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## Table of Contents

[Background 2](#_Toc479850572)

[2016 APS context 2](#_Toc479850573)

[APS Executive Remuneration Management 2](#_Toc479850574)

[APS classifications 2](#_Toc479850575)

[Methodology and Definitions 2](#_Toc479850576)

[1. Executive Summary 3](#_Toc479850577)

[Figure 1.1: Percentage change in median Base Salary by classification group, 2007 to 2016 3](#_Toc479850578)

[Table 1.1: Summary of median key remuneration components 4](#_Toc479850579)

[Figure 1.2: Percentage change in median Base Salary by classification, 2015 to 2016 5](#_Toc479850580)

[Figure 1.3: Percentage change in median TRP by classification, 2015 to 2016 5](#_Toc479850581)

[Figure 1.4: Percentage change in median TR by classification, 2015 to 2016 5](#_Toc479850582)

[2. Key Remuneration Components 6](#_Toc479850583)

[2.1 Base Salary 6](#_Toc479850584)

[Figure 2.1: Median Base Salary by classification, 2015 and 2016 6](#_Toc479850585)

[Figure 2.2: Base Salary range by classification: Graduate to EL 1 7](#_Toc479850586)

[Figure 2.3: Base Salary range by classification: EL and SES 8](#_Toc479850588)

[Table 2.1: Base Salary by classification 9](#_Toc479850589)

[2.2 Total Remuneration Package 10](#_Toc479850590)

[Figure 2.4: Median Total Remuneration Package by classification, 2015 and 2016 10](#_Toc479850591)

[Figure 2.5: Total Remuneration Package range by classification: Graduate to  
EL 1 11](#_Toc479850592)

[Figure 2.6: Total Remuneration Package range by classification: EL and SES 12](#_Toc479850593)

[Table 2.2: Total Remuneration Package by classification 13](#_Toc479850594)

[2.3 Total Reward 14](#_Toc479850595)

[Figure 2.7: Median Total Reward by classification, 2015 and 2016 14](#_Toc479850596)

[Figure 2.8: Total Reward range by classification: Graduate to EL 1 15](#_Toc479850597)

[Figure 2.9: Total Reward range by classification: EL and SES 16](#_Toc479850598)

[Table 2.3: Total Reward by classification 17](#_Toc479850599)

[3. Features of Key Remuneration Components 19](#_Toc479850600)

[3.1 Comparison of Key Remuneration Components by Classification 19](#_Toc479850601)

[Table 3.1: Composition of median Total Reward by classification 20](#_Toc479850602)

[3.2 Motor Vehicle Allowances 21](#_Toc479850603)

[Figure 3.1: Proportion of SES employees who received a motor vehicle allowance, 2012 to 2016 21](#_Toc479850604)

[Table 3.2: Motor vehicle allowance by classification 22](#_Toc479850605)

[3.3 Performance Bonus 23](#_Toc479850606)

[Figure 3.2: Proportion of SES employees who received a performance bonus, 2012 to 2016 23](#_Toc479850607)

[Table 3.3: Performance bonus by classification 24](#_Toc479850608)

[3.4 Superannuation 25](#_Toc479850609)

[Figure 3.3: Employee superannuation fund by classification 25](#_Toc479850610)

[Table 3.4: Employees by classification and superannuation fund 26](#_Toc479850611)

[Table 3.5: Employees by superannuation fund and age group 27](#_Toc479850612)

[Table 3.6: Employer superannuation contribution as a proportion of Base Salary by classification 28](#_Toc479850613)

[Table 3.7: Employer superannuation contribution by classification 29](#_Toc479850614)

[4. Payments in Addition to Key Remuneration Components 31](#_Toc479850615)

[4.1 Acting Classification 31](#_Toc479850616)

[Table 4.1: Acting classification salary by acting classification 32](#_Toc479850617)

[4.2 Geographic/Locality Allowance 33](#_Toc479850618)

[Figure 4.2: Proportion of employees who received a geographic/locality allowance, 2012 to 2016 33](#_Toc479850619)

[Table 4.2: Geographic/locality allowance by classification 34](#_Toc479850620)

[4.3 Disability Allowance 35](#_Toc479850621)

[Figure 4.3: Proportion of employees who received a disability allowance, 2012 to 2016 35](#_Toc479850622)

[Table 4.3: Disability allowance by classification 36](#_Toc479850623)

[4.4 Additional Duties/Responsibilities Allowance 37](#_Toc479850624)

[Figure 4.4: Proportion of employees who received an additional duties/responsibilities allowance, 2012 to 2016 37](#_Toc479850625)

[Table 4.4: Additional duties/responsibilities allowance by classification 38](#_Toc479850626)

[5. Additional Information 39](#_Toc479850627)

[5.1 Employment Instrument 39](#_Toc479850628)

[Table 5.1: Employees by employment instrument and classification 40](#_Toc479850629)

[Table 5.2: Base Salary by primary employment instrument and classification 41](#_Toc479850630)

[5.2 Remuneration Data by Sex 43](#_Toc479850631)

[Table 5.3: Median Base Salary comparison by sex 43](#_Toc479850632)

[Table 5.4: Base Salary by classification and sex 44](#_Toc479850633)

[Table 5.5: Total Remuneration Package by classification and sex 45](#_Toc479850634)

[Table 5.6: Total Reward by classification and sex 46](#_Toc479850635)

[5.3 Employment Category 47](#_Toc479850636)

[Figure 5.1: Median Base Salary by employment category and classification 47](#_Toc479850637)

[Table 5.7: Base Salary by employment category and classification 48](#_Toc479850638)

[6. Historical Data 50](#_Toc479850639)

[Figure 6.1: Number of employees included in the APS Remuneration Report by year, 2007 to 2016 50](#_Toc479850640)

[Figure 6.2: Median Base Salary by classification: Graduate to EL 1, 2007 to 2016 51](#_Toc479850641)

[Figure 6.3: Median Base Salary by classification: EL and SES, 2007 to 2016 52](#_Toc479850642)

[Table 6.1: Median Base Salary by classification, 2007 to 2016 53](#_Toc479850643)

[Table 6.2: Percentage change in median Base Salary by classification group, 2007 to 2016 54](#_Toc479850644)

[Table 6.3: Percentage change in median TR by classification group, 2007 to 2016 54](#_Toc479850645)

[7. Remuneration Findings by Classification 55](#_Toc479850646)

[Table 7.1: Remuneration findings for Graduate 55](#_Toc479850647)

[Table 7.2: Remuneration findings for APS 1 56](#_Toc479850648)

[Table 7.3: Remuneration findings for APS 2 57](#_Toc479850649)

[Table 7.4: Remuneration findings for APS 3 58](#_Toc479850650)

[Table 7.5: Remuneration findings for APS 4 59](#_Toc479850651)

[Table 7.6: Remuneration findings for APS 5 60](#_Toc479850652)

[Table 7.7: Remuneration findings for APS 6 61](#_Toc479850653)

[Table 7.8: Remuneration findings for EL 1 62](#_Toc479850654)

[Table 7.9: Remuneration findings for EL 2 63](#_Toc479850655)

[Table 7.10: Remuneration findings for SES 1 64](#_Toc479850656)

[Table 7.11: Remuneration findings for SES 2 65](#_Toc479850657)

[Table 7.12: Remuneration findings for SES 3 66](#_Toc479850658)

[Appendixes 67](#_Toc479850659)

[A.1 Methodology 67](#_Toc479850660)

[A.2 Definitions 68](#_Toc479850661)

[A.3 APS Agencies and Entities Included in this Report 71](#_Toc479850662)

## Background

The APS Remuneration Report is an annual snapshot of remuneration across the whole Australian Public Service (APS). The 2016 report is based on data collected from all APS agencies as at 31 December 2016.

This report excludes employees engaged under s22(2)(c) of the *Public Service Act 1999* as intermittent and irregular staff and employees locally engaged under s74 of the Act. Employees on leave without pay and employees at the trainee/cadet classification are also excluded.

Agency Heads and public office holders are not covered as their remuneration is set by the Remuneration Tribunal.

Valid data was received for 2,565 Senior Executive Service (SES) employees and 137,320 non-SES employees.   
When considering the Report data, readers should note that the large agencies have a significant impact. The Department of Human Services, the Australian Taxation Office and the Department of Defence make up approximately 47.9% of the APS workforce and are influential on median figures.

2016 APS context

The APS experienced an increase in employee engagements in 2016. There were 11,192 ongoing employees engaged in the 2016 calendar year. This is up from 5,836 in 2015. Engagements in 2016 were higher than previous years, with 2,703 ongoing engagements in 2014, and 6,710 in 2013. [[1]](#footnote-1)  
  
Increases in employee engagements can affect median values. This is because newly engaged employees tend to commence on salaries at the bottom of their salary scale.

Enterprise Bargaining in the 2016 calendar year saw 37 new agreements made. As a number of these were voted up late in the year, it is unlikely that all of the first general wage increases were in pay systems by 31 December 2016.

APS Executive Remuneration Management

The *APS Executive Remuneration Management Policy* (<http://www.apsc.gov.au/publications-and-media/current-publications/executive-remuneration>) provides that total executive remuneration should not exceed 65 per cent of the lowest pay point of the Secretaries structure.

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

APS classifications

The classification system outlined in the *Public Service Classification Rules 2000* (the classification rules) (<https://www.legislation.gov.au/Details/F2014C01338>) is used to present the remuneration data.

A number of agencies use ‘local’ classifications in addition to the approved classification. The remuneration data for a local classification is included in the relevant APS classification to which it corresponds.

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

Methodology and Definitions

Information on the reporting methodology and structure is contained in the Appendices.

## 1. Executive Summary

From 2015 to 2016, the median Base Salary for non-SES classifications increased by 0.3%, while the median Base Salary for SES classifications increased by 2.3%. The overall median Base Salary movement for all APS employees was 0.3%.

The median is the midpoint of all values. The median Base Salary is affected by a number of factors including general salary increases, performance-based incremental advancements and employee mobility.

Enterprise Bargaining in the 2016 calendar year saw 37 new agreements voted up. As a number of these were voted up late in the year, it is unlikely that all of the first general wage increases were in pay systems by 31 December 2016.

Ongoing engagements increased from 5,836 in 2015, to 11,192 in 2016. Ongoing promotions also increased from 6,988 in 2015 to 12,786 in 2016. These increases can affect median values as newly engaged or promoted employees tend to commence of salaries at the bottom of their salary scale.

Figure 1.1 shows the year-on-year proportional change in median Base Salary for non-SES and SES employees over the past ten years. It shows that for non-SES classifications, while the median Base Salary remained stable in 2014 and 2015, this has been preceded by a decade of constant remuneration growth. There was a slight increase in 2016. SES classifications have had an increase in median Base Salary in both 2015 and 2016, after remaining stable in 2014. Further historical breakdown by classification is in *Section 6: Historical Data*.

At the SES classifications, the use of performance bonuses has continued to decline (see *Section 3.3: Performance Bonus* for details). The proportion of SES employees receiving a motor vehicle allowance remained steady with only a small reduction, from 67.8% to 67.5% (see *Section 3.2: Motor Vehicle Allowances* for details).

The median Base Salary for women, as a proportion of the median Base Salary for men, is between 97.1% at the SES 3 classification to 101.6% at the APS 6 classification. The median Base Salary for women is within 1% of the median Base Salary for men at eight classifications (see Table 5.4). Across the whole workforce, the average women’s Base Salary was 8.6% lower than the average men’s Base Salary.

Figure 1.1: Percentage change in median Base Salary by classification group, 2007 to 2016



Source: Table 6.2

Table 1.1: Summary of median key remuneration components

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **Classification** | **Base Salary  median** | **Base Salary  median movement 2015 to 2016** | **TRP median** | **TRP  median movement 2015 to 2016** | **TR median** | **TR median movement 2015 to 2016** |
|
|
|
| **$** | **%** | **$** | **%** | **$** | **%** |
| Graduate | 62,493 | 3.9 | 72,974 | 5.1 | 72,974 | 5.1 |
| APS 1 | 47,567 | -0.4 | 55,371 | 0.0 | 55,550 | -0.1 |
| APS 2 | 54,588 | 0.0 | 63,581 | 0.0 | 64,306 | 0.0 |
| APS 3 | 61,512 | 0.0 | 72,116 | 0.0 | 72,116 | -0.1 |
| APS 4 | 69,239 | 0.0 | 80,031 | -0.2 | 80,395 | 0.0 |
| APS 5 | 74,451 | 0.0 | 87,762 | 0.4 | 87,952 | 0.5 |
| APS 6 | 87,263 | 0.4 | 103,305 | 0.9 | 103,305 | 0.6 |
| EL 1 | 108,796 | 0.4 | 128,987 | 1.3 | 129,433 | 1.4 |
| EL 2 | 135,583 | 1.3 | 160,578 | 1.2 | 162,103 | 1.7 |
| SES 1 | 184,626 | 2.0 | 243,083 | 1.3 | 243,467 | 1.1 |
| SES 2 | 239,272 | 2.8 | 305,066 | 1.7 | 305,616 | 1.6 |
| SES 3 | 327,000 | 4.8 | 410,874 | 3.9 | 411,667 | 3.8 |

Note: Base Salary is the full time annualised salary, Total Remuneration Package (TRP) is Base Salary plus benefits, and Total Reward (TR) is TRP plus bonuses.

Figure 1.2: Percentage change in median Base Salary by classification, 2015 to 2016



Source: Table 2.1

Figure 1.3: Percentage change in median TRP by classification, 2015 to 2016



Source: Table 2.2

Figure 1.4: Percentage change in median TR by classification, 2015 to 2016



Source: Table 2.3

## 2. Key Remuneration Components

The key remuneration components reported in this section are Base Salary, Total Remuneration Package (Base Salary plus benefits), and Total Reward (Total Remuneration Package plus bonuses). To gain a complete understanding of APS remuneration, all elements of the key remuneration components need to be considered. The Total Reward (TR) provides the most complete overall remuneration information as it includes Base Salary and Total Remuneration Package (TRP) as component parts.

2.1 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.

In 2016, the overall median Base Salary increase was 0.3%. The median Base Salary increase at the non-SES classifications was 0.3% and the median Base Salary increase at the SES classifications was 2.3%.

Table 2.1 provides the 2015 and 2016 median Base Salaries. The greatest increase in median Base Salary was at the SES 3 classification with a 4.8% increase. The lowest median movement from 2015 to 2016 was a decrease of 0.4% at the APS 1 classification.

A result of low employee mobility over the last few years is that a large proportion of APS employees are remaining at the same classification in the same agency. When employees remain at the same classification for long periods, they are likely to have advanced through the salary scale and reached the top for their classification. The median length at level for ongoing APS employees in 2016 was 6.4 years; this figure has steadily increased since 2008, when the median length at level was 3.2 years.

It is standard practice for newly engaged and promoted employees to commence on salaries at or near the bottom of their salary pay range. The increase in engagements in 2016 compared with 2015 is likely to have influenced the average salary at the APS 3 to APS 6 classifications.

At the SES classifications, mobility is likely to have influenced the median movement. This includes both new engagements and movements to a new agency.

Figure 2.1: Median Base Salary by classification, 2015 and 2016

Source: Table 2.1



Figure 2.2: Base Salary range by classification: Graduate to EL 1

Source: Table 2.1



Note: Refer to *Section 7: Remuneration Findings by Classification* for the minimum and maximum values for each classification.

Note: Refer to *Appendix A.2* for notes on interpreting box plots.

Figure 2.3: Base Salary range by classification: EL and SES

Source: Table 2.1



Note: Refer to *Section 7: Remuneration Findings by Classification* for the minimum and maximum values for each classification.

Note: Refer to *Appendix A.2* for notes on interpreting box plots.

Table 2.1: Base Salary by classification

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  | **Employees** | | **P5** | | **Q1** | | **Median** | | | **Q3** | | **P95** | | **Average** | | |
| **Classification** | **2015** | **2016** | **2015** | **2016** | **2015** | **2016** | **2015** | **2016** | **change** | **2015** | **2016** | **2015** | **2016** | **2015** | **2016** | **change** |
|  | **n** | **n** | **$** | **$** | **$** | **$** | **$** | **$** | **%** | **$** | **$** | **$** | **$** | **$** | **$** | **%** |
| Graduate | 1,159 | 1,337 | 53,652 | 56,319 | 57,513 | 59,238 | 60,158 | 62,493 | 3.9 | 63,236 | 63,322 | 69,456 | 69,210 | 60,442 | 61,934 | 2.5 |
| APS 1 | 804 | 649 | 39,144 | 39,144 | 43,216 | 43,216 | 47,736 | 47,567 | -0.4 | 48,533 | 48,533 | 49,697 | 49,697 | 45,953 | 45,850 | -0.2 |
| APS 2 | 3,265 | 2,854 | 48,525 | 49,013 | 51,308 | 51,626 | 54,588 | 54,588 | 0.0 | 55,096 | 55,096 | 56,435 | 56,435 | 53,533 | 53,709 | 0.3 |
| APS 3 | 15,493 | 15,669 | 55,511 | 55,553 | 59,933 | 57,965 | 61,512 | 61,512 | 0.0 | 62,492 | 62,492 | 62,560 | 63,095 | 60,696 | 60,316 | -0.6 |
| APS 4 | 29,181 | 28,458 | 62,493 | 62,493 | 66,987 | 66,904 | 69,239 | 69,239 | 0.0 | 69,239 | 69,239 | 70,144 | 70,144 | 68,122 | 68,065 | -0.1 |
| APS 5 | 19,835 | 20,254 | 69,395 | 69,238 | 72,856 | 72,856 | 74,451 | 74,451 | 0.0 | 75,208 | 76,404 | 76,624 | 78,451 | 74,256 | 74,538 | 0.4 |
| APS 6 | 30,673 | 32,176 | 78,842 | 78,054 | 85,301 | 85,418 | 86,923 | 87,263 | 0.4 | 89,217 | 89,217 | 90,890 | 92,542 | 86,869 | 87,173 | 0.3 |
| EL 1 | 24,782 | 24,626 | 101,278 | 100,120 | 106,301 | 106,719 | 108,382 | 108,796 | 0.4 | 108,796 | 111,427 | 115,778 | 117,885 | 108,160 | 109,043 | 0.8 |
| EL 2 | 11,335 | 11,297 | 122,032 | 120,128 | 131,524 | 132,053 | 133,905 | 135,583 | 1.3 | 138,290 | 140,471 | 151,097 | 152,523 | 136,322 | 137,375 | 0.8 |
| SES 1 | 1,897 | 1,941 | 159,125 | 161,000 | 173,519 | 174,202 | 181,006 | 184,626 | 2.0 | 195,474 | 201,447 | 215,662 | 219,975 | 185,092 | 188,974 | 2.1 |
| SES 2 | 528 | 515 | 208,711 | 210,334 | 223,363 | 228,838 | 232,644 | 239,272 | 2.8 | 251,534 | 259,114 | 277,897 | 284,621 | 238,674 | 245,340 | 2.8 |
| SES 3 | 113 | 109 | 275,000 | 282,095 | 293,097 | 304,542 | 312,000 | 327,000 | 4.8 | 336,448 | 350,000 | 380,692 | 401,646 | 319,884 | 334,891 | 4.7 |
| Total | 139,065 | 139,885 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |

2.2 Total Remuneration Package

Total Remuneration Package (TRP) includes Base Salary plus:

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

In essence, TRP covers Base Salary plus benefits. It excludes bonuses and shift and overtime payments. These payments are included in Total   
Reward (TR).

The overall movement in median TRP across all classifications from 2015 to 2016 was an increase of 0.6%. The non-SES classifications median TRP increased by 0.6%, and the SES classifications median TRP increased by 1.5%.

The Graduate classification saw the greatest increase in median TRP with a 5.1% increase from 2015. The key contributor to this is the increase in median Base Salary of 3.9%. The second greatest increase in median TRP was 3.9%, at the SES 3 classification.

The lowest median TRP change was at the APS 4 classification, with a 0.2% decrease from 2015 to 2016.

As demonstrated in Table 3.1, Base Salary makes up around 85% of the TR received by employees at the non-SES classifications. The key benefit received by non-SES employees in these classifications is the employer superannuation contribution which is primarily calculated on Base Salary. Normally the main contributor to TRP movement is Base Salary movement.

Figure 2.4: Median Total Remuneration Package by classification, 2015 and 2016



Source: Table 2.2

Figure 2.5: Total Remuneration Package range by classification: Graduate to EL 1

Source: Table 2.2



Note: Refer to *Section 7: Remuneration Findings by Classification* for the minimum and maximum values for each classification.

Note: Refer to *Appendix A.2* for notes on interpreting box plots.

Figure 2.6: Total Remuneration Package range by classification: EL and SES

Source: Table 2.2



Note: Refer to *Section 7: Remuneration Findings by Classification* for the minimum and maximum values for each classification.

Note: Refer to *Appendix A.2* for notes on interpreting box plots.

Table 2.2: Total Remuneration Package by classification

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  | **Employees** | | **P5** | | **Q1** | | **Median** | | | **Q3** | | **P95** | | **Average** | | |
| **Classification** | **2015** | **2016** | **2015** | **2016** | **2015** | **2016** | **2015** | **2016** | **change** | **2015** | **2016** | **2015** | **2016** | **2015** | **2016** | **change** |
|  | **n** | **n** | **$** | **$** | **$** | **$** | **$** | **$** | **%** | **$** | **$** | **$** | **$** | **$** | **$** | **%** |
| Graduate | 1,159 | 1,337 | 62,084 | 65,218 | 66,813 | 68,817 | 69,422 | 72,974 | 5.1 | 72,974 | 73,806 | 78,820 | 78,808 | 69,906 | 71,725 | 2.6 |
| APS 1 | 804 | 649 | 45,172 | 45,554 | 50,428 | 49,919 | 55,371 | 55,371 | 0.0 | 57,155 | 57,997 | 60,007 | 60,939 | 53,995 | 53,986 | 0.0 |
| APS 2 | 3,265 | 2,854 | 56,196 | 57,032 | 59,699 | 59,699 | 63,581 | 63,581 | 0.0 | 65,233 | 66,143 | 68,268 | 69,220 | 62,716 | 63,336 | 1.0 |
| APS 3 | 15,493 | 15,669 | 64,108 | 64,108 | 69,876 | 67,128 | 72,116 | 72,116 | 0.0 | 74,665 | 74,678 | 79,781 | 77,646 | 71,906 | 71,220 | -1.0 |
| APS 4 | 29,181 | 28,458 | 72,117 | 72,117 | 78,804 | 78,097 | 80,152 | 80,031 | -0.2 | 82,741 | 82,741 | 84,954 | 85,127 | 80,195 | 80,080 | -0.1 |
| APS 5 | 19,835 | 20,254 | 80,361 | 80,082 | 85,778 | 85,351 | 87,417 | 87,762 | 0.4 | 89,874 | 90,330 | 93,654 | 94,114 | 87,550 | 87,751 | 0.2 |
| APS 6 | 30,673 | 32,176 | 91,060 | 90,626 | 99,944 | 99,749 | 102,361 | 103,305 | 0.9 | 106,285 | 106,614 | 110,230 | 111,134 | 102,270 | 102,657 | 0.4 |
| EL 1 | 24,782 | 24,626 | 116,875 | 115,770 | 124,647 | 124,246 | 127,269 | 128,987 | 1.3 | 129,753 | 131,645 | 138,823 | 139,349 | 127,594 | 128,567 | 0.8 |
| EL 2 | 11,335 | 11,297 | 143,006 | 140,453 | 154,526 | 154,635 | 158,707 | 160,578 | 1.2 | 166,425 | 168,072 | 184,348 | 189,603 | 161,899 | 163,568 | 1.0 |
| SES 1 | 1,897 | 1,941 | 208,308 | 212,628 | 225,976 | 228,132 | 239,880 | 243,083 | 1.3 | 249,893 | 254,348 | 268,400 | 272,895 | 238,782 | 242,658 | 1.6 |
| SES 2 | 528 | 515 | 263,682 | 270,789 | 284,069 | 290,186 | 299,878 | 305,066 | 1.7 | 312,235 | 320,031 | 344,792 | 351,493 | 301,742 | 308,256 | 2.2 |
| SES 3 | 113 | 109 | 343,294 | 346,003 | 371,612 | 384,662 | 395,599 | 410,874 | 3.9 | 412,038 | 428,400 | 450,739 | 475,575 | 395,842 | 412,722 | 4.3 |
| Total | 139,065 | 139,885 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |

2.3 Total Reward

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

* individual performance bonus;
* retention bonus; and
* whole-of-agency or group bonuses.

Median performance bonuses in 2016 ranged from $725 at the APS 1-4 classifications to $30,518 at the SES 3 classification.

The overall movement in median TR across all classifications from 2015 to 2016 was an increase of 0.6%. The non-SES classifications median TR increased by 0.6%, and the SES classifications median TR increased by 1.3%.

The Graduate classification saw the greatest increase in median TR with an increase of 5.1% from 2015. The SES 3 classification recorded the second highest increase in median TR with an increase of 3.8%.

The APS 1 and APS 3 classifications showed the greatest decrease of median TR, with a decrease of 0.1%.

Figure 2.7: Median Total Reward by classification, 2015 and 2016

Source: Table 2.3



Figure 2.8: Total Reward range by classification: Graduate to EL 1

Source: Table 2.3



Note: Refer to *Section 7: Remuneration Findings by Classification* for the minimum and maximum values for each classification.

Note: Refer to *Appendix A.2* for notes on interpreting box plots.

Figure 2.9: Total Reward range by classification: EL and SES

Source: Table 2.3



Note: Refer to *Section 7: Remuneration Findings by Classification* for the minimum and maximum values for each classification.

Note: Refer to *Appendix A.2* for notes on interpreting box plots.

Table 2.3: Total Reward by classification

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

## Features of Key Remuneration Components

3.1 Comparison of Key Remuneration Components by Classification

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

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

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

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

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

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

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

Table 3.1: Composition of median Total Reward by classification

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

3.2 Motor Vehicle Allowances

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

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

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

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

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

Source: Remuneration Survey data, 2012 to 2016



Table 3.2: Motor vehicle allowance by classification

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

3.3 Performance Bonus

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

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

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

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

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

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

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

Source: Remuneration Survey data, 2012 to 2016



Table 3.3: Performance bonus by classification

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

3.4 Superannuation

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

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

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

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

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

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

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

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

Figure 3.3: Employee superannuation fund by classification

Source: Table 3.4



Table 3.4: Employees by classification and superannuation fund

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

Table 3.5: Employees by superannuation fund and age group

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

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

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

Table 3.7: Employer superannuation contribution by classification

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

## 4. Payments in Addition to Key Remuneration Components

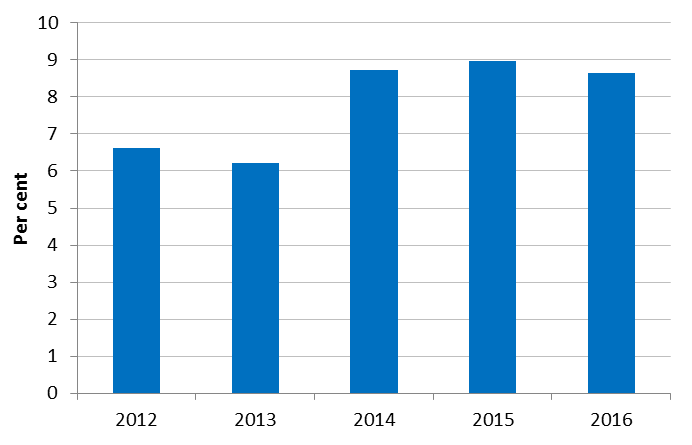
The following section provides information on payments that are not discussed in the preceding sections on Base Salary, Total Remuneration Package or Total Reward. They are reflective of situations outside the standard parameters and include remuneration for taking on higher or additional duties and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

4.1 Acting Classification

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

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

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



Source: Remuneration Survey data, 2012 to 2016

Table 4.1: Acting classification salary by acting classification

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

4.2 Geographic/Locality Allowance

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

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

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

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

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

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

Source: Remuneration Survey data, 2012 to 2016



Table 4.2: Geographic/locality allowance by classification

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

4.3 Disability Allowance

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

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

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

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

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

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

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

Source: Remuneration Survey data, 2012 to 2016



Table 4.3: Disability allowance by classification

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

4.4 Additional Duties/Responsibilities Allowance

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

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

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

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

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

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

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

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

Source: Remuneration Survey data, 2012 to 2016



Table 4.4: Additional duties/responsibilities allowance by classification

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

## 5. Additional Information

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

5.1 Employment Instrument

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

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

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

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

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

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

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

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

Table 5.1: Employees by employment instrument and classification

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

Table 5.2: Base Salary by primary employment instrument and classification

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

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

5.2 Remuneration Data by Sex

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

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

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

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

Table 5.3: Median Base Salary comparison by sex

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

Source: Table 5.4

Table 5.4: Base Salary by classification and sex

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

Table 5.5: Total Remuneration Package by classification and sex

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

Table 5.6: Total Reward by classification and sex

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

5.3 Employment Category

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

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

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

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

Figure 5.1: Median Base Salary by employment category and classification

Source: Table 5.7



Table 5.7: Base Salary by employment category and classification

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

Note: OG = Ongoing employees

NOG = Non-ongoing employees (excludes casuals)

## 6. Historical Data

The following section provides historical data on the:

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

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

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

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

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

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

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

Source: Remuneration Survey data, 2007 to 2016



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



Source: Table 6.1

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



Source: Table 6.1

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

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

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

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

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

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

## 7. Remuneration Findings by Classification

Table 7.1: Remuneration findings for Graduate

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

Table 7.2: Remuneration findings for APS 1

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

Table 7.3: Remuneration findings for APS 2

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

Table 7.4: Remuneration findings for APS 3

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

Table 7.5: Remuneration findings for APS 4

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

Table 7.6: Remuneration findings for APS 5

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

Table 7.7: Remuneration findings for APS 6

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

Table 7.8: Remuneration findings for EL 1

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

Table 7.9: Remuneration findings for EL 2

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

Table 7.10: Remuneration findings for SES 1

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

Table 7.11: Remuneration findings for SES 2

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

Table 7.12: Remuneration findings for SES 3

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

## Appendixes

A.1 Methodology

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

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

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

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

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

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

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

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

A.2 Definitions

**n**

n is the number of employees.

**Average**

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

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

**P5**

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

**Q1**

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

**Median**

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

**Q3**

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

**P95**

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

Example: values ranging from 1 to 20 inclusive

Median

Mean

(10.5)

Min

(1)

Max

(20)

Q1

(5.5)

Q3

(15.5)

P5

(1.5)

P95

(19.5)

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

**Base Salary**

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

**Total Remuneration Package (TRP)**

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

TRP = Base Salary

+ Agency superannuation contribution

+ Motor vehicle cost/EVS

+ Cash in lieu of motor vehicle

+ Motor vehicle parking

+ Other benefits

+ Other supplementary payments not otherwise described

**Total Reward (TR)**

TR is defined as being TRP plus bonuses.

TR = TRP

+ Actual performance bonus paid in previous 12 months

+ Actual retention bonus payments paid in previous 12 months

+ Productivity bonus

+ Sign on bonuses

+ Group or whole of agency performance bonus and allowances

**Total Rewards plus Allowances (TR+A)**

TR+A is defined as being TR plus allowances.

TR+A = TR

+ Additional duties/responsibilities allowances

+ Qualifications and/or skills based allowances

+ Market related allowances, specific job

+ Market related allowances, specific individual

+ Superannuation allowances

+ Income maintenance allowance

+ Hours of duty allowances

+ Expense allowances

+ Geographic/locality allowances

+ Disability allowances

+ Health and lifestyle allowances

+ Individual performance related allowances

+ Annual leave loading

**How to read a box plot:**

2015

2016

P95

Q3

Median

Q1

P5

90% of the data values

50% of the data values

20% of the data values

20% of the data values

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

A.3 APS Agencies and Entities Included in this Report

|  |  |  |
| --- | --- | --- |
| Aboriginal Hostels Limited |  | Australian Public Service Commission |
| Administrative Appeals Tribunal |  | Australian Radiation Protection & Nuclear Safety Agency |
| Agriculture and Water Resources |  | Australian Research Council |
| Asbestos Safety and Eradication Agency |  | Australian Securities and Investments Commission |
| Attorney-General's |  | Australian Skills Quality Authority |
| Australian Aged Care Quality Agency |  | Australian Sports Anti-Doping Authority |
| Australian Antarctic Division |  | Australian Taxation Office |
| Australian Building and Construction Commission |  | Australian Trade Commission |
| Australian Bureau of Statistics |  | Australian Transaction Reports and Analysis Centre |
| Australian Centre for International Agricultural Research |  | Australian Transport Safety Bureau |
| Australian Commission for Law Enforcement Integrity |  | Australian War Memorial |
| Australian Commission on Safety and Quality in Health Care |  | Bureau of Meteorology |
| Australian Communications and Media Authority |  | Cancer Australia |
| Australian Competition Consumer Comm. |  | Clean Energy Regulator |
| Australian Criminal Intelligence Commission |  | Climate Change Authority |
| Australian Digital Health Agency |  | Comcare |
| Australian Electoral Commission |  | Commonwealth Grants Commission |
| Australian Financial Security Authority |  | Commonwealth Ombudsman |
| Australian Fisheries Management Authority |  | Communications and the Arts |
| Australian Government Solicitor |  | Defence |
| Australian Human Rights Commission |  | Defence Housing Australia |
| Australian Inst. of Aboriginal and Torres Strait Islanders Studies |  | Digital Transformation Office |
| Australian Institute of Family Studies |  | Director of Public Prosecutions |
| Australian Institute of Health and Welfare |  | Education and Training |
| Australian Law Reform Commission |  | Employment |
| Australian National Audit Office |  | Environment |
| Australian National Maritime Museum |  | Fair Work Commission |
| Australian Office of Financial Management |  | Family Court and Federal Circuit Court |
| Australian Pesticides and Veterinary Medicines Authority |  | Federal Court Statutory Agency |
| Finance |  | National Portrait Gallery |
| Food Standards Australia New Zealand |  | National Science and Technology Centre (Questacon) |
| Foreign Affairs and Trade |  | Office of Gene Tech Regulator & NICNAS |
| Future Fund Management Agency |  | Office of Inspector-General of Intelligence and Security |
| Geoscience Australia |  | Office of National Assessments |
| Great Barrier Reef Marine Park Authority |  | Office of Parliamentary Counsel |
| Health |  | Office of the Australian Information Commissioner |
| Human Services |  | Office of the Fair Work Ombudsman |
| Immigration and Border Protection |  | Office of the Inspector-General of Taxation |
| Industry, Innovation and Science |  | Old Parliament House |
| Infrastructure and Regional Development |  | Organ and Tissue Authority |
| IP Australia |  | Prime Minister and Cabinet |
| Murray-Darling Basin Authority |  | Productivity Commission |
| National Archives of Australia |  | Professional Services Review |
| National Blood Authority |  | Royal Australian Mint |
| National Capital Authority |  | Safe Work Australia |
| National Disability Insurance Agency |  | Screen Australia |
| National Film and Sound Archive |  | Social Services |
| National Health and Medical Research Council |  | Tertiary Education Quality and Standards Agency |
| National Health Funding Body |  | Therapeutic Goods Administration |
| National Library of Australia |  | Torres Strait Regional Authority |
| National Mental Health Commission |  | Treasury |
| National Museum of Australia |  | Veterans' Affairs |
| National Offshore Petroleum Safety and Environmental Management Authority |  | Workplace Gender Equality Agency |

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

1. http://www.apsc.gov.au/about-the-apsc/parliamentary/aps-statistical-bulletin/december-2016 [↑](#footnote-ref-1)