

Australian Public Service

**Remuneration Report 2019**

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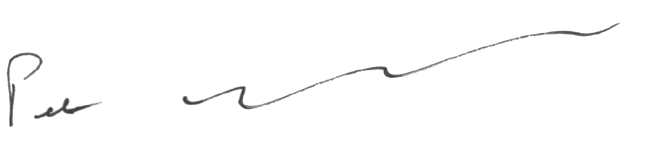
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**Foreword**

The Australian Public Service (APS) Remuneration Report 2019 presents a summary of remuneration paid to APS employees under the *Public Service Act 1999* as at

31 December 2019. The report provides APS agencies with data that informs their remuneration practices.

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



Peter Woolcott AO

Australian Public Service Commissioner September 2020

16,388

**Graduates, APS 1-6 EL**

**SES**

7,900

8,361

178

4,730

114

2015

2016

2017

2018

2019

**Headcount of employees with performance bonuses**

Note: APS 4–APS 6 and EL 1 employees make up 78% of the APS workforce.

**Average Base Salary comparison by gender**

64,534

(46.4%)

59,877

(43.1%)

65,059

(48.8%)

49,108

(36.8%)

**Other PSSAP PSS CSS**

9,646

(6.9%)

5,008

(3.6%)

17,139

(12.9%)

2,050

(1.5%)

2015 2016 2017 2018 2019

**Super fund membership trends**

9.1%

8.6%

8.4%

7.8%

7.3%

2015

2016

2017

2018

2019

**Average gender pay gap trends, 2015 to 2019**

Percentage gap

Headcount (% of total)

Headcount

# APS remuneration



**Percentage change in Base Salary**

3.4%

**non–SES**

**SES**

1.4%

1.1%

0.1%

2015

2016

2017

2018

2019

at a glance 2019

\*Median weighted increase 2018 to 2019

**All remuneration components\***

Percentage change

|  |  |  |  |
| --- | --- | --- | --- |
| **Classification** | **non-SES** | **SES** | **ALL** |
| Base Salary | 1.1% | 3.4% | 1.2% |
| Total Rem. Package | 1.5% | 1.9% | 1.5% |
| Total Reward | 1.4% | 1.7% | 1.4% |

|  |  |  |  |
| --- | --- | --- | --- |
| **Classification** | **Gender** | **Average Base Salary** | **%**  **difference between genders** |
| APS 4 | Female | $71,868 | 0.0% |
|  | Male | $71,862 |  |
| APS 5 | Female | $78,653 | -0.2% |
|  | Male | $78,516 |  |
| APS 6 | Female | $91,598 | 0.3% |
|  | Male | $91,828 |  |
| EL 1 | Female | $114,325 | 0.6% |
|  | Male | $114,991 |  |

# Executive summary

## Key findings for 2019:

* In 2019 the median weighted1 Base Salary across the APS increased by 1.2%. This reflects weighted increases of 1.1% for non-Senior Executive Service (SES) employees and 3.4% for SES employees.
* Median weighted Total Reward increased by 1.4% for non-SES employees and 1.7% for SES employees. The closer alignment between non-SES and SES Total Reward increases, compared with Base Salary increases, demonstrates the impact of repackaging of motor vehicle related allowances into SES Base Salaries.
* For the majority of classification levels, there was less than a 1% difference between male and female median Base Salaries at the same classification. The difference in overall average remuneration between genders has decreased from 7.8% in 2018 to 7.3% in 2019. Increased female representation at senior classifications has supported this change.
* 13,205 employees received performance bonuses representing 9.9% of all employees, down from 11.5% of employees in 2018. The number of SES employees paid performance bonuses remained steady between 2018 and 2019, but has declined in every other year since 2015.
* 10,824 employees had their salary set in a determination made under the

*Public Service Act 1999* while continuing to receive other terms and conditions provided by an enterprise agreement that has passed its nominal expiry date. This number continues to increase as more agencies and employees have opted for determinations to provide wage increases rather than bargaining new enterprise agreements.

## Influences on the 2019 results:

* Large agencies have a substantial impact on remuneration. Services Australia (formerly the Department of Human Services), the Australian Taxation Office, the Department of Defence and the Department of Home Affairs make up approximately 55% of the APS population and are influential on median figures.
* Similarly, the majority of employees are employed across the APS 1-6 classifications, with more than half of those between the APS 4 and APS 6 levels. In contrast, SES account for only 2% of all employees and have minimal influence on medians.
* Most non-SES employees are covered by enterprise agreements that deliver average 2% per annum general wage increases over three years. The majority of enterprise agreements that commenced in 2017, including for the three largest agencies, provided for wage increases of 5%, of a total 6%, within the first two years. This resulted in wage increases of 1% for the majority of APS employees in 2019.

1For the purposes of comparisons between non-SES and SES employees, medians are adjusted to account for the number of employees at each level. These are referred to throughout the report as ‘weighted’ medians. For further explanation on weighted medians refer to Appendix A.2.

* SES employees are generally employed under individual arrangements negotiated between an agency and an individual. Given the small size of the SES cohort there are a range of factors that can have a prominent effect on remuneration change.

In 2019 the continued repackaging of motor vehicle related allowances into base salary has influenced median increases.

* It should be noted that the impact of the Australian Government’s SES wage increase pause and six month deferral of non-SES wage increases will not become apparent until next year.

**Chapter 1:** Introduction

## Purpose

The Australian Public Service (APS) Remuneration Report provides an annual snapshot of remuneration across the APS. The purpose of the report is to document remuneration trends based on data collected from APS agencies as at 31 December 2019. This report is available in HTML and PDF versions and can be downloaded from the Australian Public Service Commission’s (APSC) website at: [www.apsc.gov.au/remuneration-reports](https://www.apsc.gov.au/remuneration-reports)

## Inclusions and exclusions

This report covers employees engaged under the *Public Service Act 1999*, including Graduate employees.

Casual employees, locally-engaged staff, employees on leave without pay, and those classified as Trainees or Cadets are excluded. Agency Heads and public office holders are also excluded as their remuneration is set by the Remuneration Tribunal.

Valid data for the 2019 report was received for 133,356 APS employees. 2,698 were Senior Executive Service (SES) and 130,658 were non-SES employees.

For further information on the size and shape of the APS as at 31 December 2019, see: <https://www.apsc.gov.au/aps-data-release-and-statistical-bulletins>

## Executive remuneration management policy

The APS Executive Remuneration Management Policy provides that total remuneration should not exceed 65% of the lowest pay point of the Secretaries structure. The policy applies to all classifications. For details see: [https://www.apsc.gov.au/executive-](https://www.apsc.gov.au/executive-remuneration-management-policy) [remuneration-management-policy](https://www.apsc.gov.au/executive-remuneration-management-policy)

The APS Commissioner can approve remuneration above this point where compelling circumstances apply.

## APS classifications

This report presents remuneration data using the classification system outlined in the

*Public Service Classification Rules 2000:* [www.legislation.gov.au/Details/F2014C01338](https://www.legislation.gov.au/Details/F2014C01338)

A number of agencies use ‘local’ classifications in addition to the approved

APS classifications. Remuneration data for local classifications has been assigned to the corresponding APS classification for the purposes of this report.

## Workplace Bargaining Policy

APS agencies negotiate their own workplace arrangements within a policy framework established by the Australian Government. During the coverage period of this report, the *Workplace Bargaining Policy 2018* allowed for remuneration increases up to an average of 2% per annum.

**Chapter 2:** Remuneration components

The key remuneration components covered by this report are Base Salary, Total Remuneration Package (TRP), Total Reward (TR), and allowances.

## Base Salary

Base Salary is an employee’s full time equivalent annualised salary. It includes salary sacrifice amounts such as pre-tax employee superannuation contributions made via salary sacrifice arrangements.

## Total Remuneration Package

TRP incorporates Base Salary plus benefits. Benefits include: employer superannuation contribution, motor vehicle cost, executive vehicle scheme, cash in lieu of motor vehicle, motor vehicle parking, personal benefits and other supplementary payments.

## Total Reward

TR represents the full remuneration amount for each employee, less allowances. TR is the sum of TRP (Base Salary plus benefits) plus bonuses. Bonuses include: individual performance, retention, sign-on, productivity, and performance by the employee’s group or their whole agency.

## Allowances

Allowances are payments that sit outside of TR as TR plus allowances. They cover payments for working conditions, qualifications and work-related expenses. The availability of, and eligibility for, allowances depends on specific conditions provided under an employee’s employment instrument, and particular circumstances of positions.

## Movement in remuneration components

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

The population of each classification also affects the impact of overall percentage changes. This is particularly evident in classifications with a small population such as the APS 1, APS 2, Graduate and SES classifications. Remuneration movements in these classifications will be more heavily influenced by changes in headcount than other classifications.

Figure 2.1 shows the annual proportional change in median weighted Base Salaries for non-SES and SES employees over the last five years. This measure weights the average headcount in consecutive years upon the median Base Salary.

-1.9%

0.1%

0.1%

2.2%

1.3%

2.6%

2.0%

1.0%

1.0%

1.0%

1.0%

1.0%

1.1%

1.0%

1.4%

1.1%

1.0%

1.5%

1.3%

1.3%

1.3%

1.2%

3.2%

1.4%

1.5%

3.4%

2.2%

2.2%

3.5%

2.2%

1.6%

Median Base Salaries increased across all classifications in 2019, except the APS 1 classification. Base Salary increases for non-SES classifications have been influenced by general wage increases in enterprise agreements. Base Salary increases for SES were higher than for non-SES classifications. SES increases have been influenced by

a repackaging of benefits into Base Salary for some employees.

Figure 2.2 shows the movement in median remuneration components from 2018 to 2019. There were increases across all components in each classification, except



**Figure 2.1 Percentage change in Base Salary by classification group**

3.4%

**non–SES**

**SES**

1.4%

1.1%

0.1%

2015

2016

2017

2018

2019

Percentage change

the APS 1 classification which had a decrease in Base Salary. Movement in SES TRP and TR was more modest than SES Base Salary, suggesting a trend of repackaging remuneration components.

**Figure 2.2 Percentage change in median remuneration components (2018 – 2019)**

Grad. APS 1 APS 2 APS 3 APS 4 APS 5 APS 6 EL 1 EL 2 SES 1 SES 2 SES 3

**Base Salary TRP TR**

5.4%

5.2%

5.2%

3.8%

3.9%

**Chapter 3:** Base Salary

Base Salary is an employee’s full time equivalent annualised salary. It includes salary sacrifice amounts such as pre-tax employee superannuation contributions made via salary sacrifice arrangements. It excludes bonuses and other benefits.

The weighted Base Salary median increase from 2018 to 2019 was 1.2% for the whole of APS, which reflects weighted increases of 1.1% for non-SES employees and 3.4% for SES.

The median increase in Base Salary across all classifications was 3.7% from 2018 to 2019 (Table 3.1).

The greatest increase in median Base Salary was at the Graduate classification level with a 5.4% increase. The lowest median movement was the APS 1 classification which decreased by 1.9%.

Most APS and EL classifications increased between 1% and 1.3%. The most substantial influence on non-SES Base Salaries in 2019 was the frontloading of wage increases in enterprise agreements that commenced in 2017. Australian Government policy allows for enterprise agreements to provide general wage increases averaging up to 2% per annum over three years. The majority of agencies that had an enterprise agreement commencing in 2017 provided for wage increases of 5%, of a total 6%, within the first two years. This included the three largest agencies, Services Australia, the Department of Defence and the Australian Taxation Office. Further, employees in the Department

of Home Affairs (another large agency) did not receive a wage increase in 2019. (These employees received a wage increase in June 2018 and February 2020 through a Workplace Determination established by the Fair Work Commission.) These factors resulted in general wage increases of 1% (or less) for the majority of non-SES employees in 2019.

SES median Base Salaries increased between 3.2% and 3.5% in 2019. The factors contributing to increases in SES Base Salaries include, but are not limited to, the following:

* A continued move to roll motor vehicle related allowances into Base Salary for some employees. In 2019 the proportion of SES employees receiving a motor vehicle related allowance continued to decrease, dropping by approximately 10% from the previous year. This trend suggests a repackaging of motor vehicle related allowances into Base Salary for SES employees. This is supported by the fact that Base Salary movement for all SES classifications has been higher than movement in Total Remuneration Package and Total Reward. A similar pattern occurred in 2018

where the weighted SES Base Salary increase (3.8%) was much higher than increases in other remuneration components. Since 2017 the proportion of SES receiving a motor vehicle related allowance has dropped from 70% to 50% of SES employees.

* Increases in numbers of SES employees at agencies paying above the APS median relative to agencies paying below the median.
* Most SES are employed under individual workplace arrangements that are negotiated between the agency and the employee.
* Agencies have different remuneration policy frameworks. For example, some agencies have increment structures for the SES, while others do not.

**Table 3.1 Base Salary by classification, 2018 and 2019**

|  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  | **P5** | | **Q1** | | **Median** | | **%**  **change** | **Q3** | | **P95** | |
| **2018** | **2019** | **2018** | **2019** | **2018** | **2019** |  | **2018** | **2019** | **2018** | **2019** |
| **Grad.** | $59,376 | $59,970 | $60,013 | $61,825 | $63,030 | $66,443 | 5.4% | $66,436 | $67,190 | $69,331 | $73,086 |
| **APS 1** | $40,625 | $43,468 | $45,402 | $44,313 | $49,460 | $48,521 | -1.9% | $50,989 | $51,499 | $52,256 | $53,052 |
| **APS 2** | $49,321 | $50,842 | $53,783 | $55,805 | $56,694 | $57,925 | 2.2% | $57,884 | $58,463 | $59,606 | $60,202 |
| **APS 3** | $58,322 | $57,777 | $62,192 | $63,010 | $63,952 | $64,799 | 1.3% | $65,655 | $66,312 | $66,041 | $66,701 |
| **APS 4** | $65,656 | $66,313 | $69,580 | $69,711 | $72,531 | $73,256 | 1.0% | $72,744 | $73,472 | $74,008 | $74,748 |
| **APS 5** | $72,686 | $73,413 | $75,770 | $76,040 | $78,092 | $78,873 | 1.0% | $79,365 | $80,674 | $80,987 | $82,443 |
| **APS 6** | $81,176 | $82,219 | $88,713 | $89,915 | $91,238 | $92,150 | 1.0% | $93,732 | $94,670 | $95,809 | $97,725 |
| **EL 1** | $104,177 | $104,228 | $110,014 | $111,595 | $113,866 | $115,005 | 1.0% | $114,624 | $116,871 | $121,860 | $122,855 |
| **EL 2** | $123,872 | $126,041 | $135,939 | $137,242 | $140,680 | $142,556 | 1.3% | $144,912 | $147,250 | $158,743 | $160,330 |
| **SES 1** | $168,861 | $171,917 | $187,276 | $192,085 | $196,609 | $202,910 | 3.2% | $212,948 | $218,775 | $233,094 | $240,045 |
| **SES 2** | $215,001 | $223,981 | $237,786 | $244,065 | $256,491 | $265,091 | 3.4% | $272,647 | $283,460 | $298,762 | $306,686 |
| **SES 3** | $304,918 | $303,539 | $330,203 | $336,738 | $350,000 | $362,100 | 3.5% | $378,905 | $387,350 | $424,066 | $441,176 |
| **ALL** | **$61,774** | **$64,200** | **$72,744** | **$73,472** | **$83,347** | **$86,436** | **3.7%** | **$108,880** | **$111,500** | **$143,403** | **$144,837** |

Note, as SES employees are a smaller group, percentage changes for SES classifications can be more volatile than those for most non-SES classifications. It is therefore important to consider the differences in population size when comparing changes between SES and non-SES classifications. Similarly, the Graduate, APS 1 and APS 2 classifications

can also be subject to more volatile percentage changes due to lower numbers of employees at these classifications.

Figure 3.1 presents a comparison of median Base Salary by classification in 2015 and 2019. These are nominal figures, not adjusted for inflation. While all classification levels have seen increases over the period, the pace of change has varied. The greatest percentage increase in median Base Salary was 16.1% at the SES 3 classification. The smallest percentage increase in median Base Salary was 1.6% at the APS 1 classification.

**Figure 3.1 Median Base Salary by classification, 2015 and 2019**

% increase since 2015

2015

2019

2015

$60,158

$66,443

$47,736

10.4%

1.6%

6.1%

5.3%

5.8%

5.9%

6.0%

6.1%

6.5%

12.1%

13.9%

16.1%

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| 2019 |  |  | $48,521 |  |
| 2015 |  |  | $54,588 |  |
| 2019 |  |  | $57,925 |  |
| 2015 |  |  | $61,512 |  |
| 2019 |  |  | $64,799 |  |
| 2015 |  |  | $69,239 |  |
| 2019 |  |  | $73,256 |  |
| 2015 |  |  | $74,451 |  |
| 2019 |  |  | $78,873 |  |
| 2015 |  |  | $86,923 |  |
| 2019 |  |  | $92,150 |  |
| 2015 |  |  | $108,382 |  |
| 2019 |  |  | $115,005 |  |
| 2015 |  |  | $133,905 |  |
| 2019 |  |  | $142,556 |  |
| 2015 |  |  | $181,006 |  |
| 2019 |  |  | $202,910 |  |
| 2015 |  |  | $232,644 |  |
| 2019 |  |  | $265,091 |  |
| 2015 |  |  | $312,000 |  |
| 2019 |  |  |  | $362,100 |

Figure 3.2 shows the changes in Base Salary ranges across classifications. The greatest widening of the salary range occurred at the Graduate and SES 3 classifications while the most obvious narrowing occurred at the APS 1 and APS 2 classifications.

**SES 3 SES 2 SES 1 EL 2 EL 1 APS 6 APS 5 APS 4 APS 3 APS 2 APS 1 Grad**

With the exception of APS 3 and SES 3, all classifications increased at the 5th percentile. The decrease in the APS 3 5th percentile is likely to be a reflection of recruitment action at the base pay point for this classification.

## Non-SES

As mentioned above, changes in median Base Salaries for non-SES classifications were heavily influenced by continuing enterprise agreements providing wage increases of 1% in 2019. Exceptions to this include the Graduate, APS 1 and APS 2 classifications.

From 2018 to 2019 the range of Graduate Base Salaries increased at the higher end which increased the median by 5.4%. A number of factors can produce significant variation in Graduate salaries from year to year. These include variation in the size of the Graduate cohort, differing internal reporting by agencies, differing commencement levels between agencies and changing recruitment patterns. The 2019 increase is influenced by higher paying agencies employing a proportionally greater number of graduates than lower paying agencies.

From 2018 to 2019 the APS 1 median Base Salary decreased by 1.9% while the 5th percentile increased by 7%. This is likely due to a large proportion of employees at the higher end of the pay range moving out of the classification, without new recruitment to the base of the pay range. As a very small cohort of under 500 employees, the

APS 1 classification is susceptible to greater impacts by these type of influences.

Likewise, the 2.2% increase in the APS 2 median Base Salary from 2018 to 2019 suggests movement of employees up a pay scale, with little recruitment. This is consistent with data from the previous year which suggested a number of new employees commenced at the bottom of the pay range in 2018. It is noted there was a 24% reduction to the

APS 2 headcount from 2018 to 2019.

## SES

All SES classifications increased across all percentiles with the exception of the 5th percentile of the SES 3 (which decreased slightly by 0.5%). While increases at the median were relatively uniform (3.2% to 3.5%) changes at other percentiles were more variable. The largest increase at the 5th percentile was for the SES 2 which increased by 4.2%. The largest increase at the 95th percentile was for the SES 3 which increased by 4%. Movement in the SES 1 classification has been influenced by higher levels of recruitment within agencies paying salaries above the APS median.

**Figure 3.2 Base Salary range by classification, 2018 and 2019**

**Classiﬁcation (Graduate, APS 1 to APS 6)**

Grad APS 1 APS 2 APS 3 APS 4

APS 5

APS 6

$110K

$100K

$90K

$80K

$70K

$60K

$50K

$40K

$30K

$20K

$10K

$0K

‘18 ’19

‘18 ’19

‘18 ’19

‘18 ’19

**Year**

‘18 ’19

‘18 ’19

‘18 ’19

EL 1

**Classiﬁcation (EL to SES)**

EL 2 SES 1

SES 2

SES 3

$500K

$450K

$400K

$350K

$300K

$250K

$200K

$150K

$100K

$50K

‘18 ’19

‘18 ’19

‘18 ’19

**Year**

‘18 ’19

‘18 ’19

**Chapter 4:** Total Remuneration Package

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

Benefits include:

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

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

The weighted TRP median increase from 2018 to 2019 was 1.5% including 1.5% for non-SES employees and 1.9% for SES.

The TRP median increase from 2018 to 2019 across all classifications was 3.0%

(Table 4.1). For non-SES, this ranged from 0.1% at the APS 1 classification to 5.2% at the Graduate classification. The median increase for the SES 1 classification was 1.4% and 2.2% for both the SES 2 and SES 3 classifications.

**Table 4.1 Total Remuneration Package by classification, 2018 and 2019**

|  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  | **P5** | | **Q1** | | **Median** | | **%**  **change** | **Q3** | | **P95** | |
| **2018** | **2019** | **2018** | **2019** | **2018** | **2019** |  | **2018** | **2019** | **2018** | **2019** |
| **Grad.** | $68,329 | $70,008 | $70,734 | $73,325 | $72,861 | $76,642 | 5.2% | $76,667 | $77,968 | $80,008 | $84,120 |
| **APS 1** | $46,940 | $50,162 | $52,256 | $52,290 | $57,076 | $57,136 | 0.1% | $59,243 | $59,430 | $63,207 | $63,930 |
| **APS 2** | $53,533 | $59,130 | $62,148 | $64,654 | $65,558 | $68,051 | 3.8% | $69,179 | $70,483 | $72,232 | $73,412 |
| **APS 3** | $67,351 | $66,881 | $71,769 | $73,029 | $74,576 | $76,525 | 2.6% | $77,575 | $79,115 | $82,161 | $82,796 |
| **APS 4** | $75,767 | $76,377 | $81,218 | $81,552 | $83,946 | $84,787 | 1.0% | $86,650 | $87,800 | $89,186 | $90,368 |
| **APS 5** | $83,879 | $84,719 | $88,250 | $88,850 | $91,254 | $92,151 | 1.0% | $94,120 | $95,422 | $97,543 | $98,816 |
| **APS 6** | $94,079 | $95,205 | $102,733 | $104,061 | $107,136 | $108,602 | 1.4% | $111,136 | $112,869 | $115,622 | $117,151 |
| **EL 1** | $119,889 | $120,279 | $128,782 | $130,530 | $133,609 | $135,598 | 1.5% | $136,942 | $138,440 | $144,397 | $146,189 |
| **EL 2** | $145,115 | $146,905 | $160,249 | $162,045 | $166,891 | $169,070 | 1.3% | $173,200 | $175,016 | $194,527 | $194,105 |
| **SES 1** | $219,630 | $225,639 | $238,094 | $243,619 | $251,141 | $254,739 | 1.4% | $264,577 | $268,657 | $283,231 | $288,835 |
| **SES 2** | $280,842 | $288,659 | $302,188 | $309,952 | $316,953 | $323,857 | 2.2% | $336,104 | $340,631 | $371,517 | $383,309 |
| **SES 3** | $371,061 | $365,472 | $401,940 | $416,163 | $426,771 | $436,338 | 2.2% | $447,816 | $455,390 | $509,673 | $501,585 |
| **ALL** | **$71,460** | **$74,151** | **$83,946** | **$85,793** | **$97,586** | **$100,556** | **3.0%** | **$127,504** | **$130,530** | **$171,021** | **$172,995** |

Figure 4.1 presents a comparison of median TRP by classification in 2015 and 2019. The increases shown range from 3.2% at the APS 1 classification up to 10.3 % and 10.4% for the SES 3 and Graduate classifications. For most classifications increases in TRP reflect a similar pattern of increases to Base Salary. At SES levels, increases in TRP are lower than those for Base Salary suggesting some repackaging of remuneration components (as outlined in Chapter 3).

**Figure 4.1 Median Total Remuneration Package by classification, 2015 and 2019**

% increase since 2015

10.4%

3.2%

7.0%

6.1%

5.8%

5.4%

2015

2019

2015

2019

2015

2019

2015

2019

2015

2019

2015

2019

$102,361

$108,602

$127,269

$135,598

$158,707

$169,070

6.1%

6.5%

6.5%

$239,880

$254,739

$299,878

$323,857

6.2%

8.0%

$395,599

$436,338

10.3%

**SES 3 SES 2 SES 1 EL 2 EL 1 APS 6 APS 5 APS 4 APS 3 APS 2 APS 1 Grad**

|  |  |  |
| --- | --- | --- |
| 2015 |  | $69,422 |
| 2019 |  | $76,642 |
| 2015 |  | $55,371 |
| 2019 |  | $57,136 |

|  |  |  |
| --- | --- | --- |
| 2015 | $63,581 | |
| 2019 | $68,051 | |
| 2015 | $72,116 | |
| 2019 | | $76,525 |
| 2015 | | $80,152 |
| 2019 | | $84,787 |
| 2015 | | $87,417 |
| 2019 | | $92,151 |

Figure 4.2 shows the changes in TRP ranges across classifications.

The changes in TRP ranges build on those observed for Base Salary in Chapter 3. These changes reflect wage increases for non-SES employees under enterprise agreements, progressions within salary increments and changes in headcount.

For SES classifications movement in TRP was lower across almost all percentiles than movement in SES median Base Salary. The reduction at the 95th percentile for the SES 3 classification is likely to be the impact of a small number of long-serving staff ceasing employment at this level.

**Figure 4.2 Total Remuneration Package range by classification, 2018 and 2019**

**Classiﬁcation (Graduate, APS 1 to APS 6)**

Grad APS 1 APS 2 APS 3 APS 4 APS 5

APS 6

$130K

$120K

$110K

$100K

$90K

$80K

$70K

$60K

$50K

$40K

$30K

$20K

$10K

$0K

‘18 ’19

‘18 ’19

‘18 ’19

‘18 ’19

**Year**

‘18 ’19

‘18 ’19

‘18 ’19

EL 1

**Classiﬁcation (EL to SES)**

EL 2 SES 1

SES 2

SES 3

$550K

$500K

$450K

$400K

$350K

$300K

$250K

$200K

$150K

$100K

$50K

‘18 ’19

‘18 ’19

‘18 ’19

**Year**

‘18 ’19

‘18 ’19

## Superannuation

Employer superannuation contribution is the main component captured in TRP after Base Salary.

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

* Public Sector Superannuation Accumulation Plan (PSSAP)
* Public Sector Superannuation Scheme (PSS)
* Commonwealth Superannuation Scheme (CSS)
* 'Other'.

The PSSAP is the default fund for employees engaged under the *Public Service Act 1999* who do not nominate an alternative complying superannuation fund or valid retirement savings account. The employer contribution rate for the PSSAP is 15.4% of superannuation salary.

The PSS and CSS funds were closed to new entrants on 1 July 2005 and 1 July 1990 respectively.

Figure 4.3 shows that the PSSAP has the highest membership up to the APS 6 level. This is consistent with 15.4% representing the median employer superannuation contribution rate up to the APS 6 level, other than for the APS 2 classification (Appendix: Table 7). From 2018 to 2019 the APS 2 median rate increased from 15.4% to 18.5% while the APS 2 headcount decreased by 24%. The change in headcount may have increased the proportion of employees belonging to higher paying funds, which may explain the increase in the APS 2 median rate. PSS membership becomes more common for employees at or above the EL 1 classification. This is consistent with the typical longer length of service for these individuals making them eligible for enrolment in the PSS prior to its closure to new members in 2005.

Percentage of total headcount (%)

Figure 4.4 shows that overall, PSS and CSS membership has continued to decline as members leave the APS. While PSSAP remained stable from 2018 to 2019, ‘Other’ superannuation funds continued to increase.

**Figure 4.3 Proportion of employees in superannuation fund by classification, 2019**

100%

90%

80%

70%

60%

50%

40%

30%

20%

10%

0%

Grad APS 1 APS 2 APS 3 APS 4 APS 5 APS 6 EL 1 EL 2 SES 1 SES 2 SES 3

**Other PSSAP PSS CSS**

The increased representation of ‘Other’ is especially evident at the Graduate classification and is a reflection of increased use of non-Commonwealth superannuation funds.

**Figure 4.4 Headcount of employees in superannuation fund (percentage of total)**

64,534

(46.4%)

59,877

(43.1%)

65,059

(48.8%)

49,108

(36.8%)

9,646

(6.9%)

5,008

(3.6%)

17,139

(12.9%)

2,050

(1.5%)

2015

2016

2017

2018

2019

**Other PSSAP PSS CSS**

Headcount (% of total)

**Chapter 5:** Total Reward

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

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

* individual performance bonuses
* sign-on bonuses
* productivity bonuses
* retention bonuses
* whole-of-agency or group performance bonuses.

The weighted TR median increase from 2018 to 2019 was 1.4% including 1.4% for non- SES employees and 1.7% for SES.

The TR median increase across all classifications from 2018 to 2019 was 2.9% (Table 5.1). The highest increase was 5.2% for Graduates followed by 3.9% for the APS 2. The smallest increase was 0.1% for the APS 1. TR values are close to those for TRP, showing the small proportion that bonuses contribute to overall remuneration.

**Table 5.1 Total Reward by classification, 2018 and 2019**

|  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **.** | **P5** | | **Q1** | | **Median** | | **%**  **change** | **Q3** | | **P95** | |
| **2018** | **2019** | **2018** | **2019** | **2018** | **2019** |  | **2018** | **2019** | **2018** | **2019** |
| **Grad.** | $68,329 | $70,009 | $70,734 | $73,325 | $72,862 | $76,643 | 5.2% | $76,667 | $77,968 | $80,008 | $84,121 |
| **APS 1** | $46,940 | $50,162 | $52,257 | $52,290 | $57,077 | $57,136 | 0.1% | $59,741 | $59,543 | $63,542 | $64,324 |
| **APS 2** | $53,534 | $59,148 | $62,148 | $64,801 | $65,729 | $68,286 | 3.9% | $69,405 | $70,990 | $72,635 | $73,731 |
| **APS 3** | $67,361 | $66,881 | $71,770 | $73,125 | $74,995 | $76,525 | 2.0% | $77,934 | $79,115 | $82,221 | $82,835 |
| **APS 4** | $75,767 | $76,377 | $81,272 | $81,627 | $83,947 | $84,787 | 1.0% | $86,651 | $87,800 | $89,278 | $90,420 |
| **APS 5** | $83,880 | $84,719 | $88,330 | $88,865 | $91,344 | $92,370 | 1.1% | $94,259 | $95,804 | $97,968 | $99,295 |
| **APS 6** | $94,086 | $95,205 | $102,898 | $104,062 | $107,463 | $108,603 | 1.1% | $111,402 | $112,869 | $115,848 | $117,317 |
| **EL 1** | $120,098 | $120,402 | $128,880 | $130,530 | $133,825 | $135,598 | 1.3% | $137,123 | $138,628 | $145,399 | $146,690 |
| **EL 2** | $145,372 | $147,185 | $160,933 | $162,135 | $168,298 | $170,397 | 1.2% | $174,040 | $175,437 | $198,360 | $196,421 |
| **SES 1** | $221,410 | $226,625 | $238,492 | $243,970 | $251,519 | $255,317 | 1.5% | $266,249 | $270,472 | $286,363 | $290,591 |
| **SES 2** | $280,859 | $288,844 | $303,407 | $310,054 | $317,159 | $324,212 | 2.2% | $337,819 | $343,440 | $380,818 | $391,855 |
| **SES 3** | $373,071 | $383,788 | $403,993 | $416,672 | $430,080 | $436,856 | 1.6% | $453,001 | $457,372 | $509,673 | $501,585 |
| **ALL** | **$71,560** | **$74,152** | **$84,072** | **$85,891** | **$97,847** | **$100,700** | **2.9%** | **$127,740** | **$130,530** | **$171,555** | **$173,782** |

|  |  |  |
| --- | --- | --- |
| 2019 | $255,317 |  |
| 2015 | $300,713 |
| 2019 | $324,212 |
| 2015 |  | $396,453 |
| 2019 |  | $436,856 |

Over a five year period the increase in TR has varied between classifications. Figure 5.1 shows that the smallest increase has been for the APS 1 (2.7%). The largest increases were seen for Graduates (10.4%) and SES 3 (10.2%). As with TRP, increases in TR for SES levels were lower than those for Base Salary.

**Figure 5.1 Median Total Reward by classification, 2015 and 2019**

% increase since 2015

10.4%

2.7%

6.2%

6.0%

5.5%

5.5%

5.8%

6.2%

6.9%

6.0%

7.8%

10.2%

**SES 3 SES 2 SES 1 EL 2 EL 1 APS 6 APS 5 APS 4 APS 3 APS 2 APS 1 Grad**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| 2015 |  | $69,422 | | |
| 2019 |  | $76,643 | | |
| 2015 |  | $55,633 | | |
| 2019 |  | $57,136 | | |
| 2015 |  | $64,306 | | |
| 2019 |  | $68,286 | | |
| 2015 |  | $72,199 | | |
| 2019 |  | $76,525 | | |
| 2015 |  | $80,395 | | |
| 2019 |  | $84,787 | | |
| 2015 |  | $87,547 | | |
| 2019 |  | $92,370 | | |
| 2015 | | | $102,654 |  |
| 2019 | | | $108,603 |  |
| 2015 | | | $127,701 |  |
| 2019 | | | $135,598 |  |
| 2015 | | | $159,399 |  |
| 2019 | | | $170,397 |  |
| 2015 | | |  | $240,811 |

Figure 5.2 shows the changes in TR ranges across classifications. Movement in percentiles builds on changes to Base Salary and TRP.

**Figure 5.2 Total Reward range by classification, 2018 and 2019**

**Classiﬁcation (Graduate, APS 1 to APS 6)**

Grad APS 1 APS 2 APS 3 APS 4

APS 5

APS 6

$130K

$120K

$110K

$100K

$90K

$80K

$70K

$60K

$50K

$40K

$30K

$20K

$10K

$0K

‘18 ’19

‘18 ’19

‘18 ’19

‘18 ’19

**Year**

‘18 ’19

‘18 ’19

‘18 ’19

EL 1

EL 2

**Classiﬁcation (EL to SES)**

SES 1

SES 2

SES 3

$550K

$500K

$450K

$400K

$350K

$300K

$250K

$200K

$150K

$100K

$50K

‘18 ’19

‘18 ’19

‘18 ’19

**Year**

‘18 ’19

‘18 ’19

## Performance bonuses

Figure 5.3 shows that performance bonuses continued to decrease in the APS. The total number of employees who received a performance bonus in 2019 decreased by 15.5% from the previous year. Since 2015, the number of employees receiving performance bonuses has decreased by 46%.

When changes to population are factored in, the overall proportion of employees who received a performance bonus is also reducing. The proportion of employees who received a performance bonus has decreased from 11.5% in 2018 to 9.9% in 2019. Since 2015, the proportion has decreased from 17.6%.

Just over 90% of performance bonuses paid to employees in 2019 were under $2,500. The median value of performance bonuses paid in 2019 dropped by 8% from the previous year decreasing from $1,000 to $922.

**Figure 5.3 Employees in receipt of performance bonus payments, 2015 – 2019**

16,388

**Graduates, APS 1-6 EL**

**SES**

Headcount

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| 7,900 |  |  |  | 8,361 |
|  |  |  |  | 4,730 |
| 178 |  |  |  | 114 |
| 2015 | 2016 | 2017 | 2018 | 2019 |

Performance and other bonus types have historically been a common feature for SES classifications. Figure 5.4 shows that the overall proportion of SES employees in receipt of performance bonuses has continued to decrease over the past five years.

**Figure 5.4 Proportions of SES employees who received a performance bonus, 2015 – 2019**

7.1% (SES 3)

7.0% (SES 2)

7.0% (SES 1)

**SES 1**

**SES 2**

**SES 3**

4.9% (SES 2)

4.1% (SES 1)

3.3% (SES 3)

2015

2016

2017

2018

2019

Percent of classiﬁcation level (%)

**Chapter 6:** Allowances

Allowances are payments that sit outside of Total Reward providing payment for such matters as: working conditions, qualifications or special duties, work related expenses.

Availability of, and eligibility for, allowances depends on specific conditions typically provided under employment instruments and particular circumstances of positions.

The median value of allowances can be highly variable as shown in Figure 6.1. Various factors can influence fluctuations, for example, changes in scope, repackaging and the size of the population covered.

The median payment for hardship allowance has varied significantly from year to year. Over the last five years it has decreased by 67%.

Allowances applying to a very small population are likely to vary significantly. In the last five years there has been a 150% increase in the median payment for Market related: Specific Job allowance. The very small number of employees receiving this allowance

(65) make it more likely to be subject to volatile percentage changes.

Similarly, while the median value for Superannuation allowances has also changed significantly the small population limits meaningful comparison.

**Figure 6.1 Median allowance paid, 2015 and 2019**

**Allowance type**

Individual Performance-Related

**Year**

2015

2019

2015

2019

2015

2019

2015

**Median allowance payment**

Market related: Speciﬁc Job

$6,000

$15,000

Income Maintenance

Superannuation Allowance

$4,671

$5,415

$5,646

$405

$6,180

Expenses

Market related: Speciﬁc Individual Qualiﬁcations & Skills-Based

Health & Lifestyle

Additional Duties & Responsibilities

Hours of Duty

Geographic Locality

2019

2015

2019

$1,503

Hardship/Diﬃcult Environment

$3,394

$1,112

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| 2019 |  |  | $4,878 |  | |
| 2015 | $184 |  |  |
| 2019 | $300 |  |  |
| 2015 |  |  |  |  | $12,001 |
| 2019 |  |  |  | $10,000 |  |
| 2015 |  | $2,538 |  |  |  |

|  |  |  |
| --- | --- | --- |
| 2019 |  | $2,065 |
| 2015 | $300 |  |
| 2019  2015 | $280  $613 |  |
| 2019 | $666 |  |
| 2015 | $231 |  |
| 2019 | $214 |  |
| 2015 |  | $2,081 |

**Chapter 7:** APS Job Family Model

The APS Job Family Model groups job roles into related functions performed within the APS. Job family data is collected by the APSC and collated in the APS Employee Database. As at 31 December 2019, data relating to job families had been provided for 78% of APS employees covered in this report. More information about the APS Job

Family Model can be found on the APSC website: [http://www.apsc.gov.au/publications-](https://www.apsc.gov.au/job-family-model) [and-media/current-publications/job-family-model](https://www.apsc.gov.au/job-family-model)

Figure 7.1 shows the number of employees by APS job family and classification group. Service delivery is the most common job family (25.9% of APS staff), with the overwhelming majority of employees engaged at the APS Level. This is followed by

compliance and regulation (12.5%), administration (8.4%) and ICT (6.7%). Higher numbers of EL employees are in the strategic policy, ICT, research and organisational leadership families. SES employees reside almost exclusively within the organisational leadership job family.

**Figure 7.1 Headcount of employees by APS job family and classification group, 2019**

Organisation Leadership

Science Strategic Policy

Legal & Parliamentary

Health

ICT

Project & Program Comms & Marketing Engineering & Tech. Monitoring & Audit

Research Intelligence Human Resources

Accounting & Finance Info. & Knowledge Mgmt.

Administration Trades & Labour Compliance & Reg. Service Delivery

Development Program

**APS 1-6 EL**

**SES**

0K 2K 4K 6K 8K 10K 12K 14K 16K 18K 20K 22K 24K 26K 28K

Headcount

## Remuneration by APS job family

Based on the 2019 remuneration data the highest paid job roles within the APS are:

* organisational leadership management positions
* science, strategic policy or legal and parliamentary professionals.

In some instances, the highest paid roles will account for the maximum Base Salary figure for the relevant classification and will be outside of the typical pay band.

Figure 7.2 shows the median Base Salary, Total Remuneration Package (TRP) and Total Reward (TR) by APS job family. Median salaries are highest for the organisational leadership, science and strategic policy job families which include a range of high level and highly skilled roles. This is consistent with a greater number of staff at higher

classification levels being employed within these job families as shown above in Figure

7.1. Higher remuneration in a job family typically indicates higher classification levels are employed within that job family.

**Figure 7.2 Median remuneration by APS job family, 2019**

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| $142,556 | | | | | $171,137 | | | | | $170,232 | | | | |
| $109,528 | | | |  | $126,395 | | | |  | $126,395 | | | |  |
| $107,592 | | | | $124,016 | | | | $124,002 | | | |
| $95,181 | | |  | | $114,215 | | |  | | $114,215 | | |  | |
| $94,670 | | | $111,376 | | | $110,580 | | |
| $94,670 | | | $112,869 | | | $112,869 | | |
| $94,670 | | | $112,869 | | | $112,869 | | |
| $94,110 | | | $111,195 | | | $110,567 | | |
| $92,150 | | | $107,263 | | | $106,341 | | |
| $92,150 | | | $111,195 | | | $110,454 | | |
| $91,696 | | | $108,257 | | | $108,256 | | |
| $88,813 | | | $103,511 | | | $103,384 | | |
| $87,934 | |  | | | $102,491 | |  | | | $102,419 | |  | | |
| $86,916 | | $100,815 | | $100,749 | |
| $81,188 | | $96,193 | | $96,048 | |
| $78,873 | | $92,414 | | $92,146 | |
| $75,770 | | $91,019 | | $90,711 | |
| $74,748 | | $89,487 | | $89,483 | |
| $73,472 | | $87,439 | | $87,438 | |
| $67,100 |  | | | | $77,433 |  | | | | $77,433 |  | | | |

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **APS Job Family** | **Base Salary $** |  | **TRP $** |  |  |  |  | **TR $** |  |  |  |  |  | **Headcount** | **Median Class'n.** |
| Organisation Leadership |  |  |  |  |  |  |  |  |  |  |  |  |  | 4,481 | EL2 |
| Science |  |  |  |  |  |  |  |  |  |  |  |  |  | 3,494 | EL 1 |
| Strategic Policy |  |  |  |  |  |  |  |  |  |  |  |  |  | 5,346 | EL 2 |
| Legal & Parliamentary |  |  |  |  |  |  |  |  |  |  |  |  |  | 2,583 | APS 6 |
| Health |  |  |  |  |  |  |  |  |  |  |  |  |  | 1,763 | APS 6 |
| ICT |  |  |  |  |  |  |  |  |  |  |  |  |  | 6,982 | APS 6 |
| Project & Program |  |  |  |  |  |  |  |  |  |  |  |  |  | 6,139 | APS 6 |
| Comms & Marketing |  |  |  |  |  |  |  |  |  |  |  |  |  | 2,033 | APS 6 |
| Engineering & Tech. |  |  |  |  |  |  |  |  |  |  |  |  |  | 2,538 | APS 6 |
| Monitoring & Audit |  |  |  |  |  |  |  |  |  |  |  |  |  | 1,593 | APS 6 |
| Research |  |  |  |  |  |  |  |  |  |  |  |  |  | 3,335 | APS 6 |
| Intelligence |  |  |  |  |  |  |  |  |  |  |  |  |  | 2,497 | APS 6 |
| Human Resources |  |  |  |  |  |  |  |  |  |  |  |  |  | 4,233 | APS 6 |
| Accounting & Finance |  |  |  |  |  |  |  |  |  |  |  |  |  | 4,254 | APS 6 |
| Info. & Knowledge Mgmt. |  |  |  |  |  |  |  |  |  |  |  |  |  | 1,736 | APS 5 |
| Administration |  |  |  |  |  |  |  |  |  |  |  |  |  | 8,776 | APS 5 |
| Trades & Labour |  |  |  |  |  |  |  |  |  |  |  |  |  | 1,937 | APS 5 |
| Compliance & Reg. |  |  |  |  |  |  |  |  |  |  |  |  |  | 13,102 | APS 4 |
| Service Delivery |  |  |  |  |  |  |  |  |  |  |  |  |  | 27,008 | APS 4 |
| Development Program |  |  |  |  |  |  |  |  |  |  |  |  |  | 645 | Graduate |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| Female | 13,525 | $115,005 |  |  | |
| Male | 12,068 | $115,005 |  |
| Female | 5,376 | $142,087 |  |
| Male | 5,791 | $142,556 |  |
| Female | 998 |  | $202,910 |
| Male | 1,022 |  | $202,910 |  |  |
| Female | 221 |  |  | $262,000 |  |
| Male | 331 |  |  | $266,649 |  |
| Female | 57 |  |  |  | $361,446 |
| Male | 66 |  |  |  | $365,582 |

**Chapter 8:** Remuneration by gender

This section outlines key remuneration findings by gender. It uses two measures to examine remuneration:

* The first looks at remuneration by gender within each classification level to assess differences in remuneration for comparable work value.
* The second measure examines the gender pay gap for the APS overall.

## Remuneration by gender 2 and classification

The remuneration of males and females within each classification level is a measure which can be used to explore gender differences in remuneration for comparable work value based on the APS classification guide and work level standards.

The differences between male and female median Base Salaries were within a range of

+/-1% at most classifications (Figure 8.1).

**Figure 8.1 Median Base Salary by gender and classification, 2019**

**Headcount Median Base Salary**

**% diﬀerence between genders**

1.2%

4.2%

0%

- 0.9%

- 0.8%

- 0.2%

0%

0%

0.3%

0%

1.7%

1.1%

**SES 3 SES 2 SES 1 EL 2 EL 1 APS 6 APS 5 APS 4 APS 3 APS 2 APS 1 Grad**

|  |  |  |  |
| --- | --- | --- | --- |
| Female | 628 |  | $65,656 |
| Male | 706 |  | $66,443 |
| Female | 239 |  | $47,558 |
| Male | 243 |  | $49,649 |
| Female | 1,161 |  | $57,925 |
| Male | 697 |  | $57,918 |
| Female | 7,667 |  | $65,025 |
| Male | 4,340 |  | $64,449 |
| Female | 18,135 |  | $73,472 |
| Male | 8,201 |  | $72,890 |
| Female | 12,227 |  | $79,031 |
| Male | 7,678 |  | $78,873 |
| Female | 18,555 |  | $92,150 |
| Male | 13,357 |  | $92,150 |

2 Remuneration survey data used within this chapter does not include employees who identify as indeterminate/ intersex/unspecified.

## APS gender pay gap

The APS gender pay gap looks at gender remuneration results for the whole of the APS. The gender pay gap is the difference between male and female employees’ average weekly full-time equivalent earnings, expressed as a percentage of male earnings.

The APS calculation is based on the methodology used by the Australian Bureau of Statistics and the Workplace Gender Equality Agency. Using this methodology allows for the APS gender pay gap to be compared to other benchmarks such as the National Gender Pay Gap and the broader public sector (inclusive of States and Territories).

In 2019, the average Base Salary for males in the APS was $98,149 while the average Base Salary for females was $91,016. This represents a 7.3% gender pay gap for the APS and continues the improvement shown since 2015 (Figure 8.2).



**Figure 8.2 Average gender pay gap trends with data table, 2015 – 2019**

9.1%

8.6%

8.4%

7.8%

7.3%

2015

2016

2017

2018

2019

Percentage gap

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Female** | **2015** | **2016** | **2017** | **2018** | **2019** |
| Avg. Base Salary | $83,386 | $84,104 | $86,529 | $88,896 | $91,016 |
| Headcount | 80,398 | 81,318 | 81,358 | 79,860 | 78,789 |
| **Male** | **2015** | **2016** | **2017** | **2018** | **2019** |
| Avg. Base Salary | $91,744 | $92,036 | $94,428 | $96,391 | $98,149 |
| Headcount | 58,663 | 58,561 | 57,949 | 55,928 | 54,500 |

The gender pay gap across the APS may be primarily due to differences in the representation of males and females within each classification level. More specifically, this has involved an underrepresentation of females at higher classification levels (EL 2 and above) and an overrepresentation of females at lower classification levels (APS 2–6).

The representation of male and female employees at the highest classification levels is moving towards parity and this is reflected in a reduced gender pay gap across the APS.

Figure 8.3 shows how the proportion of females in each classification has changed since 2015. The data shows there has been a consistent proportional increase in females at higher classification levels (EL 2 and above) since 2015.

**Figure 8.3 Females as a percentage of APS population by classification, 2015 and 2019**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Classiﬁcation** | **Year** | **Percentage of females** | |  |  |
|  | 2015 |  | | 47.8% |
| Grad | 2019 |  | | 47.0% |
|  | 2015 |  | | 51.0% |
| APS 1 | 2019 |  | | 49.6% |
|  | 2015 |  | |  | 65.2% |
| APS 2 | 2019 |  | |  | 62.5% |
|  | 2015 |  | |  | 64.7% |
| APS 3 | 2019 |  | |  | 63.8% |
|  | 2015 |  | |  | 69.1% |
| APS 4 | 2019 |  | |  | 68.8% |
|  | 2015 |  | |  | 59.6% |
| APS 5 | 2019 |  | |  | 61.4% |
|  | 2015 | | 55.4% | | |
| APS 6 | 2019 | | 58.1% | | |
|  | 2015 | | 49.9% | | |
| EL 1 | 2019 | | 52.8% | | |
|  | 2015 | | 43.1% | | |
| EL 2 | 2019 | | 48.1% | | |
|  | 2015 | | 43.5% | | |
| SES 1 | 2019 | | 49.4% | | |
|  | 2015 | | 36.0% | | |
| SES 2 | 2015 | | 40.0% | | |
|  | 2015 | | 32.7% | | |
| SES 3 | 2019 | | 46.3% | | |

**Chapter 9:** Employment instruments and Individual Flexibility Arrangements

Employees within the APS generally have their employment terms and conditions set by one of the following primary employment instruments:

* Enterprise Agreements (EA) 3 4
* Public Service Act Determinations (s24 (1) and (3)) (PSAD)
* Common Law Agreements (CLA)
* Australian Workplace Agreements (AWA).

The majority of non-SES employees are employed under an EA. Only 1.1% are covered by a PSAD, CLA or AWA that operates as the primary employment instrument (Table 9.1).

**Table 9.1 Employees by employment instrument and classification, 2019**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  | **Primary Employment Instrument** | | | |
| **Classification** | **AWA** | **CLA** | **EA** | **PSAD** |
| Grad. |  |  | 1,336 | 1 |
| APS 1 |  |  | 481 | 1 |
| APS 2 |  | 1 | 1,856 | 1 |
| APS 3 |  | 5 | 12,009 | 10 |
| APS 4 |  | 44 | 26,198 | 112 |
| APS 5 |  | 38 | 19,731 | 146 |
| APS 6 | 1 | 57 | 31,548 | 314 |
| EL 1 | 3 | 79 | 25,109 | 410 |
| EL 2 | 2 | 78 | 10,922 | 165 |
| SES 1 | 8 | 226 | 22 | 1,766 |
| SES 2 | 6 | 66 | 7 | 474 |
| SES 3 |  | 10 |  | 113 |
| **ALL** | **20** | **604** | **129,219** | **3,513** |

3 Includes agencies using a Public Service Act Determination for the purposes of wage increases while continuing to provide other terms and conditions through an Enterprise Agreement that has passed its nominal expiry date.

4 The Department of Home Affairs is covered by a Workplace Determination established by the Fair Work Commission. It is included under Enterprise Agreements for the purposes of this report.

## Public Service Act Determinations providing wage increases

The *Workplace Bargaining Policy 2018* allows agencies to adopt new workplace arrangements to suit business needs. Agencies that have been satisfied with the operation of an existing EA, and gained the support of employees, have been able to provide new wage increases through alternative instruments. Several agencies have used a PSAD as a secondary employment instrument to provide new wage increases on top of an EA that has passed its nominal expiry date. Almost 11,000 APS employees who are covered by an EA have had wages set under a PSAD. As at 31 December 2019, 29 APS agencies had used a PSAD to provide new wage increases.

## Individual Flexibility Arrangements

A small percentage (2.4%) of employees have additional terms and conditions

provided under a secondary agreement known as an Individual Flexibility Arrangement (IFA). Table 9.2 shows that 71% of employees using an IFA were at the EL 1 or EL 2 classification.

An IFA can be used to provide for a range of conditions such as pay and allowances, leave, income maintenance, flexible working arrangements, superannuation and subscriptions or memberships. In 2019, the majority of IFAs were used to provide pay and allowances.

**Table 9.2 Number of employees with an IFA and distribution by classification**

|  |  |  |
| --- | --- | --- |
| **Classification** | **Headcount** | **Percentage** |
| Grad. | 2 | 0.1% |
| APS 1 | 0 | 0.0% |
| APS 2 | 2 | 0.1% |
| APS 3 | 28 | 0.9% |
| APS 4 | 158 | 5.0% |
| APS 5 | 159 | 5.0% |
| APS 6 | 555 | 17.5% |
| EL 1 | 1,033 | 32.7% |
| EL 2 | 1,200 | 37.9% |
| SES 1 | 23 | 0.7% |
| SES 2 | 3 | 0.1% |
| SES 3 | 0 | 0.0% |
| **All** | **3,163** | **100%** |

# Appendixes

## Guide to interpreting figures and tables in this report

**Percentiles and box plots**

This report uses box plots to visualise the position of the 5th, 25th, 50th, 75th and 95th percentiles for Base Salary, Total Remuneration Package (TRP) and Total Reward (TR).

Percentiles mark intervals where data occurs, in relation to the whole dataset. Note that the 25th and 75th percentiles are referred to as Q1 and Q3 respectively. These intervals are described in the table below.

**Percentiles used in this report**

|  |  |  |  |
| --- | --- | --- | --- |
| **Percentile point** | **Also known as** | **Percentage of data below**  **point** | **Percentage of data above**  **point** |
| 5th | P5 | 5% | 95% |
| 25th | Q1—First quartile | 25% | 75% |
| 50th | Median | 50% | 50% |
| 75th | Q3—Third quartile | 75% | 25% |
| 95th | P95 | 95% | 5% |

**Example box plot elements**

The example below shows box plots of base salaries paid to employees at a given classification level in two consecutive years. The horizontal axis shows the years, A (left column) and B (right column) and the vertical axis represents the amount of money paid.

In each set of 4 boxes (one set for each year), the percentiles are represented by horizontal lines and are labelled at their appropriate positions for P5, Q1, Q3 and P95. The median is represented by the thicker middle line.

The box colours are different to distinguish between intervals and focus your eye on the spread of data from the first to third quartile (Q1 to Q3), where the majority of data lies.

They have no other meaning.

A larger box between percentiles indicates a greater range of data points between the largest and smallest values in that interval, in this case, base salaries paid. A smaller box indicates a smaller range of data points.

Therefore, in year B, the pay range increased at Q3—shown by larger distances between the median and Q3 relative to year A. In addition, there was no change in the 5th percentile, Q1 and median from year A to year B.

**Example box plot of percentile**

**Examples plot of percentiles Higher $**

Year A Year B

P95

**Remuneration ($ AUD)**

|  |  |
| --- | --- |
|  |  |
|  |  |
|  |  |
|  |  |

Q3

median

Q1

P5

P95

Q3

|  |  |
| --- | --- |
|  |  |
|  |  |
|  |  |
|  |  |

median

Q1

P5

**Lower $**

## Methods

**Data collection and validation**

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* as at 31 December 2019.

Raw data was collected from agencies using standard guidelines set out in the APSC Remuneration Data Specifications: [www.apsc.gov.au/aps-remuneration-survey.](https://www.apsc.gov.au/aps-remuneration-survey)

Data submissions were validated by the APSC against the Australian Public Service Employment Database (APSED), current agency pay points (from Employment Instruments) and approved, clean data submitted by agencies in the previous year.

Data that failed the APSC quality checks was returned to agencies for correction and resubmission, after which the data was returned for final clearance and incorporation into the remuneration dataset. Agencies are responsible for signing off on the accuracy of their data prior to inclusion in the report.

**Data standardisation**

The following steps were taken to standardise the collected data:

* For part-time employees, data was recalculated into the full time equivalent (FTE). Figures were annualised for employees who worked for only part of the year (though active as at 31 December 2019).
* Employees who were in a graduate program in 2019 for more than 90 days during the year were categorised as ‘Graduates’, even if they had advanced to other classifications by 31 December 2019. Remuneration for these employees was recorded as at their last day as graduates. An anomaly in the application of this rule in 2017 graduate data was identified during the development of the 2018 report. The 2017 data set has been re-based to correct this.

**Additional notes on interpreting this report**

* The weighted median is used throughout the report. The weighted median is different to the median. The median is the point for which 50% of values are below and 50% of values are above. The weighted median is an adjusted midpoint taking into account numbers at each classification level. It provides an estimate of percentage changes in remuneration over time while accounting for changes in

headcount at each classification. This is an historical measure from successive APS remuneration reports.

* Some columns in the tables may not add up because TRP and TR are calculated separately for each employee. These are the values which determine the median. Therefore median TR is not always the sum of all medians for Base Salary, TRP and TR.
* Data from this report should not be used to calculate past or present populations of the APS. For accurate data as at 31 December 2019, please refer to the 31 December 2019 Employment Data Release, which is available from the APSC website: [https://](https://www.apsc.gov.au/aps-employment-data-31-december-2019-release-0) [www.apsc.gov.au/aps-employment-data-31-december-2019-release-0](https://www.apsc.gov.au/aps-employment-data-31-december-2019-release-0)
* Data is analysed and tabulated using several different propriety software packages which may lead to minor variances in data reported between tables. These differences are also evident when trying to recalculate values based on the data in the reports in common programs like Microsoft Excel.
* Changes in software used to analyse and produce the APS Remuneration Report occurred in 2017, from SAS to Tableau. This has resulted in minor changes to how the reported distribution data is calculated due to the two programs using different, patented methods for calculating percentiles when even numbers of observations occur. Such differences in calculations have had a minor impact on the position of percentiles that were reported in previous years.
* Therefore it should be noted that the data reported for previous years as presented in the current edition of the APS Remuneration Report will differ from reports published prior to 2017.
* Population data used for analysis in this report is based on data from the Remuneration Survey unless stated otherwise. This may differ from APSED data due to a different collection scope.

## Data tables

**Table 1: Summary of median key remuneration components by classification, 2019**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **Classification** | **Median Base Salary** | **% change from 2018** | **Median TRP** | **% change from 2018** | **Median TR** | **% change from 2018** |
| Graduate | $66,443 | 5.4% | $76,643 | 5.2% | $76,643 | 5.2% |
| APS 1 | $48,521 | -1.9% | $57,136 | 0.1% | $57,136 | 0.1% |
| APS 2 | $57,925 | 2.2% | $68,052 | 3.8% | $68,286 | 3.9% |
| APS 3 | $64,799 | 1.3% | $76,525 | 2.6% | $76,525 | 2.0% |
| APS 4 | $73,256 | 1.0% | $84,787 | 1.0% | $84,787 | 1.0% |
| APS 5 | $78,873 | 1.0% | $92,151 | 1.0% | $92,370 | 1.1% |
| APS 6 | $92,150 | 1.0% | $108,603 | 1.4% | $108,603 | 1.1% |
| EL 1 | $115,005 | 1.0% | $135,598 | 1.5% | $135,598 | 1.3% |
| EL 2 | $142,556 | 1.3% | $169,070 | 1.3% | $170,397 | 1.2% |
| SES 1 | $202,910 | 3.2% | $254,739 | 1.4% | $255,317 | 1.5% |
| SES 2 | $265,091 | 3.4% | $323,857 | 2.2% | $324,212 | 2.2% |
| SES 3 | $362,100 | 3.5% | $436,338 | 2.2% | $436,856 | 1.6% |
| **All employees** | **$86,436** | **3.7%** | **$100,557** | **3.0%** | **$100,700** | **2.9%** |

**Table 1a: Summary of median and average remuneration components, non-SES(a) and SES(b), 2019**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **Classification** | **Median**  **Base Salary** | **Average**  **Base Salary** | **Median TRP** | **Average TRP** | **Median TR** | **Average TR** |
| Non-SES | $84,931 | $91,218 | $99,528 | $107,424 | $99,748 | $107,704 |
| SES | $213,225 | $225,117 | $264,645 | $280,158 | $265,107 | $282,041 |
| **All employees** | **$86,436** | **$93,927** | **$100,557** | **$110,919** | **$100,700** | **$111,231** |

* + 1. Non-SES includes Graduates, APS1 to APS6, EL1 and EL2
    2. SES includes SES 1, SES 2 and SES 3.

**Table 1b: Proportional change in weighted median remuneration components(a), non-SES(b) and SES(c), 2018 to 2019**

|  |  |  |  |
| --- | --- | --- | --- |
| **Classification** | **Base Salary** | **TRP** | **TR** |
| Non-SES | 1.1% | 1.5% | 1.4% |
| SES | 3.4% | 1.9% | 1.7% |
| **All employees** | 1.2% | 1.5% | 1.4% |

1. 2019 median remuneration weighted by average headcount 2018-2019
2. Non-SES includes Graduates, APS1 to APS6, EL1 and EL2
3. SES includes SES 1, SES 2 and SES 3.

**Table 2: Composition of median Total Reward (TR) by classification, 2019**

**Classification**

**Median TR**

**Median Base**

**Base Salary**

**Benefit**

**Benefit**

**Bonus**

**Bonus**

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
|  | | **Salary** | **component %** | **component $** | **component %** | **component $** | **component %** |
| Graduate | $76,643 | $66,443 | 86.7% | $10,200 | 13.3% | $0 | 0.0% |
| APS 1 | $57,136 | $48,521 | 84.9% | $8,615 | 15.1% | $0 | 0.0% |
| APS 2 | $68,286 | $57,925 | 84.8% | $10,127 | 14.8% | $234 | 0.3% |
| APS 3 | $76,525 | $64,799 | 84.7% | $11,726 | 15.3% | $0 | 0.0% |
| APS 4 | $84,787 | $73,256 | 86.4% | $11,531 | 13.6% | $0 | 0.0% |
| APS 5 | $92,370 | $78,873 | 85.4% | $13,278 | 14.4% | $218 | 0.2% |
| APS 6 | $108,603 | $92,150 | 84.9% | $16,453 | 15.1% | $0 | 0.0% |
| EL 1 | $135,598 | $115,005 | 84.8% | $20,593 | 15.2% | $0 | 0.0% |
| EL 2 | $170,397 | $142,556 | 83.7% | $26,514 | 15.6% | $1,327 | 0.8% |
| SES 1 | $255,317 | $202,910 | 79.5% | $51,829 | 20.3% | $578 | 0.2% |
| SES 2 | $324,212 | $265,091 | 81.8% | $58,766 | 18.1% | $355 | 0.1% |
| SES 3 | $436,856 | $362,100 | 82.9% | $74,238 | 17.0% | $518 | 0.1% |
| **All employees** | **$100,700** | **$86,436** | **85.8%** | **$14,121** | **14.0%** | **$144** | **0.1%** |

**Table 3: Summary of average key remuneration components by classification, 2019**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **Classification** | **Average**  **Base Salary** | **% change**  **from 2018** | **Average**  **TRP** | **% change**  **from 2018** | **Average**  **TR** | **% change**  **from 2018** |
| Graduate | $65,522 | 2.9% | $76,030 | 3.1% | $76,038 | 3.1% |
| APS 1 | $48,089 | 1.0% | $56,413 | 1.0% | $56,510 | 1.0% |
| APS 2 | $56,978 | 2.2% | $67,342 | 3.4% | $67,667 | 3.6% |
| APS 3 | $64,105 | 1.3% | $75,783 | 1.7% | $75,876 | 1.7% |
| APS 4 | $71,865 | 0.9% | $84,515 | 1.1% | $84,575 | 1.1% |
| APS 5 | $78,599 | 1.1% | $92,336 | 1.1% | $92,544 | 1.1% |
| APS 6 | $91,694 | 1.1% | $107,871 | 1.3% | $108,092 | 1.3% |
| EL 1 | $114,639 | 1.1% | $134,886 | 1.2% | $135,184 | 1.2% |
| EL 2 | $144,166 | 1.1% | $170,859 | 1.2% | $172,152 | 1.0% |
| SES 1 | $204,995 | 2.8% | $256,928 | 1.9% | $257,853 | 1.9% |
| SES 2 | $267,646 | 3.3% | $329,592 | 2.5% | $333,373 | 2.5% |
| SES 3 | $364,682 | 2.5% | $439,779 | 1.8% | $448,892 | 1.9% |
| **All employees** | **$93,927** | **2.1%** | **$110,919** | **2.2%** | **$111,231** | **2.2%** |

**Table 4: Motor Vehicle Allowance (MVA) recipients by classification, 2019**

**Classification**

**Total**

**Employees**

**% with MVA**

**Percentile (5) Percentile (25)**

**Median MVA**

**Percentile (75) Percentile**

**Average**

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  | **employees** | **with MVA** |  | **of MVA** | **of MVA** |  | **of MVA** | **(95) of MVA** | **MVA** |
| Graduate | 1,337 | 0 |  |  |  |  |  |  |  |
| APS 1 | 482 | 0 |  |  |  |  |  |  |  |
| APS 2 | 1,858 | 0 |  |  |  |  |  |  |  |
| APS 3 | 12,024 | 0 |  |  |  |  |  |  |  |
| APS 4 | 26,354 | 0 |  |  |  |  |  |  |  |
| APS 5 | 19,915 | 0 |  |  |  |  |  |  |  |
| APS 6 | 31,920 | 0 |  |  |  |  |  |  |  |
| EL 1 | 25,601 | 23 | 0.1% | $135 | $334 | $1,049 | $2,226 | $13,443 | $2,856 |
| EL 2 | 11,167 | 215 | 1.9% | $2,115 | $22,078 | $25,000 | $26,000 | $27,880 | $21,466 |
| SES 1 | 2,022 | 1,028 | 50.8% | $20,000 | $25,000 | $25,208 | $27,880 | $29,205 | $25,375 |
| SES 2 | 553 | 261 | 47.2% | $20,000 | $24,096 | $27,000 | $28,000 | $30,501 | $26,124 |
| SES 3 | 123 | 53 | 43.1% | $24,246 | $26,391 | $29,904 | $30,764 | $33,000 | $28,763 |
| **All employees** | **133,356** | **1,580** | **1.2%** | **$9,551** | **$24,096** | **$25,341** | **$27,880** | **$30,000** | **$24,543** |

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  | | | | **Distribution of performance bonuses** | | | | | |
| **Classification** | **Total Employees** | **Employees**  **with performance**  **bonuses** | **% with performance**  **bonuses** | **Percentile**  **(5)** | **Percentile**  **(25)** | **Median** | **Percentile**  **(75)** | **Percentile**  **(95)** | **Average** |

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Graduate | 1,337 | 4 | 0.3% | $733 | $733 | $1,367 | $2,000 | $2,000 | $1,367 |
| APS 1 | 482 | 39 | 8.1% | $472 | $725 | $725 | $725 | $725 | $688 |
| APS 2 | 1,858 | 418 | 22.5% | $533 | $725 | $725 | $725 | $725 | $709 |
| APS 3 | 12,024 | 949 | 7.9% | $435 | $725 | $725 | $725 | $1,845 | $835 |
| APS 4 | 26,354 | 1,152 | 4.4% | $456 | $733 | $733 | $733 | $3,893 | $1,184 |
| APS 5 | 19,915 | 2,240 | 11.2% | $663 | $789 | $789 | $1,271 | $4,399 | $1,471 |
| APS 6 | 31,920 | 3,559 | 11.1% | $736 | $922 | $922 | $922 | $2,053 | $1,593 |
| EL 1 | 25,601 | 3,178 | 12.4% | $920 | $1,150 | $1,150 | $2,130 | $2,337 | $1,930 |
| EL 2 | 11,167 | 1,552 | 13.9% | $1,421 | $1,421 | $1,563 | $2,851 | $16,043 | $7,738 |
| SES 1 | 2,022 | 83 | 4.1% | $2,867 | $8,152 | $11,329 | $15,464 | $22,646 | $11,763 |
| SES 2 | 553 | 27 | 4.9% | $8,468 | $20,000 | $22,192 | $28,202 | $261,284 | $65,990 |
| SES 3 | 123 | 4 | 3.3% | $26,072 | $28,737 | $34,924 | $222,690 | $661,145 | $216,503 |
| **All employees** | **133,356** | **13,205** | **9.9%** | **$664** | **$789** | **$922** | **$1,421** | **$4,543** | **$2,516** |

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  | **CSS** | **PSS** | **PSS-AP** | **Other** |
| **Age group** | **N %** | **N %** | **N %** | **N %** |

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Under 20 |  |  |  |  | 106 | 89.8% | 12 | 10.2% |
| 20-24 |  |  |  |  | 2,555 | 76.3% | 795 | 23.7% |
| 25-29 |  |  |  |  | 8,235 | 76.2% | 2,568 | 23.8% |
| 30-34 |  |  | 182 | 1.2% | 12,162 | 79.9% | 2,887 | 19.0% |
| 35-39 |  |  | 3,375 | 17.7% | 13,021 | 68.2% | 2,688 | 14.1% |
| 40-44 |  |  | 8,511 | 43.7% | 8,941 | 45.9% | 2,013 | 10.3% |
| 45-49 | 110 | 0.5% | 11,574 | 56.0% | 7,146 | 34.6% | 1,822 | 8.8% |
| 50-54 | 965 | 5.1% | 11,081 | 58.5% | 5,344 | 28.2% | 1,566 | 8.3% |
| 55-59 | 442 | 2.8% | 9,270 | 59.7% | 4,282 | 27.6% | 1,530 | 9.9% |
| 60 & over | 533 | 5.2% | 5,115 | 50.3% | 3,267 | 32.1% | 1,258 | 12.4% |
| **All employees** | **2,050** | **1.5%** | **49,108** | **36.8%** | **65,059** | **48.8%** | **17,139** | **12.9%** |

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  | **Percentile (5) of Percentile (25) of Median super Percentile (75) of Percentile (95) of Average super Total employees super contributions super contributions contributions super contributions super contributions contributions**  **% % % % % %** | | | | | | | | | | | | | |
| **Classification** | **2018** | **2019** | **2018** | **2019** | **2018** | **2019** | **2018** | **2019** | **2018** | **2019** | **2018** | **2019** | **2018** | **2019** |

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Graduate | 1,817 | 1,337 | 14.2 | 15.4 | 15.4 | 15.4 | 15.4 | 15.4 | 15.4 | 17.3 | 16.5 | 18.4 | 15.4 | 16.2 |
| APS 1 | 512 | 482 | 15.4 | 15.4 | 15.4 | 15.4 | 15.4 | 15.4 | 15.7 | 18.9 | 20.5 | 20.5 | 16.4 | 16.5 |
| APS 2 | 2,457 | 1,858 | 8.3 | 15.4 | 15.4 | 15.4 | 15.4 | 18.5 | 19.8 | 19.9 | 20.1 | 20.1 | 16.2 | 17.8 |
| APS 3 | 13,684 | 12,024 | 14.0 | 15.2 | 15.4 | 15.4 | 15.4 | 15.4 | 19.4 | 19.3 | 19.8 | 19.9 | 16.4 | 16.8 |
| APS 4 | 27,101 | 26,354 | 15.1 | 15.4 | 15.4 | 15.4 | 15.4 | 15.4 | 19.5 | 19.5 | 19.8 | 19.8 | 16.9 | 17.1 |
| APS 5 | 19,590 | 19,915 | 14.5 | 15.1 | 15.4 | 15.4 | 15.4 | 15.4 | 19.5 | 19.5 | 19.9 | 19.9 | 16.8 | 16.9 |
| APS 6 | 31,877 | 31,920 | 14.5 | 15.3 | 15.4 | 15.4 | 15.4 | 15.4 | 19.5 | 19.5 | 19.9 | 19.9 | 17.0 | 17.2 |
| EL 1 | 24,830 | 25,601 | 15.0 | 15.4 | 15.4 | 15.4 | 18.8 | 18.1 | 19.4 | 19.4 | 19.6 | 19.6 | 17.4 | 17.4 |
| EL 2 | 11,351 | 11,167 | 15.4 | 15.4 | 15.4 | 15.4 | 18.8 | 18.8 | 19.0 | 19.0 | 19.5 | 19.5 | 17.7 | 17.7 |
| SES 1 | 1,952 | 2,022 | 15.4 | 15.4 | 17.4 | 17.4 | 18.8 | 18.8 | 18.8 | 18.8 | 19.8 | 19.5 | 17.9 | 18.0 |
| SES 2 | 542 | 553 | 15.2 | 15.4 | 15.9 | 17.9 | 18.8 | 18.8 | 18.8 | 18.8 | 19.5 | 19.5 | 17.7 | 17.9 |
| SES 3 | 120 | 123 | 14.0 | 15.3 | 16.5 | 16.7 | 18.8 | 18.7 | 18.8 | 18.8 | 19.8 | 19.5 | 17.5 | 17.7 |
| **All employees** | **135,833** | **133,356** | **14.8** | **15.4** | **15.4** | **15.4** | **15.4** | **16.6** | **19.5** | **19.5** | **19.8** | **19.8** | **17.0** | **17.2** |

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  | **CSS** | **PSS** | **PSS-AP** | **Other** |
| **Classification** | **N %** | **N %** | **N %** | **N %** |

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Graduate |  |  | 3 | 0.2% | 871 | 65.1% | 463 | 34.6% |
| APS 1 | 9 | 1.9% | 89 | 18.5% | 276 | 57.3% | 108 | 22.4% |
| APS 2 | 38 | 2.0% | 571 | 30.7% | 921 | 49.6% | 328 | 17.7% |
| APS 3 | 94 | 0.8% | 2,968 | 24.7% | 7,320 | 60.9% | 1,642 | 13.7% |
| APS 4 | 216 | 0.8% | 8,715 | 33.1% | 14,435 | 54.8% | 2,988 | 11.3% |
| APS 5 | 192 | 1.0% | 5,896 | 29.6% | 10,835 | 54.4% | 2,992 | 15.0% |
| APS 6 | 418 | 1.3% | 11,069 | 34.7% | 16,063 | 50.3% | 4,370 | 13.7% |
| EL 1 | 449 | 1.8% | 11,422 | 44.6% | 10,818 | 42.3% | 2,912 | 11.4% |
| EL 2 | 396 | 3.5% | 6,576 | 58.9% | 3,125 | 28.0% | 1,070 | 9.6% |
| SES 1 | 154 | 7.6% | 1,373 | 67.9% | 319 | 15.8% | 176 | 8.7% |
| SES 2 | 60 | 10.8% | 360 | 65.1% | 66 | 11.9% | 67 | 12.1% |
| SES 3 | 24 | 19.5% | 66 | 53.7% | 10 | 8.1% | 23 | 18.7% |
| **All employees** | **2,050** | **1.5%** | **49,108** | **36.8%** | **65,059** | **48.8%** | **17,139** | **12.9%** |

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
|  | | **Acting classification salary** | | | | | |
| **Acting Level** | **Number of**  **employees** | **Percentile**  **(5)** | **Percentile**  **(25)** | **Median** | **Percentile**  **(75)** | **Percentile**  **(95)** | **Average** |

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| APS 2 | 13 | $51,192 | $52,441 | $55,148 | $57,204 | $58,153 | $54,969 |
| APS 3 | 143 | $58,181 | $59,488 | $61,825 | $63,284 | $66,312 | $61,828 |
| APS 4 | 1,014 | $65,161 | $67,100 | $68,871 | $71,048 | $74,541 | $69,204 |
| APS 5 | 2,972 | $72,363 | $73,959 | $75,993 | $78,690 | $80,588 | $76,287 |
| APS 6 | 3,763 | $78,801 | $81,870 | $84,100 | $86,436 | $92,150 | $84,590 |
| EL 1 | 3,347 | $97,237 | $101,955 | $105,664 | $108,480 | $115,762 | $105,857 |
| EL 2 | 1,702 | $117,788 | $120,397 | $125,611 | $131,326 | $140,926 | $126,733 |
| SES 1 | 293 | $164,152 | $167,600 | $174,375 | $195,512 | $209,069 | $181,311 |
| SES 2 | 68 | $200,191 | $223,349 | $237,659 | $260,992 | $277,861 | $239,209 |
| SES 3 | 7 | $252,714 | $264,469 | $297,480 | $307,935 | $365,128 | $296,637 |
| **All employees** | **13,322** | **$68,871** | **$78,084** | **$85,014** | **$106,974** | **$133,243** | **$95,048** |

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  | | | | **Distribution of geographic allowances** | | | | | |
| **Classification** | **Total Employees** | **Employees with geographic allowances** | **% with geographic allowances** | **Percentile**  **(5)** | **Percentile**  **(25)** | **Median** | **Percentile**  **(75)** | **Percentile**  **(95)** | **Average** |

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Graduate | 1,337 | 186 | 13.9% | $500 | $579 | $842 | $1,450 | $3,557 | $1,613 |
| APS 1 | 482 | 140 | 29.0% | $263 | $889 | $2,094 | $4,126 | $13,816 | $4,178 |
| APS 2 | 1,858 | 192 | 10.3% | $287 | $938 | $1,734 | $8,723 | $22,835 | $6,211 |
| APS 3 | 12,024 | 1,956 | 16.3% | $195 | $748 | $948 | $1,408 | $9,720 | $2,280 |
| APS 4 | 26,354 | 1,342 | 5.1% | $300 | $845 | $1,303 | $4,801 | $15,082 | $3,828 |
| APS 5 | 19,915 | 1,714 | 8.6% | $269 | $938 | $1,460 | $6,633 | $30,023 | $6,150 |
| APS 6 | 31,920 | 1,545 | 4.8% | $268 | $1,119 | $2,252 | $9,170 | $43,770 | $9,375 |
| EL 1 | 25,601 | 1,100 | 4.3% | $329 | $1,501 | $9,103 | $34,515 | $69,706 | $20,772 |
| EL 2 | 11,167 | 597 | 5.3% | $539 | $3,191 | $25,983 | $64,794 | $175,828 | $47,360 |
| SES 1 | 2,022 | 180 | 8.9% | $2,235 | $22,473 | $47,310 | $85,750 | $206,615 | $67,260 |
| SES 2 | 553 | 44 | 8.0% | $2,363 | $24,640 | $53,489 | $92,660 | $332,308 | $91,185 |
| SES 3 | 123 | 24 | 19.5% | $11,906 | $25,045 | $33,787 | $59,282 | $114,514 | $46,736 |
| **All employees** | **133,356** | **9,020** | **6.8%** | **$282** | **$886** | **$1,503** | **$9,068** | **$57,772** | **$11,648** |

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  | | | | **Distribution of hardship allowances** | | | | | |
| **Classification** | **Total Employees** | **Employees with hardship allowances** | **% with hardship**  **allowances** | **Percentile**  **(5)** | **Percentile**  **(25)** | **Median** | **Percentile**  **(75)** | **Percentile**  **(95)** | **Average** |

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Graduate | 1,337 | 65 | 4.9% | $20 | $51 | $74 | $306 | $20,747 | $3,406 |
| APS 1 | 482 | 25 | 5.2% | $9 | $28 | $58 | $141 | $1,178 | $198 |
| APS 2 | 1,858 | 41 | 2.2% | $107 | $1,924 | $2,806 | $2,882 | $20,999 | $4,154 |
| APS 3 | 12,024 | 773 | 6.4% | $55 | $772 | $2,785 | $6,252 | $23,195 | $5,660 |
| APS 4 | 26,354 | 930 | 3.5% | $15 | $67 | $396 | $854 | $7,608 | $1,963 |
| APS 5 | 19,915 | 830 | 4.2% | $15 | $84 | $1,989 | $10,562 | $58,749 | $11,755 |
| APS 6 | 31,920 | 977 | 3.1% | $17 | $51 | $643 | $8,317 | $59,857 | $10,176 |
| EL 1 | 25,601 | 982 | 3.8% | $36 | $64 | $2,967 | $31,512 | $89,380 | $21,626 |
| EL 2 | 11,167 | 517 | 4.6% | $51 | $151 | $8,086 | $40,922 | $100,341 | $27,071 |
| SES 1 | 2,022 | 129 | 6.4% | $128 | $18,266 | $37,618 | $78,921 | $116,786 | $51,592 |
| SES 2 | 553 | 32 | 5.8% | $64 | $13,961 | $37,940 | $46,389 | $89,448 | $37,958 |
| SES 3 | 123 | 16 | 13.0% | $10,590 | $26,196 | $40,655 | $60,034 | $74,756 | $42,324 |
| **All employees** | **133,356** | **5,317** | **4.0%** | **$23** | **$102** | **$1,112** | **$10,562** | **$72,991** | **$13,180** |

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  | | | | **Distribution of additional duties allowances** | | | | | |
| **Classification** | **Total Employees** | **Employees with additional duties**  **allowances** | **% with additional duties allowances** | **Percentile**  **(5)** | **Percentile**  **(25)** | **Median** | **Percentile**  **(75)** | **Percentile**  **(95)** | **Average** |

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Graduate | 1,337 | 14 | 1.0% | $378 | $612 | $621 | $662 | $691 | $598 |
| APS 1 | 482 | 32 | 6.6% | $441 | $522 | $522 | $614 | $976 | $592 |
| APS 2 | 1,858 | 125 | 6.7% | $387 | $548 | $613 | $652 | $1,610 | $681 |
| APS 3 | 12,024 | 779 | 6.5% | $366 | $387 | $642 | $666 | $1,220 | $687 |
| APS 4 | 26,354 | 2,318 | 8.8% | $333 | $621 | $666 | $720 | $999 | $687 |
| APS 5 | 19,915 | 1,813 | 9.1% | $360 | $612 | $665 | $718 | $1,346 | $868 |
| APS 6 | 31,920 | 2,696 | 8.4% | $373 | $602 | $665 | $741 | $1,037 | $860 |
| EL 1 | 25,601 | 1,863 | 7.3% | $387 | $589 | $665 | $748 | $1,224 | $867 |
| EL 2 | 11,167 | 617 | 5.5% | $186 | $390 | $650 | $769 | $27,739 | $4,169 |
| SES 1 | 2,022 | 64 | 3.2% | $354 | $683 | $5,000 | $10,000 | $27,431 | $7,891 |
| SES 2 | 553 | 12 | 2.2% | $7,464 | $19,210 | $31,905 | $42,952 | $43,874 | $28,717 |
| SES 3 | 123 | 6 | 4.9% | $2,610 | $12,509 | $45,120 | $59,020 | $64,511 | $37,210 |
| **All employees** | **133,356** | **10,339** | **7.8%** | **$360** | **$602** | **$666** | **$737** | **$1,300** | **$1,102** |

**Table 13: Base Salary by primary employment instrument and classification, 2019**

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| **Classification** | **Primary Employment**  **Instrument** | **Number of**  **employees** | **Percentile (5) of**  **Base Salary** | **Percentile (25) of**  **Base Salary** | **Median**  **Base Salary** | **Percentile (75)**  **of Base Salary** | **Percentile (95)**  **of Base Salary** |
| Graduate | EA | 1,336 | $59,970 | $61,825 | $66,443 | $67,190 | $73,086 |
|  | PSA | 1 | $75,626 | $75,626 | $75,626 | $75,626 | $75,626 |
| APS 1 | EA | 481 | $43,468 | $44,111 | $48,521 | $51,499 | $53,052 |
|  | PSA | 1 | $50,750 | $50,750 | $50,750 | $50,750 | $50,750 |
| APS 2 | CLA | 1 | $69,625 | $69,625 | $69,625 | $69,625 | $69,625 |
|  | EA | 1,856 | $50,842 | $55,797 | $57,925 | $58,463 | $60,202 |
|  | PSA | 1 | $57,757 | $57,757 | $57,757 | $57,757 | $57,757 |
| APS 3 | CLA | 5 | $66,678 | $66,678 | $68,198 | $81,986 | $84,716 |
|  | EA | 12,009 | $57,777 | $63,010 | $64,799 | $66,312 | $66,701 |
|  | PSA | 10 | $63,415 | $64,101 | $64,513 | $65,318 | $65,586 |
| APS 4 | CLA | 44 | $77,319 | $86,807 | $91,754 | $99,670 | $114,370 |
|  | EA | 26,198 | $66,313 | $69,650 | $73,256 | $73,472 | $74,748 |
|  | PSA | 112 | $68,495 | $70,406 | $72,181 | $72,181 | $73,253 |
| APS 5 | CLA | 38 | $94,145 | $110,051 | $127,143 | $140,812 | $157,396 |
|  | EA | 19,731 | $73,413 | $76,000 | $78,873 | $80,654 | $82,443 |
|  | PSA | 146 | $75,626 | $77,238 | $79,044 | $80,851 | $80,851 |
| APS 6 | AWA | 1 | $88,479 | $88,479 | $88,479 | $88,479 | $88,479 |
|  | CLA | 57 | $104,309 | $114,483 | $162,448 | $191,327 | $208,965 |
|  | EA | 31,548 | $82,162 | $89,708 | $92,150 | $94,670 | $97,167 |
|  | PSA | 314 | $83,647 | $91,102 | $91,102 | $94,000 | $94,000 |
| EL 1 | AWA | 3 | $111,414 | $121,190 | $133,409 | $133,755 | $134,031 |
|  | CLA | 79 | $121,623 | $204,755 | $230,349 | $230,349 | $300,734 |
|  | EA | 25,109 | $104,228 | $111,211 | $115,005 | $116,871 | $122,855 |
|  | PSA | 410 | $107,494 | $112,500 | $114,169 | $117,506 | $122,513 |
| EL 2 | AWA | 2 | $149,900 | $160,071 | $172,785 | $185,498 | $195,669 |
|  | CLA | 78 | $134,731 | $192,556 | $281,537 | $349,407 | $503,826 |
|  | EA | 10,922 | $125,939 | $137,242 | $142,369 | $146,958 | $160,250 |
|  | PSA | 165 | $133,045 | $138,334 | $143,621 | $148,907 | $155,171 |
| SES 1 | AWA | 8 | $216,060 | $226,125 | $234,816 | $243,507 | $243,507 |
|  | CLA | 226 | $167,810 | $190,396 | $209,000 | $224,053 | $237,530 |
|  | EA | 22 | $149,242 | $172,238 | $172,238 | $172,238 | $209,082 |
|  | PSA | 1,766 | $173,400 | $192,085 | $202,910 | $217,632 | $239,929 |
| SES 2 | AWA | 6 | $278,180 | $283,775 | $300,561 | $300,561 | $300,561 |
|  | CLA | 66 | $218,120 | $248,594 | $262,000 | $278,571 | $304,401 |
|  | EA | 7 | $209,936 | $209,936 | $209,936 | $209,936 | $273,374 |
|  | PSA | 474 | $227,311 | $244,120 | $266,347 | $284,846 | $309,384 |
| SES 3 | CLA | 10 | $314,513 | $356,250 | $364,986 | $389,527 | $556,250 |
|  | PSA | 113 | $310,073 | $333,553 | $362,100 | $386,348 | $430,552 |
| **All employees** |  | **133,356** | **$64,200** | **$73,472** | **$86,436** | **$111,500** | **$144,837** |

**Table 14: Base salary by classification and gender, 2019**

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Classification** | **Gender** | **Number of**  **employees** | **Percentile (5)**  **of Base Salary** | **Percentile (25)**  **of Base Salary** | **Median**  **Base Salary** | **Female Median**  **as % of male** | **Percentile (75)**  **of Base Salary** | **Percentile (95)**  **of Base Salary** | **Average**  **Base Salary** |
| Graduate | Male | 706 | $60,666 | $62,185 | $66,443 |  | $67,411 | $73,086 | $65,777 |
|  | Female | 628 | $59,970 | $61,825 | $65,656 | 98.8% | $67,190 | $72,072 | $65,244 |
| APS 1 | Male | 243 | $43,468 | $45,856 | $49,649 |  | $51,499 | $53,052 | $48,676 |
|  | Female | 239 | $43,468 | $43,468 | $47,558 | 95.8% | $51,499 | $52,045 | $47,492 |
| APS 2 | Male | 697 | $50,801 | $54,321 | $57,918 |  | $58,463 | $60,202 | $56,601 |
|  | Female | 1,161 | $51,504 | $55,893 | $57,925 | 100.0% | $58,463 | $60,202 | $57,204 |
| APS 3 | Male | 4,340 | $57,777 | $62,816 | $64,449 |  | $66,312 | $66,701 | $63,834 |
|  | Female | 7,667 | $57,777 | $63,069 | $65,025 | 100.9% | $66,312 | $66,701 | $64,266 |
| APS 4 | Male | 8,201 | $66,313 | $69,580 | $72,890 |  | $73,472 | $74,748 | $71,862 |
|  | Female | 18,135 | $66,313 | $70,011 | $73,472 | 100.8% | $73,472 | $74,748 | $71,868 |
| APS 5 | Male | 7,678 | $73,413 | $75,993 | $78,873 |  | $80,503 | $82,150 | $78,516 |
|  | Female | 12,227 | $73,413 | $76,204 | $79,031 | 100.2% | $80,897 | $82,508 | $78,653 |
| APS 6 | Male | 13,357 | $82,610 | $90,362 | $92,150 |  | $94,670 | $97,725 | $91,828 |
|  | Female | 18,555 | $81,984 | $89,292 | $92,150 | 100.0% | $94,670 | $96,879 | $91,598 |
| EL 1 | Male | 12,068 | $105,219 | $112,015 | $115,005 |  | $116,871 | $123,912 | $114,991 |
|  | Female | 13,525 | $103,468 | $111,007 | $115,005 | 100.0% | $116,916 | $122,855 | $114,325 |
| EL 2 | Male | 5,791 | $127,077 | $138,861 | $142,556 |  | $147,612 | $162,649 | $145,537 |
|  | Female | 5,376 | $125,111 | $136,675 | $142,087 | 99.7% | $146,270 | $156,794 | $142,689 |
| SES 1 | Male | 1,022 | $172,226 | $192,085 | $202,910 |  | $222,048 | $241,900 | $206,455 |
|  | Female | 998 | $171,645 | $192,085 | $202,910 | 100.0% | $217,203 | $237,506 | $203,518 |
| SES 2 | Male | 331 | $226,776 | $245,660 | $266,649 |  | $285,974 | $317,087 | $270,722 |
|  | Female | 221 | $223,349 | $242,601 | $262,000 | 98.3% | $278,752 | $300,561 | $263,051 |
| SES 3 | Male | 66 | $305,958 | $339,833 | $365,582 |  | $387,536 | $526,602 | $371,093 |
|  | Female | 57 | $311,399 | $333,553 | $361,446 | 98.9% | $382,500 | $401,053 | $357,259 |
| **All employees** |  | **133,289** | **$64,200** | **$73,472** | **$86,436** |  | **$111,500** | **$144,837** | **$93,932** |

Note: Gender comparison does not include employees who identify as indeterminate/intersex/unspecified

**Table 15: Total Remuneration Package (TRP) by classification and gender, 2019**

**Classification Gender**

**Number of**

**Percentile (5) Percentile (25)**

**Median TRP**

**Percentile (75) Percentile (95)**

**Average TRP**

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
|  | **employees** | **of TRP** | **of TRP** |  | **of TRP** | **of TRP** |  |
| Graduate Male | 706 | $70,298 | $73,325 | $76,860 | $78,192 | $84,121 | $76,307 |
| Female | 628 | $69,947 | $73,325 | $76,377 | $77,760 | $84,121 | $75,725 |
| APS 1 Male | 243 | $50,162 | $52,941 | $57,674 | $60,696 | $64,612 | $57,243 |
| Female | 239 | $49,972 | $51,288 | $55,114 | $59,430 | $63,188 | $55,568 |
| APS 2 Male | 697 | $58,599 | $63,404 | $67,702 | $70,200 | $73,110 | $66,915 |
| Female | 1,161 | $59,594 | $64,832 | $68,052 | $71,001 | $73,766 | $67,598 |
| APS 3 Male | 4,340 | $66,559 | $72,909 | $76,525 | $79,224 | $83,431 | $76,011 |
| Female | 7,667 | $67,371 | $73,032 | $76,525 | $79,097 | $81,919 | $75,666 |
| APS 4 Male | 8,201 | $76,526 | $81,670 | $84,787 | $87,808 | $91,672 | $84,723 |
| Female | 18,135 | $76,353 | $81,530 | $84,787 | $87,800 | $90,068 | $84,425 |
| APS 5 Male | 7,678 | $84,729 | $89,339 | $92,111 | $95,765 | $99,054 | $92,504 |
| Female | 12,227 | $84,696 | $88,724 | $92,213 | $95,369 | $98,678 | $92,233 |
| APS 6 Male | 13,357 | $95,407 | $104,309 | $108,603 | $112,869 | $117,709 | $108,180 |
| Female | 18,555 | $94,850 | $103,507 | $108,603 | $112,869 | $117,048 | $107,649 |
| EL 1 Male | 12,068 | $121,423 | $130,946 | $135,598 | $138,505 | $147,157 | $135,475 |
| Female | 13,525 | $119,537 | $129,680 | $135,482 | $138,440 | $145,846 | $134,361 |
| EL 2 Male | 5,791 | $148,350 | $163,496 | $169,457 | $175,989 | $198,411 | $172,676 |
| Female | 5,376 | $145,065 | $159,546 | $168,500 | $174,394 | $189,993 | $168,901 |
| SES 1 Male | 1,022 | $226,602 | $245,447 | $257,351 | $271,754 | $290,825 | $258,716 |
| Female | 998 | $225,630 | $242,437 | $253,223 | $265,618 | $286,147 | $255,117 |
| SES 2 Male | 331 | $291,943 | $312,327 | $325,505 | $341,959 | $392,692 | $332,843 |
| Female | 221 | $287,331 | $306,174 | $322,535 | $340,109 | $367,532 | $324,702 |
| SES 3 Male | 66 | $366,113 | $421,179 | $439,389 | $458,751 | $605,414 | $446,635 |
| Female | 57 | $383,845 | $406,627 | $431,869 | $455,075 | $476,066 | $431,840 |
| **All employees** | **133,289** | **$74,152** | **$85,832** | **$100,592** | **$130,530** | **$172,996** | **$110,926** |

Note: Gender comparison does not include employees who identify as indeterminate/intersex/unspecified

**Table 16: Total Reward (TR) by classification and gender, 2019**

**Classification**

**Gender**

**Number of**

**Percentile (5) Percentile (25)**

**Median TR**

**Percentile (75) Percentile (95)**

**Average TR**

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
|  | **employees** | **of TR** | **of TR** |  | **of TR** | **of TR** |  |
| Graduate Male | 706 | $70,298 | $73,325 | $76,860 | $78,192 | $84,121 | $76,314 |
| Female | 628 | $70,009 | $73,325 | $76,377 | $77,760 | $84,121 | $75,734 |
| APS 1 Male | 243 | $50,162 | $52,941 | $58,218 | $60,696 | $64,919 | $57,383 |
| Female | 239 | $49,972 | $51,288 | $55,114 | $59,430 | $63,213 | $55,622 |
| APS 2 Male | 697 | $58,599 | $63,909 | $68,191 | $70,925 | $73,365 | $67,162 |
| Female | 1,161 | $59,594 | $65,590 | $68,538 | $71,450 | $73,910 | $67,971 |
| APS 3 Male | 4,340 | $66,559 | $73,037 | $76,525 | $79,243 | $83,457 | $76,092 |
| Female | 7,667 | $67,371 | $73,259 | $76,525 | $79,115 | $82,040 | $75,767 |
| APS 4 Male | 8,201 | $76,526 | $81,670 | $84,787 | $87,930 | $91,743 | $84,782 |
| Female | 18,135 | $76,367 | $81,574 | $84,787 | $87,800 | $90,126 | $84,485 |
| APS 5 Male | 7,678 | $84,740 | $89,391 | $92,324 | $96,105 | $99,597 | $92,741 |
| Female | 12,227 | $84,706 | $88,766 | $92,406 | $95,658 | $99,161 | $92,423 |
| APS 6 Male | 13,357 | $95,443 | $104,322 | $108,675 | $112,869 | $117,962 | $108,461 |
| Female | 18,555 | $94,881 | $103,595 | $108,603 | $112,869 | $117,080 | $107,826 |
| EL 1 Male | 12,068 | $121,463 | $130,946 | $135,823 | $138,678 | $148,049 | $135,855 |
| Female | 13,525 | $119,693 | $129,700 | $135,598 | $138,574 | $146,121 | $134,585 |
| EL 2 Male | 5,791 | $148,428 | $163,719 | $170,491 | $176,726 | $201,101 | $174,367 |
| Female | 5,376 | $145,400 | $159,685 | $168,811 | $174,814 | $191,891 | $169,765 |
| SES 1 Male | 1,022 | $227,135 | $246,024 | $257,678 | $272,953 | $291,775 | $259,666 |
| Female | 998 | $225,943 | $242,885 | $253,704 | $266,492 | $288,923 | $256,013 |
| SES 2 Male | 331 | $291,943 | $312,521 | $325,906 | $344,559 | $400,051 | $338,536 |
| Female | 221 | $287,635 | $306,174 | $322,800 | $340,494 | $368,026 | $325,637 |
| SES 3 Male | 66 | $372,895 | $423,196 | $440,183 | $462,005 | $605,414 | $462,561 |
| Female | 57 | $393,858 | $406,627 | $433,151 | $455,267 | $476,066 | $433,065 |
| **All employees** | **133,289** | **$74,152** | **$85,908** | **$100,727** | **$130,530** | **$173,782** | **$111,238** |

Note: Gender comparison does not include employees who identify as indeterminate/intersex/unspecified

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  | **Number of Percentile (5) of Percentile (25) of Median Percentile (75) of Percentile (95) of Average employees Base Salary Base Salary Base Salary Base Salary Base Salary Base Salary** | | | | | | | | | | | | | |
| **Classification** | **Ongoing** | **Non- ongoing** | **Ongoing** | **Non- ongoing** | **Ongoing** | **Non- ongoing** | **Ongoing** | **Non- ongoing** | **Ongoing** | **Non- ongoing** | **Ongoing** | **Non- ongoing** | **Ongoing** | **Non- ongoing** |

**employees**

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Graduate | 1,334 | 3 | $59,970 | $68,483 | $61,825 | $71,361 | $66,443 | $74,958 | $67,190 | $74,958 | $73,086 | $74,958 | $65,506 | $72,560 |
| APS 1 | 274 | 208 | $45,856 | $43,468 | $47,759 | $43,468 | $51,499 | $44,111 | $51,583 | $47,558 | $53,052 | $50,449 | $50,021 | $45,544 |
| APS 2 | 1,446 | 412 | $54,057 | $49,321 | $57,261 | $52,004 | $58,463 | $52,788 | $58,741 | $55,805 | $60,202 | $57,946 | $57,969 | $53,500 |
| APS 3 | 10,495 | 1,529 | $59,237 | $56,932 | $64,200 | $59,112 | $65,193 | $60,080 | $66,312 | $63,224 | $66,701 | $66,319 | $64,567 | $60,937 |
| APS 4 | 24,740 | 1,614 | $66,443 | $64,256 | $70,178 | $65,034 | $73,472 | $67,064 | $73,472 | $69,934 | $74,748 | $73,482 | $72,123 | $67,915 |
| APS 5 | 18,819 | 1,096 | $73,636 | $72,279 | $76,224 | $73,413 | $78,936 | $75,626 | $80,897 | $78,301 | $82,443 | $81,536 | $78,750 | $76,008 |
| APS 6 | 30,847 | 1,073 | $82,788 | $79,866 | $90,264 | $82,500 | $92,150 | $87,295 | $94,670 | $91,696 | $97,725 | $95,181 | $91,833 | $87,717 |
| EL 1 | 24,915 | 686 | $104,481 | $99,756 | $111,795 | $106,183 | $115,005 | $110,918 | $116,871 | $116,090 | $122,855 | $130,067 | $114,676 | $113,299 |
| EL 2 | 10,846 | 321 | $126,224 | $122,576 | $137,242 | $135,494 | $142,556 | $142,087 | $147,250 | $148,734 | $160,330 | $183,462 | $144,115 | $145,911 |
| SES 1 | 1,982 | 40 | $172,238 | $161,511 | $192,085 | $172,863 | $202,910 | $204,471 | $218,775 | $220,162 | $239,929 | $255,541 | $205,032 | $203,169 |
| SES 2 | 523 | 30 | $224,168 | $213,565 | $245,660 | $242,542 | $265,091 | $259,837 | $282,800 | $297,746 | $304,737 | $378,162 | $267,396 | $272,003 |
| SES 3 | 107 | 16 | $317,136 | $212,678 | $340,833 | $302,755 | $364,061 | $317,136 | $387,035 | $387,669 | $411,639 | $554,823 | $366,904 | $349,823 |
| **All 126,328** | | **7,028** | **$64,449** | **$52,004** | **$73,472** | **$63,104** | **$88,713** | **$71,613** | **$112,279** | **$84,973** | **$144,837** | **$135,321** | **$94,732** | **$79,452** |

|  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  | **2015** |  | **2016** |  | **2017** |  | **2018** |  | **2019** | |
| **Classification** | **Median Base Salary** | **% change**  **from previous**  **year** | **Median Base**  **Salary** | **% change**  **from previous**  **year** | **Median Base**  **Salary** | **% change**  **from previous**  **year** | **Median Base**  **Salary** | **% change**  **from previous**  **year** | **Median Base**  **Salary** | **% change**  **from previous**  **year** |

|  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Graduate | $60,158 | 0.0% | $62,493 | 3.9% | $62,698 | 0.3% | $63,030 | 0.5% | $66,443 | 5.4% |
| APS 1 | $47,736 | 1.6% | $47,567 | -0.4% | $48,194 | 1.3% | $49,460 | 2.6% | $48,521 | -1.9% |
| APS 2 | $54,588 | 0.0% | $54,588 | 0.0% | $56,220 | 3.0% | $56,694 | 0.8% | $57,925 | 2.2% |
| APS 3 | $61,512 | 0.0% | $61,512 | 0.0% | $61,970 | 0.7% | $63,952 | 3.2% | $64,799 | 1.3% |
| APS 4 | $69,239 | 0.0% | $69,239 | 0.0% | $71,317 | 3.0% | $72,531 | 1.7% | $73,256 | 1.0% |
| APS 5 | $74,451 | 0.2% | $74,451 | 0.0% | $76,561 | 2.8% | $78,092 | 2.0% | $78,873 | 1.0% |
| APS 6 | $86,923 | 0.1% | $87,263 | 0.4% | $89,449 | 2.5% | $91,238 | 2.0% | $92,150 | 1.0% |
| EL 1 | $108,382 | 0.3% | $108,796 | 0.4% | $111,633 | 2.6% | $113,866 | 2.0% | $115,005 | 1.0% |
| EL 2 | $133,905 | 0.0% | $135,583 | 1.3% | $138,195 | 1.9% | $140,680 | 1.8% | $142,556 | 1.3% |
| SES 1 | $181,006 | 1.3% | $184,626 | 2.0% | $189,353 | 2.6% | $196,609 | 3.8% | $202,910 | 3.2% |
| SES 2 | $232,644 | 1.1% | $239,272 | 2.8% | $245,348 | 2.5% | $256,491 | 4.5% | $265,091 | 3.4% |
| SES 3 | $312,000 | 3.3% | $327,000 | 4.8% | $336,876 | 3.0% | $350,000 | 3.9% | $362,100 | 3.5% |
| **All employees** | **$76,826** | **-1.6%** | **$78,457** | **2.1%** | **$81,206** | **3.5%** | **$83,347** | **2.6%** | **$86,436** | **3.7%** |

|  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  | **2015** |  | **2016** |  | **2017** |  | **2018** |  | **2019** | |
| **Classification** | **Median TRP** | **% change**  **from previous**  **year** | **Median TRP** | **% change**  **from previous**  **year** | **Median TRP** | **% change**  **from previous**  **year** | **Median TRP** | **% change**  **from previous**  **year** | **Median TRP** | **% change**  **from previous**  **year** |

|  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Graduate | $69,422 | 0.1% | $72,974 | 5.1% | $72,354 | -0.9% | $72,862 | 0.7% | $76,643 | 5.2% |
| APS 1 | $55,371 | 0.9% | $55,371 | 0.0% | $56,275 | 1.6% | $57,077 | 1.4% | $57,136 | 0.1% |
| APS 2 | $63,581 | 0.0% | $63,581 | 0.0% | $65,488 | 3.0% | $65,559 | 0.1% | $68,052 | 3.8% |
| APS 3 | $72,116 | 0.0% | $72,116 | 0.0% | $73,206 | 1.5% | $74,576 | 1.9% | $76,525 | 2.6% |
| APS 4 | $80,152 | -0.1% | $80,031 | -0.2% | $82,300 | 2.8% | $83,947 | 2.0% | $84,787 | 1.0% |
| APS 5 | $87,417 | 0.0% | $87,762 | 0.4% | $89,679 | 2.2% | $91,254 | 1.8% | $92,151 | 1.0% |
| APS 6 | $102,361 | 0.1% | $103,305 | 0.9% | $106,046 | 2.7% | $107,136 | 1.0% | $108,603 | 1.4% |
| EL 1 | $127,269 | 0.2% | $128,987 | 1.3% | $131,714 | 2.1% | $133,609 | 1.4% | $135,598 | 1.5% |
| EL 2 | $158,707 | 0.4% | $160,578 | 1.2% | $164,067 | 2.2% | $166,891 | 1.7% | $169,070 | 1.3% |
| SES 1 | $239,880 | 0.7% | $243,083 | 1.3% | $247,732 | 1.9% | $251,141 | 1.4% | $254,739 | 1.4% |
| SES 2 | $299,878 | 0.1% | $305,066 | 1.7% | $310,641 | 1.8% | $316,953 | 2.0% | $323,857 | 2.2% |
| SES 3 | $395,599 | 1.7% | $410,874 | 3.9% | $420,420 | 2.3% | $426,771 | 1.5% | $436,338 | 2.2% |
| **All employees** | **$92,046** | **-0.1%** | **$92,736** | **0.7%** | **$95,287** | **2.8%** | **$97,586** | **2.4%** | **$100,557** | **3.0%** |

|  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  | **2015** | | **2016** |  | **2017** |  | **2018** |  | **2019** | |
| **Classification** | **Median TR** | **% change from previous year** | **Median TR** | **% change**  **from previous**  **year** | **Median TR** | **% change**  **from previous**  **year** | **Median TR** | **% change**  **from previous**  **year** | **Median TR** | **% change**  **from previous**  **year** |

|  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Graduate | $69,422 | 0.1% | $72,974 | 5.1% | $72,354 | -0.9% | $72,862 | 0.7% | $76,643 | 5.2% |
| APS 1 | $55,633 | 1.0% | $55,550 | -0.1% | $56,511 | 1.7% | $57,077 | 1.0% | $57,136 | 0.1% |
| APS 2 | $64,306 | -0.9% | $64,306 | 0.0% | $66,091 | 2.8% | $65,729 | -0.5% | $68,286 | 3.9% |
| APS 3 | $72,199 | -0.1% | $72,116 | -0.1% | $73,839 | 2.4% | $74,995 | 1.6% | $76,525 | 2.0% |
| APS 4 | $80,395 | -0.5% | $80,395 | 0.0% | $82,300 | 2.4% | $83,947 | 2.0% | $84,787 | 1.0% |
| APS 5 | $87,547 | -0.3% | $87,952 | 0.5% | $89,807 | 2.1% | $91,344 | 1.7% | $92,370 | 1.1% |
| APS 6 | $102,654 | 0.0% | $103,305 | 0.6% | $106,046 | 2.7% | $107,463 | 1.3% | $108,603 | 1.1% |
| EL 1 | $127,701 | 0.0% | $129,433 | 1.4% | $131,946 | 1.9% | $133,825 | 1.4% | $135,598 | 1.3% |
| EL 2 | $159,399 | 0.2% | $162,103 | 1.7% | $165,446 | 2.1% | $168,298 | 1.7% | $170,397 | 1.2% |
| SES 1 | $240,811 | 0.8% | $243,467 | 1.1% | $248,251 | 2.0% | $251,519 | 1.3% | $255,317 | 1.5% |
| SES 2 | $300,713 | 0.2% | $305,616 | 1.6% | $311,013 | 1.8% | $317,159 | 2.0% | $324,212 | 2.2% |
| SES 3 | $396,453 | 0.8% | $411,667 | 3.8% | $421,800 | 2.5% | $430,080 | 2.0% | $436,856 | 1.6% |
| **All employees** | **$92,215** | **-0.4%** | **$92,881** | **0.7%** | **$95,416** | **2.7%** | **$97,847** | **2.5%** | **$100,700** | **2.9%** |

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  | **Number of employees** | **Min** | **P5** | **Q1** | **Median** | **Q3** | **P95** | **Max** | **Average** |
| **Base Salary** | **1337** | **$49,616** | **$59,970** | **$61,825** | **$66,443** | **$67,190** | **$73,086** | **$86,916** | **$65,522** |

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Agency superannuation contribution | 1337 | $7,641 | $9,235 | $9,934 | $10,333 | $11,134 | $11,786 | $20,666 | $10,479 |
| Cost of motor vehicle | 0 |  |  |  |  |  |  |  |  |
| Cash in lieu of motor vehicle | 0 |  |  |  |  |  |  |  |  |
| Motor vehicle parking | 82 | $266 | $266 | $266 | $266 | $266 | $266 | $266 | $266 |
| Personal benefits | 45 | $20 | $99 | $149 | $272 | $299 | $917 | $1,528 | $328 |
| Other supplementary payments | 5 | $278 | $289 | $329 | $594 | $594 | $609 | $613 | $482 |
| **Total Remuneration Package (TRP)** | **1337** | **$57,257** | **$70,009** | **$73,325** | **$76,643** | **$77,968** | **$84,121** | **$100,301** | **$76,030** |
| Performance bonus paid | 4 | $733 | $733 | $733 | $1,367 | $2,000 | $2,000 | $2,000 | $1,367 |
| Retention bonus paid | 2 | $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 | 0 |  |  |  |  |  |  |  |  |
| **Total Reward (TR)** | **1337** | **$57,257** | **$70,009** | **$73,325** | **$76,643** | **$77,968** | **$84,121** | **$100,301** | **$76,038** |
| Additional duties/responsibilities allowances | 14 | $360 | $378 | $612 | $621 | $662 | $691 | $692 | $598 |
| Qualifications and/or skills based allowances | 6 | $568 | $692 | $1,388 | $2,765 | $3,413 | $7,870 | $9,329 | $3,331 |
| Market related allowances – specific job | 0 |  |  |  |  |  |  |  |  |
| Market related allowances – specific individual | 2 | $605 | $605 | $605 | $605 | $605 | $605 | $605 | $605 |
| Superannuation allowances | 0 |  |  |  |  |  |  |  |  |
| Income maintenance allowance | 0 |  |  |  |  |  |  |  |  |
| Hours of duty allowances | 133 | $26 | $31 | $31 | $122 | $450 | $3,959 | $7,594 | $626 |
| Expense allowances | 37 | $45 | $81 | $197 | $261 | $343 | $959 | $2,051 | $378 |
| Geographic/locality allowances | 186 | $80 | $500 | $579 | $842 | $1,450 | $3,557 | $34,560 | $1,613 |
| Hardship allowances | 65 | $8 | $20 | $51 | $74 | $306 | $20,747 | $69,695 | $3,406 |
| Health and lifestyle allowances | 235 | $50 | $200 | $295 | $500 | $600 | $600 | $600 | $424 |
| Individual performance related allowances | 0 |  |  |  |  |  |  |  |  |
| Annual leave loading | 0 |  |  |  |  |  |  |  |  |
| **TR + Allowances** | **1337** | **$57,257** | **$70,436** | **$73,325** | **$76,675** | **$78,339** | **$84,721** | **$183,793** | **$76,598** |

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|  | **Number of employees** | **Min** | **P5** | **Q1** | **Median** | **Q3** | **P95** | **Max** | **Average** |
| **Base Salary** | **482** | **$36,386** | **$43,468** | **$44,313** | **$48,521** | **$51,499** | **$53,052** | **$58,536** | **$48,089** |

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| Agency superannuation contribution | 482 | $2,601 | $6,460 | $7,062 | $7,814 | $9,356 | $12,421 | $17,613 | $8,316 |
| Cost of motor vehicle | 0 |  |  |  |  |  |  |  |  |
| Cash in lieu of motor vehicle | 0 |  |  |  |  |  |  |  |  |
| Motor vehicle parking | 0 |  |  |  |  |  |  |  |  |
| Personal benefits | 4 | $80 | $105 | $205 | $268 | $289 | $289 | $289 | $226 |
| Other supplementary payments | 1 | $2,398 | $2,398 | $2,398 | $2,398 | $2,398 | $2,398 | $2,398 | $2,398 |
| **Total Remuneration Package (TRP)** | **482** | **$41,989** | **$50,162** | **$52,290** | **$57,136** | **$59,430** | **$63,930** | **$70,249** | **$56,413** |
| Performance bonus paid | 39 | $309 | $472 | $725 | $725 | $725 | $725 | $1,088 | $688 |
| Retention bonus paid | 11 | $1,421 | $1,455 | $1,489 | $1,738 | $2,234 | $2,234 | $2,234 | $1,822 |
| Productivity bonus | 0 |  |  |  |  |  |  |  |  |
| Sign on bonus | 0 |  |  |  |  |  |  |  |  |
| Group or whole of agency performance bonuses | 0 |  |  |  |  |  |  |  |  |
| **Total Reward (TR)** | **482** | **$41,989** | **$50,162** | **$52,290** | **$57,136** | **$59,543** | **$64,324** | **$70,249** | **$56,510** |
| Additional duties/responsibilities allowances | 32 | $360 | $441 | $522 | $522 | $614 | $976 | $1,043 | $592 |
| Qualifications and/or skills based allowances | 5 | $42 | $116 | $414 | $501 | $540 | $737 | $786 | $457 |
| Market related allowances – specific job | 0 |  |  |  |  |  |  |  |  |
| Market related allowances – specific individual | 0 |  |  |  |  |  |  |  |  |
| Superannuation allowances | 0 |  |  |  |  |  |  |  |  |
| Income maintenance allowance | 1 | $17,648 | $17,648 | $17,648 | $17,648 | $17,648 | $17,648 | $17,648 | $17,648 |
| Hours of duty allowances | 37 | $4 | $4 | $63 | $187 | $873 | $4,172 | $8,564 | $937 |
| Expense allowances | 2 | $53 | $60 | $89 | $124 | $160 | $188 | $195 | $124 |
| Geographic/locality allowances | 140 | $77 | $263 | $889 | $2,094 | $4,126 | $13,816 | $34,536 | $4,178 |
| Hardship allowances | 25 | $8 | $9 | $28 | $58 | $141 | $1,178 | $1,414 | $198 |
| Health and lifestyle allowances | 9 | $150 | $158 | $200 | $200 | $260 | $286 | $299 | $216 |
| Individual performance related allowances | 0 |  |  |  |  |  |  |  |  |
| Annual leave loading | 0 |  |  |  |  |  |  |  |  |
| **TR + Allowances** | **482** | **$42,004** | **$50,393** | **$53,195** | **$57,669** | **$60,693** | **$66,306** | **$94,406** | **$57,891** |

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|  | **Number of employees** | **Min** | **P5** | **Q1** | **Median** | **Q3** | **P95** | **Max** | **Average** |
| **Base Salary** | **1858** | **$49,321** | **$50,842** | **$55,805** | **$57,925** | **$58,463** | **$60,202** | **$69,625** | **$56,978** |

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| Agency superannuation contribution | 1858 | $0 | $7,696 | $8,735 | $10,564 | $11,737 | $14,194 | $23,523 | $10,356 |
| Cost of motor vehicle | 0 |  |  |  |  |  |  |  |  |
| Cash in lieu of motor vehicle | 0 |  |  |  |  |  |  |  |  |
| Motor vehicle parking | 0 |  |  |  |  |  |  |  |  |
| Personal benefits | 47 | $64 | $101 | $215 | $282 | $289 | $321 | $481 | $251 |
| Other supplementary payments | 14 | $0 | $5 | $24 | $92 | $248 | $1,054 | $1,054 | $254 |
| **Total Remuneration Package (TRP)** | **1858** | **$52,004** | **$59,130** | **$64,654** | **$68,052** | **$70,483** | **$73,412** | **$80,844** | **$67,342** |
| Performance bonus paid | 418 | $309 | $533 | $725 | $725 | $725 | $725 | $3,264 | $709 |
| Retention bonus paid | 124 | $1,250 | $1,486 | $2,556 | $2,600 | $2,600 | $2,600 | $2,812 | $2,472 |
| Productivity bonus | 0 |  |  |  |  |  |  |  |  |
| Sign on bonus | 0 |  |  |  |  |  |  |  |  |
| Group or whole of agency performance bonuses | 3 | $300 | $300 | $300 | $300 | $300 | $300 | $300 | $300 |
| **Total Reward (TR)** | **1858** | **$52,004** | **$59,148** | **$64,801** | **$68,286** | **$70,990** | **$73,731** | **$80,844** | **$67,667** |
| Additional duties/responsibilities allowances | 125 | $132 | $387 | $548 | $613 | $652 | $1,610 | $2,885 | $681 |
| Qualifications and/or skills based allowances | 10 | $183 | $184 | $379 | $716 | $861 | $11,383 | $19,782 | $2,527 |
| Market related allowances – specific job | 0 |  |  |  |  |  |  |  |  |
| Market related allowances – specific individual | 0 |  |  |  |  |  |  |  |  |
| Superannuation allowances | 0 |  |  |  |  |  |  |  |  |
| Income maintenance allowance | 0 |  |  |  |  |  |  |  |  |
| Hours of duty allowances | 475 | $4 | $31 | $63 | $216 | $505 | $1,702 | $20,698 | $559 |
| Expense allowances | 2 | $115 | $128 | $181 | $247 | $313 | $366 | $379 | $247 |
| Geographic/locality allowances | 192 | $19 | $287 | $938 | $1,734 | $8,723 | $22,835 | $51,904 | $6,211 |
| Hardship allowances | 41 | $12 | $107 | $1,924 | $2,806 | $2,882 | $20,999 | $25,080 | $4,154 |
| Health and lifestyle allowances | 73 | $65 | $150 | $250 | $500 | $500 | $503 | $596 | $389 |
| Individual performance related allowances | 0 |  |  |  |  |  |  |  |  |
| Annual leave loading | 2 | $80 | $145 | $405 | $729 | $1,054 | $1,313 | $1,378 | $729 |
| **TR + Allowances** | **1858** | **$52,004** | **$59,702** | **$65,403** | **$68,899** | **$71,700** | **$75,849** | **$121,032** | **$68,619** |

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|  | **Number of employees** | **Min** | **P5** | **Q1** | **Median** | **Q3** | **P95** | **Max** | **Average** |
| **Base Salary** | **12024** | **$50,166** | **$57,777** | **$63,010** | **$64,799** | **$66,312** | **$66,701** | **$85,399** | **$64,105** |

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| Agency superannuation contribution | 12024 | $0 | $8,639 | $9,843 | $11,001 | $12,964 | $17,190 | $26,009 | $11,644 |
| Cost of motor vehicle | 3 | $190 | $208 | $282 | $374 | $1,361 | $2,152 | $2,349 | $971 |
| Cash in lieu of motor vehicle | 0 |  |  |  |  |  |  |  |  |
| Motor vehicle parking | 151 | $135 | $266 | $266 | $667 | $1,360 | $1,360 | $4,027 | $888 |
| Personal benefits | 303 | $20 | $100 | $149 | $288 | $289 | $299 | $2,120 | $245 |
| Other supplementary payments | 520 | $0 | $12 | $90 | $229 | $436 | $1,306 | $3,241 | $372 |
| **Total Remuneration Package (TRP)** | **12024** | **$57,892** | **$66,881** | **$73,029** | **$76,525** | **$79,115** | **$82,797** | **$93,846** | **$75,783** |
| Performance bonus paid | 949 | $74 | $435 | $725 | $725 | $725 | $1,845 | $7,998 | $835 |
| Retention bonus paid | 118 | $1,400 | $2,313 | $2,600 | $2,600 | $2,600 | $2,982 | $3,500 | $2,608 |
| Productivity bonus | 21 | $279 | $328 | $627 | $868 | $905 | $926 | $930 | $737 |
| Sign on bonus | 0 |  |  |  |  |  |  |  |  |
| Group or whole of agency performance bonuses | 11 | $300 | $300 | $300 | $300 | $300 | $300 | $300 | $300 |
| **Total Reward (TR)** | **12024** | **$57,892** | **$66,881** | **$73,125** | **$76,525** | **$79,115** | **$82,835** | **$97,773** | **$75,876** |
| Additional duties/responsibilities allowances | 779 | $49 | $366 | $387 | $642 | $666 | $1,220 | $10,904 | $687 |
| Qualifications and/or skills based allowances | 899 | $0 | $122 | $742 | $2,014 | $36,355 | $43,037 | $52,646 | $12,864 |
| Market related allowances – specific job | 0 |  |  |  |  |  |  |  |  |
| Market related allowances – specific individual | 0 |  |  |  |  |  |  |  |  |
| Superannuation allowances | 0 |  |  |  |  |  |  |  |  |
| Income maintenance allowance | 4 | $500 | $580 | $900 | $4,017 | $7,000 | $7,000 | $7,000 | $3,883 |
| Hours of duty allowances | 4028 | $4 | $30 | $61 | $156 | $497 | $2,372 | $29,840 | $615 |
| Expense allowances | 269 | $12 | $120 | $195 | $210 | $379 | $475 | $7,775 | $316 |
| Geographic/locality allowances | 1956 | $0 | $195 | $748 | $948 | $1,408 | $9,720 | $51,904 | $2,280 |
| Hardship allowances | 773 | $7 | $55 | $772 | $2,785 | $6,252 | $23,195 | $67,481 | $5,660 |
| Health and lifestyle allowances | 410 | $19 | $150 | $276 | $299 | $500 | $848 | $2,748 | $402 |
| Individual performance related allowances | 0 |  |  |  |  |  |  |  |  |
| Annual leave loading | 105 | $15 | $85 | $320 | $611 | $938 | $1,483 | $1,719 | $659 |
| **TR + Allowances** | **12024** | **$57,892** | **$67,605** | **$73,654** | **$76,897** | **$79,782** | **$87,179** | **$145,940** | **$77,851** |

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|  | **Number of employees** | **Min** | **P5** | **Q1** | **Median** | **Q3** | **P95** | **Max** | **Average** |
| **Base Salary** | **26354** | **$54,306** | **$66,313** | **$69,711** | **$73,256** | **$73,472** | **$74,748** | **$119,291** | **$71,865** |

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| Agency superannuation contribution | 26354 | $0 | $10,016 | $11,029 | $11,703 | $14,328 | $16,671 | $33,843 | $12,632 |
| Cost of motor vehicle | 3 | $337 | $373 | $514 | $692 | $1,075 | $1,381 | $1,458 | $829 |
| Cash in lieu of motor vehicle | 0 |  |  |  |  |  |  |  |  |
| Motor vehicle parking | 123 | $266 | $266 | $266 | $266 | $667 | $1,776 | $2,387 | $581 |
| Personal benefits | 445 | $13 | $100 | $149 | $270 | $289 | $541 | $4,400 | $285 |
| Other supplementary payments | 316 | $0 | $29 | $196 | $400 | $863 | $3,171 | $14,705 | $862 |
| **Total Remuneration Package (TRP)** | **26354** | **$62,314** | **$76,377** | **$81,553** | **$84,787** | **$87,800** | **$90,368** | **$137,400** | **$84,515** |
| Performance bonus paid | 1152 | $53 | $456 | $733 | $733 | $733 | $3,893 | $11,909 | $1,184 |
| Retention bonus paid | 78 | $19 | $1,292 | $2,252 | $2,600 | $2,600 | $3,500 | $4,554 | $2,560 |
| Productivity bonus | 4 | $231 | $236 | $257 | $577 | $898 | $924 | $930 | $579 |
| Sign on bonus | 0 |  |  |  |  |  |  |  |  |
| Group or whole of agency performance bonuses | 7 | $300 | $300 | $300 | $300 | $300 | $300 | $300 | $300 |
| **Total Reward (TR)** | **26354** | **$62,314** | **$76,377** | **$81,627** | **$84,787** | **$87,800** | **$90,420** | **$141,579** | **$84,575** |
| Additional duties/responsibilities allowances | 2318 | $88 | $333 | $621 | $666 | $720 | $999 | $4,888 | $687 |
| Qualifications and/or skills based allowances | 865 | $0 | $143 | $772 | $2,500 | $2,702 | $4,333 | $46,412 | $3,389 |
| 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 | 1 | $4,000 | $4,000 | $4,000 | $4,000 | $4,000 | $4,000 | $4,000 | $4,000 |
| Superannuation allowances | 0 |  |  |  |  |  |  |  |  |
| Income maintenance allowance | 10 | $888 | $970 | $1,154 | $1,581 | $1,722 | $4,838 | $7,000 | $2,015 |
| Hours of duty allowances | 9398 | $1 | $4 | $62 | $184 | $613 | $2,242 | $24,673 | $589 |
| Expense allowances | 1425 | $9 | $126 | $195 | $195 | $379 | $498 | $3,594 | $286 |
| Geographic/locality allowances | 1342 | $4 | $300 | $845 | $1,303 | $4,801 | $15,082 | $37,327 | $3,828 |
| Hardship allowances | 930 | $5 | $15 | $67 | $396 | $854 | $7,608 | $112,719 | $1,963 |
| Health and lifestyle allowances | 2216 | $20 | $143 | $215 | $299 | $299 | $962 | $2,864 | $362 |
| Individual performance related allowances | 5 | $2,000 | $2,022 | $2,111 | $3,000 | $3,070 | $4,614 | $5,000 | $3,036 |
| Annual leave loading | 401 | $2 | $39 | $313 | $688 | $1,075 | $1,619 | $2,376 | $736 |
| **TR + Allowances** | **26354** | **$62,609** | **$76,526** | **$82,001** | **$85,274** | **$88,446** | **$92,105** | **$212,612** | **$85,279** |

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|  | **Number of employees** | **Min** | **P5** | **Q1** | **Median** | **Q3** | **P95** | **Max** | **Average** |
| **Base Salary** | **19915** | **$63,666** | **$73,413** | **$76,040** | **$78,873** | **$80,674** | **$82,443** | **$163,057** | **$78,599** |

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| Agency superannuation contribution | 19915 | $0 | $10,909 | $11,891 | $12,567 | $15,563 | $18,621 | $49,692 | $13,679 |
| Cost of motor vehicle | 2 | $6 | $1,048 | $5,215 | $10,424 | $15,634 | $19,801 | $20,843 | $10,424 |
| Cash in lieu of motor vehicle | 0 |  |  |  |  |  |  |  |  |
| Motor vehicle parking | 811 | $135 | $266 | $266 | $266 | $266 | $1,360 | $6,277 | $425 |
| Personal benefits | 669 | $39 | $100 | $239 | $290 | $299 | $710 | $47,789 | $641 |
| Other supplementary payments | 376 | $0 | $18 | $212 | $533 | $1,220 | $3,500 | $8,224 | $985 |
| **Total Remuneration Package (TRP)** | **19915** | **$73,471** | **$84,719** | **$88,850** | **$92,151** | **$95,422** | **$98,816** | **$178,547** | **$92,336** |
| Performance bonus paid | 2240 | $52 | $663 | $789 | $789 | $1,271 | $4,399 | $57,071 | $1,471 |
| Retention bonus paid | 155 | $600 | $1,007 | $3,316 | $3,500 | $3,500 | $4,338 | $16,200 | $3,582 |
| Productivity bonus | 253 | $107 | $523 | $785 | $891 | $924 | $959 | $13,349 | $1,128 |
| Sign on bonus | 0 |  |  |  |  |  |  |  |  |
| Group or whole of agency performance bonuses | 21 | $300 | $300 | $300 | $300 | $300 | $300 | $300 | $300 |
| **Total Reward (TR)** | **19915** | **$73,471** | **$84,719** | **$88,865** | **$92,370** | **$95,804** | **$99,295** | **$235,618** | **$92,544** |
| Additional duties/responsibilities allowances | 1813 | $74 | $360 | $612 | $665 | $718 | $1,346 | $10,217 | $868 |
| Qualifications and/or skills based allowances | 892 | $0 | $42 | $333 | $1,158 | $2,702 | $47,737 | $55,520 | $6,931 |
| Market related allowances – specific job | 12 | $4,000 | $4,000 | $4,000 | $4,000 | $4,125 | $16,574 | $22,000 | $6,219 |
| Market related allowances – specific individual | 4 | $5,549 | $5,620 | $5,904 | $6,512 | $7,294 | $8,000 | $8,176 | $6,687 |
| Superannuation allowances | 0 |  |  |  |  |  |  |  |  |
| Income maintenance allowance | 18 | $196 | $902 | $1,795 | $4,696 | $7,000 | $10,554 | $13,694 | $5,131 |
| Hours of duty allowances | 3991 | $1 | $27 | $61 | $184 | $737 | $4,744 | $48,316 | $951 |
| Expense allowances | 588 | $15 | $60 | $195 | $300 | $379 | $1,158 | $4,684 | $389 |
| Geographic/locality allowances | 1714 | $4 | $269 | $938 | $1,460 | $6,633 | $30,023 | $85,007 | $6,150 |
| Hardship allowances | 830 | $6 | $15 | $84 | $1,989 | $10,562 | $58,749 | $198,792 | $11,755 |
| Health and lifestyle allowances | 1842 | $17 | $150 | $203 | $270 | $299 | $600 | $2,722 | $296 |
| Individual performance related allowances | 23 | $1,342 | $3,052 | $4,172 | $4,338 | $4,338 | $7,254 | $9,000 | $4,425 |
| Annual leave loading | 122 | $6 | $98 | $426 | $907 | $1,167 | $1,884 | $2,371 | $885 |
| **TR + Allowances** | **19915** | **$73,471** | **$84,719** | **$89,447** | **$93,041** | **$96,552** | **$102,106** | **$308,724** | **$94,203** |

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|  | **Number of employees** | **Min** | **P5** | **Q1** | **Median** | **Q3** | **P95** | **Max** | **Average** |
| **Base Salary** | **31920** | **$68,327** | **$82,219** | **$89,915** | **$92,150** | **$94,670** | **$97,725** | **$238,246** | **$91,694** |

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| Agency superannuation contribution | 31920 | $0 | $12,418 | $13,959 | $15,100 | $18,304 | $21,558 | $44,992 | $16,052 |
| Cost of motor vehicle | 7 | $524 | $619 | $1,091 | $1,405 | $1,765 | $2,807 | $3,135 | $1,539 |
| Cash in lieu of motor vehicle | 0 |  |  |  |  |  |  |  |  |
| Motor vehicle parking | 742 | $135 | $266 | $266 | $266 | $266 | $1,360 | $7,243 | $414 |
| Personal benefits | 1434 | $26 | $100 | $217 | $299 | $587 | $7,041 | $70,791 | $1,627 |
| Other supplementary payments | 563 | $1 | $121 | $503 | $1,081 | $3,101 | $8,980 | $35,695 | $2,381 |
| **Total Remuneration Package (TRP)** | **31920** | **$80,376** | **$95,205** | **$104,062** | **$108,603** | **$112,869** | **$117,151** | **$260,879** | **$107,871** |
| Performance bonus paid | 3559 | $27 | $736 | $922 | $922 | $922 | $2,053 | $136,715 | $1,593 |
| Retention bonus paid | 249 | $335 | $1,317 | $3,500 | $3,500 | $3,500 | $9,928 | $24,300 | $4,182 |
| Productivity bonus | 69 | $223 | $371 | $887 | $957 | $5,727 | $19,093 | $25,037 | $4,788 |
| Sign on bonus | 0 |  |  |  |  |  |  |  |  |
| Group or whole of agency performance bonuses | 30 | $300 | $300 | $300 | $300 | $300 | $300 | $300 | $300 |
| **Total Reward (TR)** | **31920** | **$80,376** | **$95,205** | **$104,062** | **$108,603** | **$112,869** | **$117,317** | **$397,594** | **$108,092** |
| Additional duties/responsibilities allowances | 2696 | $60 | $373 | $602 | $665 | $741 | $1,037 | $32,126 | $860 |
| Qualifications and/or skills based allowances | 855 | $0 | $42 | $330 | $1,815 | $2,723 | $53,614 | $61,122 | $5,800 |
| Market related allowances – specific job | 5 | $5,003 | $5,892 | $9,446 | $10,619 | $15,105 | $30,655 | $34,543 | $14,943 |
| Market related allowances – specific individual | 7 | $539 | $1,055 | $3,200 | $4,331 | $8,355 | $13,650 | $15,000 | $6,140 |
| Superannuation allowances | 0 |  |  |  |  |  |  |  |  |
| Income maintenance allowance | 24 | $140 | $374 | $1,016 | $3,055 | $7,128 | $12,105 | $14,069 | $4,510 |
| Hours of duty allowances | 5098 | $0 | $26 | $61 | $233 | $1,166 | $8,440 | $48,122 | $1,551 |
| Expense allowances | 768 | $1 | $40 | $174 | $300 | $467 | $1,647 | $6,151 | $447 |
| Geographic/locality allowances | 1545 | $0 | $268 | $1,119 | $2,252 | $9,170 | $43,770 | $113,517 | $9,375 |
| Hardship allowances | 977 | $6 | $17 | $51 | $643 | $8,317 | $59,857 | $234,907 | $10,176 |
| Health and lifestyle allowances | 3630 | $20 | $150 | $200 | $259 | $299 | $600 | $3,926 | $300 |
| Individual performance related allowances | 42 | $159 | $700 | $3,010 | $4,608 | $5,068 | $14,276 | $18,972 | $5,310 |
| Annual leave loading | 108 | $16 | $126 | $973 | $1,258 | $1,343 | $2,015 | $3,416 | $1,162 |
| **TR + Allowances** | **31920** | **$80,376** | **$95,566** | **$104,368** | **$109,195** | **$113,131** | **$119,895** | **$397,594** | **$109,396** |

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|  | **Number of employees** | **Min** | **P5** | **Q1** | **Median** | **Q3** | **P95** | **Max** | **Average** |
| **Base Salary** | **25601** | **$88,564** | **$104,228** | **$111,595** | **$115,005** | **$116,871** | **$122,855** | **$300,734** | **$114,639** |

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| Agency superannuation contribution | 25601 | $0 | $15,453 | $17,475 | $20,315 | $22,471 | $25,122 | $70,841 | $20,078 |
| Cost of motor vehicle | 22 | $57 | $133 | $327 | $1,026 | $2,106 | $3,584 | $14,536 | $1,804 |
| Cash in lieu of motor vehicle | 1 | $26,000 | $26,000 | $26,000 | $26,000 | $26,000 | $26,000 | $26,000 | $26,000 |
| Motor vehicle parking | 1192 | $135 | $266 | $266 | $266 | $266 | $266 | $6,277 | $341 |
| Personal benefits | 1021 | $19 | $100 | $245 | $299 | $564 | $10,396 | $84,472 | $2,066 |
| Other supplementary payments | 523 | $6 | $168 | $507 | $984 | $3,500 | $15,500 | $44,592 | $3,347 |
| **Total Remuneration Package (TRP)** | **25601** | **$101,955** | **$120,279** | **$130,530** | **$135,598** | **$138,440** | **$146,190** | **$347,821** | **$134,886** |
| Performance bonus paid | 3178 | $11 | $920 | $1,150 | $1,150 | $2,130 | $2,337 | $212,639 | $1,930 |
| Retention bonus paid | 218 | $475 | $1,000 | $3,500 | $3,500 | $6,318 | $12,119 | $32,297 | $5,128 |
| Productivity bonus | 71 | $56 | $452 | $836 | $950 | $7,481 | $18,556 | $40,002 | $4,962 |
| Sign on bonus | 0 |  |  |  |  |  |  |  |  |
| Group or whole of agency performance bonuses | 41 | $300 | $300 | $300 | $300 | $300 | $300 | $1,000 | $317 |
| **Total Reward (TR)** | **25601** | **$101,955** | **$120,402** | **$130,530** | **$135,598** | **$138,628** | **$146,690** | **$523,040** | **$135,184** |
| Additional duties/responsibilities allowances | 1863 | $53 | $387 | $589 | $665 | $748 | $1,224 | $21,949 | $867 |
| Qualifications and/or skills based allowances | 599 | $0 | $90 | $357 | $2,564 | $6,126 | $66,107 | $82,459 | $8,087 |
| Market related allowances – specific job | 19 | $3,736 | $4,559 | $9,919 | $13,000 | $15,056 | $25,000 | $25,000 | $13,616 |
| Market related allowances – specific individual | 49 | $1,811 | $2,517 | $5,000 | $8,513 | $10,594 | $25,632 | $38,521 | $9,840 |
| Superannuation allowances | 2 | $255 | $263 | $293 | $330 | $368 | $398 | $405 | $330 |
| Income maintenance allowance | 53 | $173 | $395 | $2,744 | $4,578 | $7,000 | $18,408 | $26,546 | $6,377 |
| Hours of duty allowances | 1756 | $1 | $31 | $164 | $1,082 | $4,246 | $12,377 | $28,482 | $3,021 |
| Expense allowances | 611 | $7 | $48 | $207 | $338 | $533 | $1,820 | $7,767 | $540 |
| Geographic/locality allowances | 1100 | $7 | $329 | $1,501 | $9,103 | $34,515 | $69,706 | $349,535 | $20,772 |
| Hardship allowances | 982 | $6 | $36 | $64 | $2,967 | $31,512 | $89,380 | $237,330 | $21,626 |
| Health and lifestyle allowances | 3369 | $12 | $150 | $200 | $250 | $299 | $600 | $5,411 | $298 |
| Individual performance related allowances | 89 | $81 | $542 | $2,475 | $4,792 | $6,021 | $17,019 | $36,469 | $6,024 |
| Annual leave loading | 4 | $154 | $154 | $154 | $429 | $775 | $945 | $988 | $500 |
| **TR + Allowances** | **25601** | **$101,955** | **$121,009** | **$130,946** | **$136,229** | **$139,593** | **$152,602** | **$523,040** | **$137,480** |

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| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  | **Number of employees** | **Min** | **P5** | **Q1** | **Median** | **Q3** | **P95** | **Max** | **Average** |
| **Base Salary** | **11167** | **$114,027** | **$126,041** | **$137,242** | **$142,556** | **$147,250** | **$160,330** | **$551,205** | **$144,166** |

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| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Agency superannuation contribution | 11167 | $0 | $19,311 | $22,419 | $26,310 | $27,611 | $31,955 | $79,681 | $25,620 |
| Cost of motor vehicle | 32 | $179 | $308 | $1,878 | $3,244 | $8,379 | $22,126 | $32,366 | $6,384 |
| Cash in lieu of motor vehicle | 183 | $2,065 | $16,160 | $24,096 | $25,208 | $26,000 | $27,880 | $35,000 | $24,103 |
| Motor vehicle parking | 767 | $30 | $266 | $266 | $266 | $932 | $6,478 | $14,913 | $1,350 |
| Personal benefits | 757 | $13 | $146 | $295 | $324 | $613 | $14,625 | $306,970 | $3,921 |
| Other supplementary payments | 1496 | $0 | $586 | $1,740 | $1,740 | $1,740 | $5,027 | $29,904 | $2,245 |
| **Total Remuneration Package (TRP)** | **11167** | **$118,376** | **$146,905** | **$162,045** | **$169,070** | **$175,016** | **$194,105** | **$582,381** | **$170,859** |
| Performance bonus paid | 1552 | $14 | $1,421 | $1,421 | $1,563 | $2,851 | $16,043 | $568,132 | $7,738 |
| Retention bonus paid | 203 | $246 | $1,009 | $3,500 | $6,516 | $10,994 | $29,643 | $92,869 | $9,216 |
| Productivity bonus | 76 | $169 | $355 | $884 | $3,465 | $9,973 | $29,223 | $50,379 | $7,078 |
| Sign on bonus | 3 | $3,605 | $3,631 | $3,737 | $3,869 | $6,344 | $8,323 | $8,818 | $5,431 |
| Group or whole of agency performance bonuses | 10 | $300 | $300 | $300 | $300 | $300 | $300 | $300 | $300 |
| **Total Reward (TR)** | **11167** | **$118,376** | **$147,185** | **$162,135** | **$170,397** | **$175,437** | **$196,421** | **$1,096,435** | **$172,152** |
| Additional duties/responsibilities allowances | 617 | $9 | $186 | $390 | $650 | $769 | $27,739 | $83,780 | $4,169 |
| Qualifications and/or skills based allowances | 279 | $0 | $214 | $2,715 | $5,796 | $10,000 | $24,412 | $93,527 | $7,863 |
| Market related allowances – specific job | 28 | $11,047 | $14,372 | $20,770 | $29,000 | $60,605 | $90,700 | $142,785 | $43,167 |
| Market related allowances – specific individual | 65 | $2,875 | $4,064 | $7,003 | $11,532 | $19,183 | $41,285 | $195,928 | $18,329 |
| Superannuation allowances | 0 |  |  |  |  |  |  |  |  |
| Income maintenance allowance | 62 | $31 | $1,016 | $3,789 | $9,476 | $15,210 | $40,169 | $62,309 | $12,703 |
| Hours of duty allowances | 395 | $4 | $95 | $655 | $2,180 | $6,108 | $13,141 | $56,772 | $4,235 |
| Expense allowances | 413 | $8 | $96 | $300 | $368 | $890 | $4,984 | $25,169 | $1,301 |
| Geographic/locality allowances | 597 | $13 | $539 | $3,191 | $25,983 | $64,794 | $175,828 | $450,579 | $47,360 |
| Hardship allowances | 517 | $8 | $51 | $151 | $8,086 | $40,922 | $100,341 | $239,049 | $27,071 |
| Health and lifestyle allowances | 1420 | $30 | $150 | $203 | $275 | $299 | $600 | $1,905 | $307 |
| Individual performance related allowances | 126 | $58 | $354 | $3,316 | $6,726 | $10,250 | $26,471 | $52,877 | $8,901 |
| Annual leave loading | 2 | $192 | $260 | $531 | $869 | $1,208 | $1,479 | $1,546 | $869 |
| **TR + Allowances** | **11167** | **$118,376** | **$147,738** | **$162,735** | **$170,688** | **$178,094** | **$218,864** | **$1,096,435** | **$176,987** |

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| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  | **Number of employees** | **Min** | **P5** | **Q1** | **Median** | **Q3** | **P95** | **Max** | **Average** |
| **Base Salary** | **2022** | **$148,032** | **$171,917** | **$192,085** | **$202,910** | **$218,775** | **$240,045** | **$310,788** | **$204,995** |

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| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Agency superannuation contribution | 2022 | $14,162 | $27,315 | $33,264 | $36,559 | $40,005 | $44,571 | $59,400 | $36,508 |
| Cost of motor vehicle | 33 | $2,916 | $2,939 | $11,902 | $25,000 | $26,000 | $27,382 | $29,454 | $18,921 |
| Cash in lieu of motor vehicle | 995 | $3,000 | $20,963 | $25,000 | $25,208 | $27,880 | $29,205 | $38,689 | $25,589 |
| Motor vehicle parking | 688 | $135 | $589 | $2,698 | $3,120 | $3,973 | $10,824 | $19,518 | $3,724 |
| Personal benefits | 246 | $0 | $145 | $295 | $476 | $763 | $42,633 | $284,017 | $9,612 |
| Other supplementary payments | 58 | $70 | $190 | $400 | $720 | $1,740 | $11,931 | $39,580 | $3,053 |
| **Total Remuneration Package (TRP)** | **2022** | **$171,058** | **$225,639** | **$243,619** | **$254,739** | **$268,657** | **$288,835** | **$542,092** | **$256,928** |
| Performance bonus paid | 83 | $2,725 | $2,867 | $8,152 | $11,329 | $15,464 | $22,646 | $25,448 | $11,763 |
| Retention bonus paid | 18 | $1,840 | $3,251 | $3,500 | $8,750 | $19,300 | $29,482 | $49,214 | $12,657 |
| Productivity bonus | 46 | $2,278 | $3,278 | $5,416 | $10,724 | $21,400 | $34,020 | $48,150 | $14,471 |
| Sign on bonus | 0 |  |  |  |  |  |  |  |  |
| Group or whole of agency performance bonuses | 0 |  |  |  |  |  |  |  |  |
| **Total Reward (TR)** | **2022** | **$176,613** | **$226,625** | **$243,970** | **$255,317** | **$270,472** | **$290,591** | **$542,092** | **$257,853** |
| Additional duties/responsibilities allowances | 64 | $102 | $354 | $683 | $5,000 | $10,000 | $27,431 | $35,000 | $7,891 |
| Qualifications and/or skills based allowances | 79 | $261 | $2,157 | $4,084 | $9,188 | $20,012 | $41,755 | $70,909 | $14,938 |
| Market related allowances – specific job | 0 |  |  |  |  |  |  |  |  |
| Market related allowances – specific individual | 1 | $26,000 | $26,000 | $26,000 | $26,000 | $26,000 | $26,000 | $26,000 | $26,000 |
| Superannuation allowances | 0 |  |  |  |  |  |  |  |  |
| Income maintenance allowance | 4 | $16,316 | $16,859 | $19,031 | $22,175 | $25,810 | $29,162 | $30,000 | $22,666 |
| Hours of duty allowances | 35 | $123 | $260 | $987 | $1,974 | $3,435 | $6,168 | $19,773 | $2,786 |
| Expense allowances | 162 | $125 | $218 | $300 | $359 | $1,856 | $15,449 | $25,169 | $2,233 |
| Geographic/locality allowances | 180 | $579 | $2,235 | $22,473 | $47,310 | $85,750 | $206,615 | $465,522 | $67,260 |
| Hardship allowances | 129 | $51 | $128 | $18,266 | $37,618 | $78,921 | $116,786 | $269,619 | $51,592 |
| Health and lifestyle allowances | 24 | $140 | $191 | $250 | $300 | $600 | $600 | $600 | $394 |
| Individual performance related allowances | 15 | $2,000 | $2,552 | $3,000 | $3,500 | $5,000 | $15,867 | $29,555 | $5,994 |
| Annual leave loading | 0 |  |  |  |  |  |  |  |  |
| **TR + Allowances** | **2022** | **$176,613** | **$228,424** | **$245,547** | **$260,428** | **$274,223** | **$351,887** | **$911,192** | **$268,299** |

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| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  | **Number of employees** | **Min** | **P5** | **Q1** | **Median** | **Q3** | **P95** | **Max** | **Average** |
| **Base Salary** | **553** | **$202,052** | **$223,981** | **$244,065** | **$265,091** | **$283,460** | **$306,686** | **$687,652** | **$267,646** |

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| Agency superannuation contribution | 553 | $13,790 | $36,944 | $43,416 | $46,753 | $50,892 | $56,303 | $88,715 | $46,834 |
| Cost of motor vehicle | 11 | $2,925 | $3,547 | $8,073 | $15,296 | $27,000 | $28,440 | $29,880 | $16,993 |
| Cash in lieu of motor vehicle | 250 | $15,074 | $20,604 | $25,000 | $27,000 | $28,000 | $30,501 | $36,110 | $26,526 |
| Motor vehicle parking | 189 | $135 | $589 | $2,698 | $3,120 | $4,453 | $12,113 | $19,621 | $4,199 |
| Personal benefits | 56 | $144 | $182 | $320 | $513 | $764 | $98,881 | $122,276 | $11,441 |
| Other supplementary payments | 27 | $70 | $118 | $526 | $704 | $1,244 | $16,440 | $43,397 | $3,844 |
| **Total Remuneration Package (TRP)** | **553** | **$260,122** | **$288,660** | **$309,952** | **$323,857** | **$340,631** | **$383,310** | **$708,655** | **$329,592** |
| Performance bonus paid | 27 | $5,664 | $8,468 | $20,000 | $22,192 | $28,202 | $261,284 | $759,367 | $65,990 |
| Retention bonus paid | 6 | $602 | $1,327 | $3,500 | $14,361 | $26,555 | $29,088 | $29,785 | $14,935 |
| Productivity bonus | 10 | $2,347 | $2,910 | $11,919 | $23,435 | $28,232 | $42,021 | $49,788 | $21,935 |
| Sign on bonus | 0 |  |  |  |  |  |  |  |  |
| Group or whole of agency performance bonuses | 0 |  |  |  |  |  |  |  |  |
| **Total Reward (TR)** | **553** | **$260,122** | **$288,844** | **$310,054** | **$324,212** | **$343,440** | **$391,855** | **$1,468,022** | **$333,373** |
| Additional duties/responsibilities allowances | 12 | $148 | $7,464 | $19,210 | $31,905 | $42,952 | $43,874 | $45,000 | $28,717 |
| Qualifications and/or skills based allowances | 22 | $1,719 | $2,565 | $4,084 | $6,467 | $11,046 | $45,594 | $53,430 | $11,990 |
| Market related allowances – specific job | 0 |  |  |  |  |  |  |  |  |
| Market related allowances – specific individual | 0 |  |  |  |  |  |  |  |  |
| Superannuation allowances | 1 | $10,762 | $10,762 | $10,762 | $10,762 | $10,762 | $10,762 | $10,762 | $10,762 |
| Income maintenance allowance | 1 | $29,880 | $29,880 | $29,880 | $29,880 | $29,880 | $29,880 | $29,880 | $29,880 |
| Hours of duty allowances | 9 | $61 | $493 | $1,254 | $1,974 | $4,176 | $10,242 | $11,670 | $3,553 |
| Expense allowances | 49 | $38 | $125 | $282 | $945 | $1,856 | $5,352 | $24,195 | $1,802 |
| Geographic/locality allowances | 44 | $697 | $2,363 | $24,640 | $53,489 | $92,660 | $332,308 | $721,956 | $91,185 |
| Hardship allowances | 32 | $51 | $64 | $13,961 | $37,940 | $46,389 | $89,448 | $115,555 | $37,958 |
| Health and lifestyle allowances | 0 |  |  |  |  |  |  |  |  |
| Individual performance related allowances | 6 | $2,145 | $2,359 | $4,742 | $9,984 | $13,322 | $15,627 | $16,027 | $9,262 |
| Annual leave loading | 0 |  |  |  |  |  |  |  |  |
| **TR + Allowances** | **553** | **$275,310** | **$293,271** | **$313,455** | **$329,915** | **$348,329** | **$436,705** | **$1,468,022** | **$344,316** |

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| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  | **Number of employees** | **Min** | **P5** | **Q1** | **Median** | **Q3** | **P95** | **Max** | **Average** |
| **Base Salary** | **123** | **$180,040** | **$303,539** | **$336,738** | **$362,100** | **$387,350** | **$441,176** | **$673,335** | **$364,682** |

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| Agency superannuation contribution | 123 | $21,003 | $28,218 | $56,515 | $63,535 | $68,961 | $73,191 | $111,599 | $61,354 |
| Cost of motor vehicle | 1 | $30,764 | $30,764 | $30,764 | $30,764 | $30,764 | $30,764 | $30,764 | $30,764 |
| Cash in lieu of motor vehicle | 52 | $20,200 | $24,246 | $26,391 | $29,880 | $30,250 | $33,000 | $35,000 | $28,725 |
| Motor vehicle parking | 38 | $54 | $1,654 | $2,579 | $3,120 | $4,185 | $9,243 | $14,913 | $3,979 |
| Personal benefits | 3 | $39 | $82 | $254 | $468 | $531 | $581 | $594 | $367 |
| Other supplementary payments | 3 | $457 | $471 | $531 | $605 | $6,553 | $11,311 | $12,500 | $4,521 |
| **Total Remuneration Package (TRP)** | **123** | **$243,540** | **$365,472** | **$416,163** | **$436,338** | **$455,390** | **$501,585** | **$713,899** | **$439,779** |
| Performance bonus paid | 4 | $25,406 | $26,072 | $28,737 | $34,924 | $222,690 | $661,145 | $770,759 | $216,503 |
| Retention bonus paid | 1 | $254,919 | $254,919 | $254,919 | $254,919 | $254,919 | $254,919 | $254,919 | $254,919 |
| Productivity bonus | 0 |  |  |  |  |  |  |  |  |
| Sign on bonus | 0 |  |  |  |  |  |  |  |  |
| Group or whole of agency performance bonuses | 0 |  |  |  |  |  |  |  |  |
| **Total Reward (TR)** | **123** | **$297,379** | **$383,788** | **$416,672** | **$436,856** | **$457,372** | **$501,585** | **$1,469,094** | **$448,892** |
| Additional duties/responsibilities allowances | 6 | $2,391 | $2,610 | $12,509 | $45,120 | $59,020 | $64,511 | $65,339 | $37,210 |
| Qualifications and/or skills based allowances | 1 | $4,084 | $4,084 | $4,084 | $4,084 | $4,084 | $4,084 | $4,084 | $4,084 |
| 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 | 4 | $230 | $230 | $230 | $251 | $279 | $296 | $300 | $258 |
| Geographic/locality allowances | 24 | $7,371 | $11,906 | $25,045 | $33,787 | $59,282 | $114,514 | $124,250 | $46,736 |
| Hardship allowances | 16 | $6,538 | $10,590 | $26,196 | $40,655 | $60,034 | $74,756 | $87,573 | $42,324 |
| Health and lifestyle allowances | 0 |  |  |  |  |  |  |  |  |
| Individual performance related allowances | 0 |  |  |  |  |  |  |  |  |
| Annual leave loading | 0 |  |  |  |  |  |  |  |  |
| **TR + Allowances** | **123** | **$297,379** | **$395,191** | **$428,698** | **$448,038** | **$469,255** | **$592,289** | **$1,469,094** | **$465,373** |

**Australian Public Service** Remuneration Report 2019

## Agencies covered in the 2019 report

This list reflects the names of APS agencies employing staff under the *Public Service Act 1999* as at 31 December 2019. Some agencies may have changed name or have been affected by Machinery of Government changes since then.

Aboriginal Hostels Limited Administrative Appeals Tribunal

Aged Care Quality and Safety Commission Asbestos Safety and Eradication Agency Attorney General's Department

Australian Building and Construction Commission Australian Bureau of Statistics

Australian Centre for International Agricultural Research

Australian Commission for Law Enforcement Integrity

Australian Commission on Safety and Quality in Health Care

Australian Communications and Media Authority Australian Competition and Consumer Commission Australian Criminal Intelligence Commission Australian Digital Health Agency

Australian Electoral Commission Australian Financial Security Authority

Australian Fisheries Management Authority Australian Government Solicitor

Australian Human Rights Commission

Australian Institute of Aboriginal and Torres Strait Islander Studies

Australian Institute of Family Studies Australian Institute of Health and Welfare Australian Law Reform Commission Australian National Audit Office Australian National Maritime Museum

Australian Office of Financial Management Australian Organ and Tissue Authority

Australian Pesticides and Veterinary Medicines Authority

Australian Public Service Commission

Australian Radiation Protection and Nuclear Safety Agency

Australian Research Council Australian Skills Quality Authority

Australian Sports Anti-Doping Authority Australian Taxation Office

Australian Trade and Investment Commission Australian Transaction Reports and Analysis Centre Australian Transport Safety Bureau

Australian War Memorial Bureau of Meteorology Cancer Australia

Clean Energy Regulator Climate Change Authority Comcare

Commonwealth Director of Public Prosecutions Commonwealth Grants Commission

Defence Housing Australia Department of Agriculture

Department of Communications and the Arts Department of Defence

Department of Education

Department of Employment, Skills, Small and Family Business

Department of Environment and Energy Department of Finance

Department of Foreign Affairs and Trade Department of Health

Department of Home Affairs

Department of Industry, Innovation and Science

Department of Infrastructure, Transport, Cities and Regional Development

Department of Social Services

Department of the Prime Minister and Cabinet Department of the Treasury

Department of Veterans' Affairs Digital Transformation Agency Fair Work Commission

Federal Court of Australia

Food Standards Australia New Zealand

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Future Fund Management Agency Geoscience Australia

Great Barrier Reef Marine Park Authority Independent Parliamentary Expenses Authority Infrastructure and Project Financing Agency

IP Australia

Murray Darling Basin Authority National Archives of Australia National Blood Authority National Capital Authority

National Disability Insurance Agency National Faster Rail Agency

National Film and Sound Archive of Australia National Health and Medical Research Council National Health Funding Body

National Indigenous Australians Agency National Library of Australia

National Mental Health Commission National Museum of Australia

National Offshore Petroleum Safety and Environmental Management Authority National Portrait Gallery of Australia

NDIS Quality and Safeguards Commission

North Queensland Water Infrastructure Authority Office of National Intelligence

Office of Parliamentary Counsel

Office of the Australian Information Commissioner Office of the Commonwealth Ombudsman

Office of the Fair Work Ombudsman

Office of the Inspector General of Intelligence and Security Office of the Inspector General of Taxation

Old Parliament House (Museum of Australian Democracy) Productivity Commission

Professional Services Review Royal Australian Mint

Safe Work Australia Screen Australia Services Australia

Tertiary Education Quality and Standards Agency Torres Strait Regional Authority

Workplace Gender Equality Agency



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