.	.	.	.	.
Total Reward (TR)	110	\$306,010	\$366,833	\$392,304	\$421,800	\$435,915	\$482,142	\$1,268,498	\$428,607
Additional duties/responsibilities allowances	4	\$3,346	\$3,346	\$26,673	\$57,665	\$137,966	\$210,601	\$210,601	\$82,319
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	2	\$407	\$407	\$407	\$453	\$498	\$498	\$498	\$453
Geographic/locality allowances	11	\$33,020	\$33,020	\$59,010	\$70,836	\$96,967	\$107,220	\$107,220	\$72,201
Hardship allowances	10	\$23,984	\$23,984	\$47,388	\$52,355	\$85,033	\$127,570	\$127,570	\$65,569
Health and lifestyle allowances	0	.	.	.	.	.	.	.	.
Individual performance related allowances	0	.	.	.	.	.	.	.	.
Annual leave loading	0	.	.	.	.	.	.	.	.
TR + Allowances	110	\$306,010	\$373,060	\$405,480	\$430,635	\$453,756	\$596,022	\$1,268,498	\$444,790

A4. Agencies included in this report

Aboriginal Hostels Limited	Cancer Australia
Administrative Appeals Tribunal	Clean Energy Regulator
Asbestos Safety and Eradication Agency	Climate Change Authority
Attorney General's Department	Comcare
Australian Aged Care Quality Agency	Commonwealth Director of Public Prosecutions
Australian Building and Construction Commission	Commonwealth Grants Commission
Australian Bureau of Statistics	Defence Housing Australia
Australian Centre for International Agricultural Research	Department of Agriculture and Water Resources
Australian Commission for Law Enforcement Integrity	Department of Communications and the Arts
Australian Commission on Safety and Quality in Health Care	Department of Defence
Australian Communications and Media Authority	Department of Education and Training
Australian Competition and Consumer Commission	Department of Employment
Australian Criminal Intelligence Commission	Department of Environment
Australian Digital Health Agency	Department of Finance
Australian Electoral Commission	Department of Foreign Affairs and Trade
Australian Financial Security Authority	Department of Health
Australian Fisheries Management Authority	Department of Human Services
Australian Government Solicitor	Department of Immigration and Border Protection
Australian Human Rights Commission	Department of Industry, Innovation and Science
Australian Institute of Aboriginal and Torres Strait Islander Studies	Department of Infrastructure and Regional Development
Australian Institute of Family Studies	Department of Social Services
Australian Institute of Health and Welfare	Department of the Prime Minister and Cabinet
Australian Law Reform Commission	Department of the Treasury
Australian National Audit Office	Department of Veterans' Affairs
Australian National Maritime Museum	Digital Transformation Agency
Australian Office of Financial Management	Fair Work Commission
Australian Organ and Tissue Authority	Federal Court of Australia
Australian Pesticides and Veterinary Medicines Authority	Food Standards Australia New Zealand
Australian Public Service Commission	Future Fund Management Agency
Australian Radiation Protection and Nuclear Safety Agency	Geoscience Australia
Australian Research Council	Great Barrier Reef Marine Park Authority
Australian Securities and Investments Commission	Independent Parliamentary Expenses Authority
Australian Skills Quality Authority	Infrastructure and Project Financing Agency
Australian Sports Anti-Doping Authority	IP Australia
Australian Taxation Office	Murray Darling Basin Authority
Australian Trade Commission	National Archives of Australia
Australian Transaction Reports and Analysis Centre	National Blood Authority
Australian Transport Safety Bureau	National Capital Authority
Australian War Memorial	National Disability Insurance Agency
Bureau of Meteorology	National Film and Sound Archive of Australia

National Health and Medical Research Council
National Health Funding Body
National Library of Australia
National Mental Health Commission
National Museum of Australia
National Offshore Petroleum Safety & Environmental Management Authority
National Portrait Gallery of Australia
Office of National Assessments
Office of Parliamentary Counsel
Office of the Australian Information Commissioner
Office of the Commonwealth Ombudsman
Office of the Fair Work Ombudsman
Office of the Inspector General of Intelligence and Security
Office of the Inspector General of Taxation
Old Parliament House
Productivity Commission
Professional Services Review
Royal Australian Mint
Safe Work Australia
Screen Australia
Tertiary Education Quality and Standards Agency
Torres Strait Regional Authority
Workplace Gender Equality Agency

