

Executive Remuneration Reporting

Remuneration information for executives and highly paid staff is published in accordance with the *Executive Remuneration Reporting Guidelines* issued by the Department of Prime Minister and Cabinet.

The information is presented in two tables:

Table A: Average annual reportable remuneration paid to substantive executives during the reporting period; and

Table B: Average annual reportable remuneration paid to other highly paid staff during the reporting period.

Key requirements/definitions are included below the tables.

Table A:

Remuneration paid to executives in 2017-18

| Total remuneration | Executives No. | Average Reportable Salary | Average Contributed Superannuation | Average Allowances | Average Performance Pay Paid | Average Total Remuneration |
|-----------------------------------|----------------|---------------------------|------------------------------------|--------------------|------------------------------|----------------------------|
| \$225,001 to \$250,000 | 3 | 197,413 | 23,617 | | 20,900 | 241,930 |
| \$250,001 to \$275,000 | 1 | 195,948 | 36,366 | | 22,416 | 254,730 |
| \$275,001 to \$300,000 | 1 | 234,865 | 22,312 | | 24,815 | 281,992 |
| \$375,001 to \$400,000 | 1 | 317,656 | 24,917 | | 42,122 | 384,695 |
| Total number of executives | 6 | | | | | |

Table B:

Remuneration paid to other highly paid staff in 2017-18

| Total remuneration | Other highly paid staff No. | Average Reportable Salary | Average Contributed Superannuation | Average Allowances | Average Performance Pay Paid | Average Total Remuneration |
|--|-----------------------------|---------------------------|------------------------------------|--------------------|------------------------------|----------------------------|
| \$200,001 to \$225,000 | 1 | 171,444 | 31,836 | | | 203,280 |
| Total number of other highly paid staff | 1 | | | | | |

Tables A and B: Key requirements/definitions

The **‘reportable salary’** column is prepared on a cash basis using reportable salary as defined as the sum of:

- (a) gross payments (excluding performance pays);
 - (b) reportable fringe benefits (net amount);
 - (c) reportable employer superannuation;
 - (d) contributions; and
 - (e) exempt foreign employment income;
- as reported in an individual’s payment summary.

The **‘contributed superannuation’** column is prepared on a cash basis using contributed superannuation as defined as follows:

- For individuals that are in a defined contribution scheme (e.g., PSSap), “Contributed superannuation” should include the defined contribution amounts. This amount is typically located on the individual’s payslips; or
- For individuals that are in a defined benefit scheme (e.g., PSS and CSS), ‘contributed superannuation’ should include the Notional Employer Contribution Rate (NECR) amount, Employer Productivity Superannuation Contribution (also known as the Productivity Component) and any Additional Lump Sum Contribution paid during the financial reporting period.

The **‘reportable allowances’** column is prepared on a cash basis using reportable allowances as is equal to the ‘total allowances’ figure as reported in an individual’s payment summary. Reportable allowances excludes any allowances already reported in the gross payments line in the payment summary.

The **‘performance pay paid’** column is prepared on a cash basis-using performance pay paid as is equal to the actual performance pay paid to individuals during the reporting period and is a component of gross payments reported on the payment summary.