



Australian Government
Australian Public Service
Commission

AUSTRALIAN PUBLIC SERVICE **REMUNERATION REPORT 2018**



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The document must be attributed as the *APS Remuneration Report 2018*.

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Foreword

The Australian Public Service (APS) Remuneration Report 2018 presents a summary of remuneration paid to APS employees under the *Public Service Act 1999* as at 31 December 2018. 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.

A handwritten signature in black ink, appearing to read 'Peter Woolcott', followed by a long, flowing horizontal line that extends to the right.

Peter Woolcott AO

Australian Public Service Commissioner

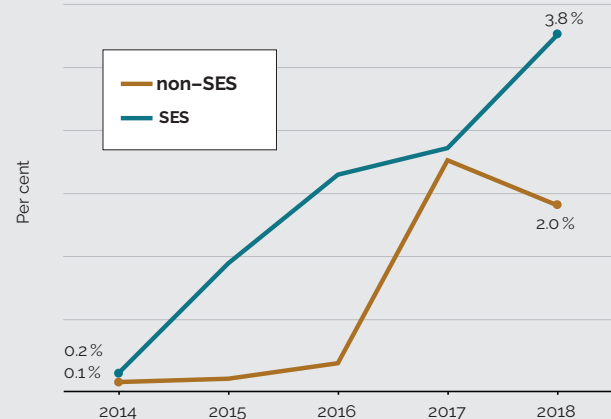
July 2019

APS remuneration at a glance 2018

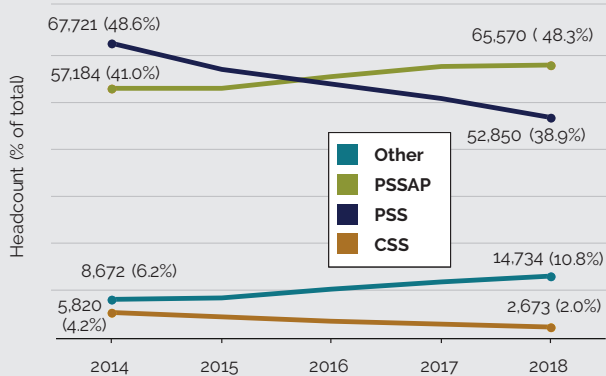
All remuneration components

Classification	non-SES	SES	ALL
Base Salary	2.0%	3.8%	2.0%
Total Rem. Package	1.5%	1.3%	1.5%
Total Reward	1.5%	1.4%	1.5%

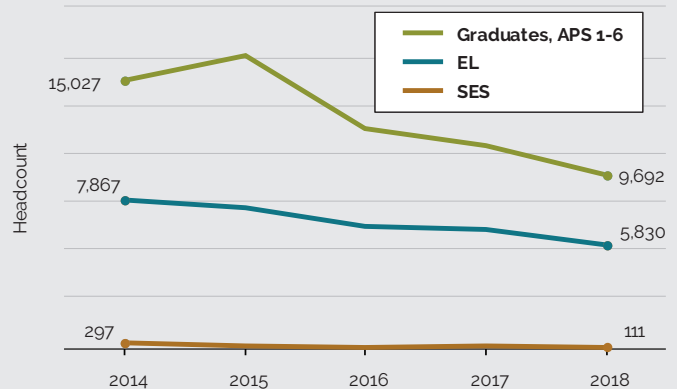
Percentage change in Base Salary



Super fund membership trends



Headcount of employees with performance bonuses

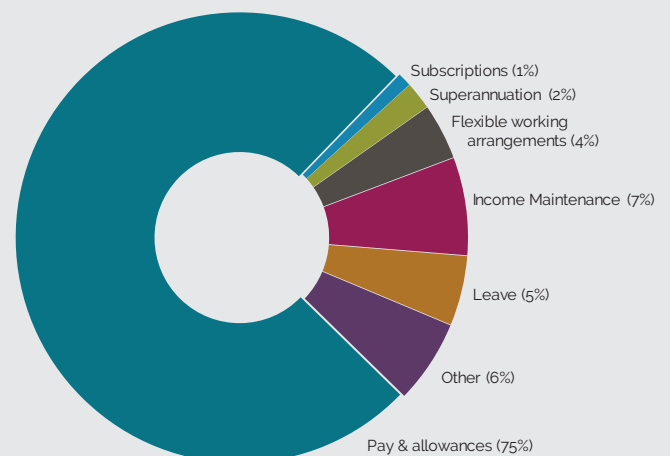


Average Base Salary comparison by gender

Classification	Gender	Average Base Salary	% difference between genders
APS 4	Female	71,230	-0.1%
	Male	71,189	
APS 5	Female	77,835	-0.2%
	Male	77,687	
APS 6	Female	90,621	0.2%
	Male	90,787	
EL 1	Female	113,068	0.6%
	Male	113,699	

Note: APS 4–APS 6 and EL 1 employees make up 76% of the APS workforce.

Individual Flexibility Arrangements*



*based on 3,666 total IFAs

Executive summary

Key findings for 2018:

- Continued wage increases under enterprise agreements and agency-level determinations drove wage growth of 2.0% across the APS in 2018.
- Median weighted Base Salaries increased by 2.0% for non-SES and 3.8% for SES employees. Median Base Salaries increased across all classifications in 2018.
- For the majority of classification levels, there were only small differences between male and female median Base Salaries. Most were less than 1%. The difference in average remuneration between genders has decreased to 7.8% reflecting increased female representation at senior classifications.
- 3,666 employees had an Individual Flexibility Arrangement, of which approximately 75% provided for additional pay and allowances.
- Nearly half (48.3%) of all employees are enrolled in the Public Sector Superannuation Accumulation Plan (PSSAP).
- 15,633 employees received performance bonuses, down by 14% since 2017. The number of SES paid performance bonuses has continued to decrease since 2014.

Influences on the 2018 results:

- Most non-SES employees are covered by workplace arrangements that delivered 2% general wage increases. The influence of these agreements can be observed in the patterns of increase in remuneration components for these classifications in 2018.
- Large agencies have a substantial impact on remuneration. For example, the Department of Human Services, the Australian Taxation Office, the Department of Defence and the Department of Home Affairs make up approximately 58% of the APS ongoing workforce and are therefore 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 less than 2% of all employees and therefore have minimal influence on the overall median.
- SES employees are generally employed under individual arrangements negotiated between an agency and an individual. There are a range of factors that can have a prominent effect on remuneration change, given the small size of the SES cohort. These include movements between agencies, differences in remuneration policy by agency and the creation of new SES positions, and an apparent move to roll motor vehicle related allowances into base salary for some employees.

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 2018. This report is available in HTML and PDF versions and can be downloaded from the APSC website at: www.apsc.gov.au/remuneration-reports

Inclusions and exclusions

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

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 2018 report was received for 135,833 APS employees. 2,614 were Senior Executive Service (SES) and 133,219 were non-SES employees.

For further information on the size and shape of the APS as at 31 December 2018, see: <https://www.apsc.gov.au/aps-employment-data-31-december-2018-release-introduction>

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-remuneration-management-policy>

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

APS Classifications

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

A number of agencies use 'local' classifications in addition to the approved classifications. Remuneration data for local classifications have been assigned their corresponding APS classifications 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 2.0% 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 the 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 + 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 the TR as TR+allowances (TRA). They cover payments for working conditions, qualifications and work-related expenses. The availability and eligibility for allowances depend on specific conditions provided under an employee's employment instrument, and for particular circumstances of specific 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.

Figure 2.1 shows the annual proportional change in median Base Salary 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.

Median Base Salaries increased across all classifications in 2018, while the overall APS headcount decreased by almost 2%, or just over 2,500 people, based on headcounts as at 31 December 2017 and 2018. SES classifications received larger percentage increases in their Base Salaries than non-SES. In addition to changes in headcount, these salary increases for non-SES have been influenced by successful enterprise agreement ballots over the past few years.

Figure 2.1 Base Salary movement by classification group

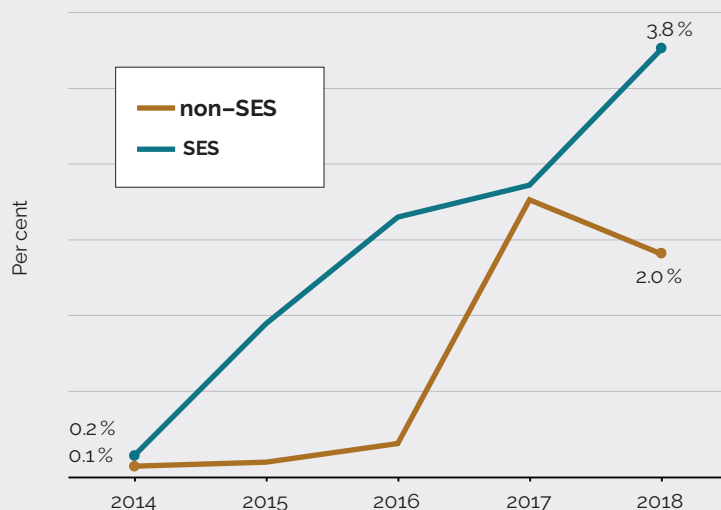
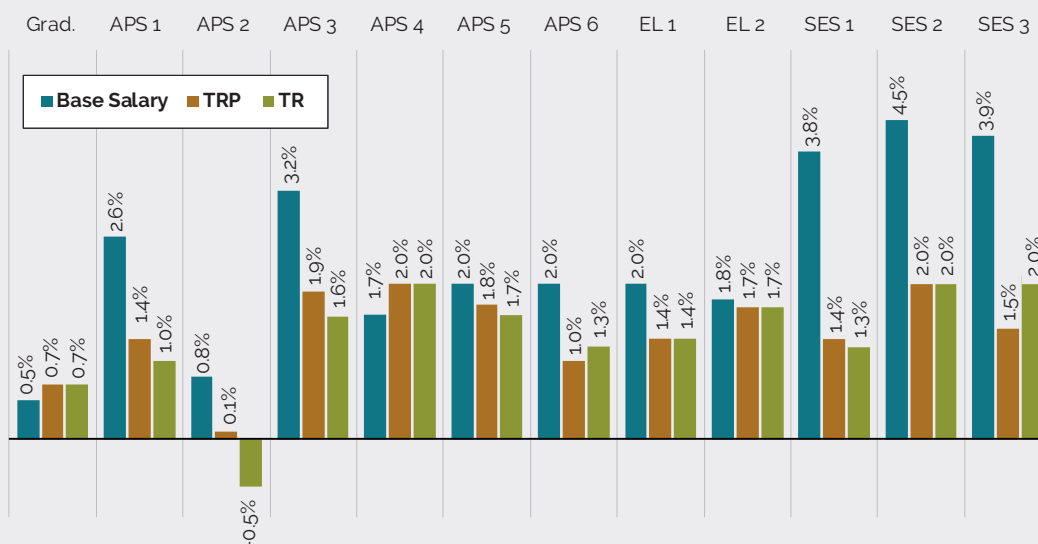


Figure 2.2 shows the movement in the median remuneration components between 2017 and 2018. There were increases across most components and classifications. The largest relative increases were in Base Salary, with smaller changes for TRP and TR.

Figure 2.2 Percentage change in median remuneration components (2017-2018)



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 2017 to 2018 was 2.0%, including 2.0% for non-SES employees and 3.8% for SES.

The median increase in Base Salary across all classifications was 2.6% from 2017 to 2018 (Table 3.1).

Graduate and APS 2 salaries increased by less than 1%, while other APS and EL classifications increased between 1.7% and 3.2% in 2018. Base Salary increases for non-SES classifications were consistent with Enterprise Agreement (EA) pay scales in their first two years of activity through this period.

SES median Base Salaries increased between 3.8% and 4.5% in 2018. The factors contributing to the increases in SES 1-3 Base Salaries include, but are not limited to the following:

- 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.
- An apparent move to roll motor vehicle related allowances into base salary for some employees. For instance, the number of SES Band 1 employees receiving motor vehicle allowance decreased from 1,354 in 2017 to 1,188 in 2018. This reconfiguration of salary packages is reflected in the base salary movement being higher than the movement in total remuneration package and total reward.
- Movements between agencies at the SES 2 and 3 classifications. The data shows that 5.5% of SES 2 and 7.6% of SES 3 employees transferred at level between 2017 and 2018.

Table 3.1 Base Salary by classification, 2017 and 2018

	P5		Q1		Median		% change	Q3		P95	
	2017	2018	2017	2018	2017	2018		2017	2018	2017	2018
Grad.	\$58,211	\$59,376	\$60,013	\$60,013	\$62,698	\$63,030	0.5%	\$65,133	\$66,436	\$72,049	\$69,331
APS 1	\$40,318	\$40,625	\$44,512	\$45,402	\$48,194	\$49,460	2.6%	\$49,989	\$50,989	\$51,497	\$52,256
APS 2	\$51,313	\$49,321	\$53,353	\$53,783	\$56,220	\$56,694	0.8%	\$56,749	\$57,884	\$58,437	\$59,606
APS 3	\$57,096	\$58,322	\$59,933	\$62,192	\$61,970	\$63,952	3.2%	\$64,367	\$65,655	\$64,746	\$66,041
APS 4	\$64,368	\$65,656	\$67,958	\$69,580	\$71,317	\$72,531	1.7%	\$71,317	\$72,744	\$72,557	\$74,008
APS 5	\$71,316	\$72,686	\$74,024	\$75,770	\$76,561	\$78,092	2.0%	\$78,052	\$79,311	\$79,860	\$80,987
APS 6	\$80,468	\$81,176	\$86,438	\$88,713	\$89,449	\$91,238	2.0%	\$91,894	\$93,732	\$94,481	\$95,809
EL 1	\$102,728	\$104,177	\$108,833	\$110,014	\$111,633	\$113,866	2.0%	\$113,522	\$114,624	\$120,805	\$121,860
EL 2	\$124,041	\$123,872	\$134,892	\$135,939	\$138,195	\$140,680	1.8%	\$143,254	\$144,912	\$155,630	\$158,743
SES 1	\$166,365	\$168,861	\$179,255	\$187,276	\$189,353	\$196,609	3.8%	\$205,099	\$212,948	\$226,761	\$233,094
SES 2	\$214,929	\$215,001	\$237,786	\$237,786	\$245,348	\$256,491	4.5%	\$265,219	\$272,647	\$290,011	\$298,762
SES 3	\$302,111	\$304,918	\$316,813	\$330,203	\$336,876	\$350,000	3.9%	\$357,000	\$378,905	\$393,605	\$425,066
ALL	\$59,933	\$61,774	\$71,317	\$72,744	\$81,206	\$83,347	2.6%	\$106,574	\$108,880	\$140,591	\$143,403

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

Figure 3.1 presents a comparison of median Base Salary by classification in 2014 and 2018. 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 increases in median Base Salary was 15.9% at the SES 3 classification. The smallest percentage increase in median Base Salary was 3.9% at the APS 2 classification level.



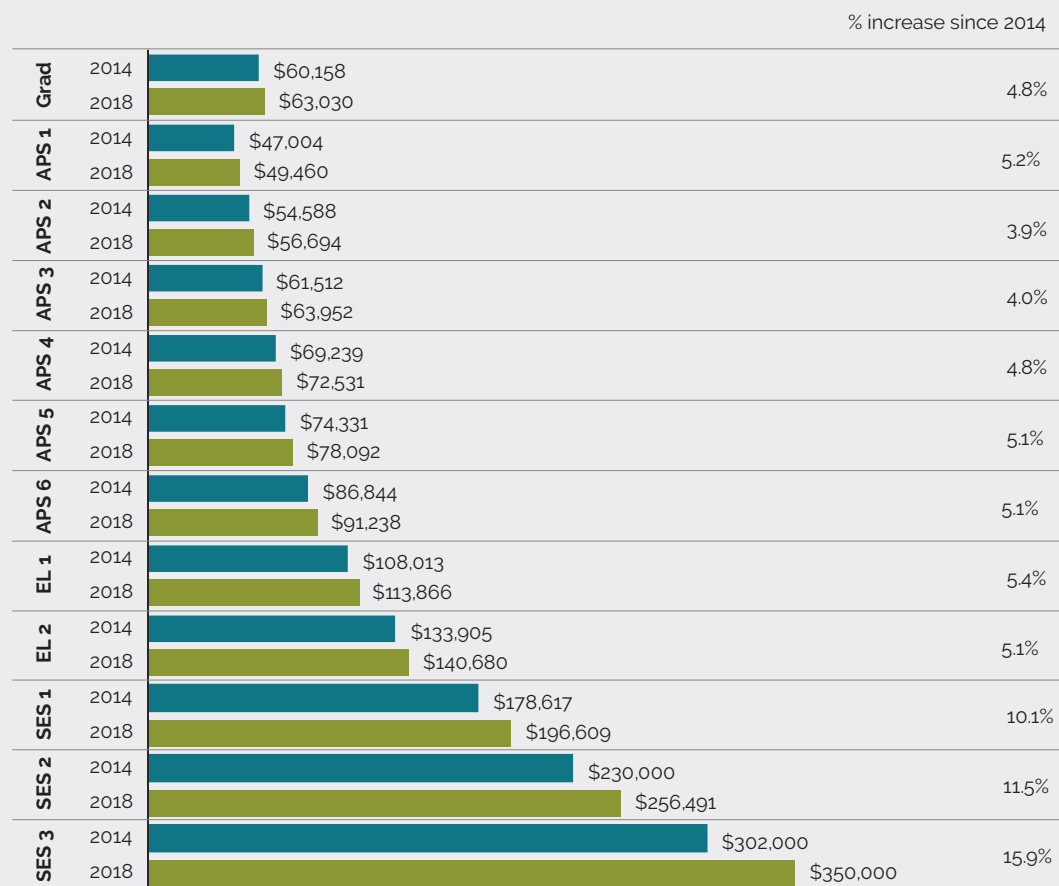
Figure 3.1 Median Base Salary by classification, 2014 and 2018

Figure 3.2 shows the Base Salary ranges by classification. Increases have been relatively consistent across percentiles for most classifications over the past two years.

Non-SES

Changes in the non-SES classifications generally reflect new or continuing enterprise agreements providing increases in Base Salaries of an average of 2% per annum over three years.

The range of Graduate Base Salaries decreased between 2017 and 2018, particularly at the 95th percentile. These changes reflect a return to pre-2017 Base Salary ranges for this classification. It was noted that agencies with relatively higher graduate pay scales took in the largest graduate cohorts during 2017. This was reflected in an increased range of Graduate Base Salaries in 2017. In 2018, graduate recruitment patterns have returned to normal and it is expected that this has resulted in these changes to the Graduate Base Salary ranges.

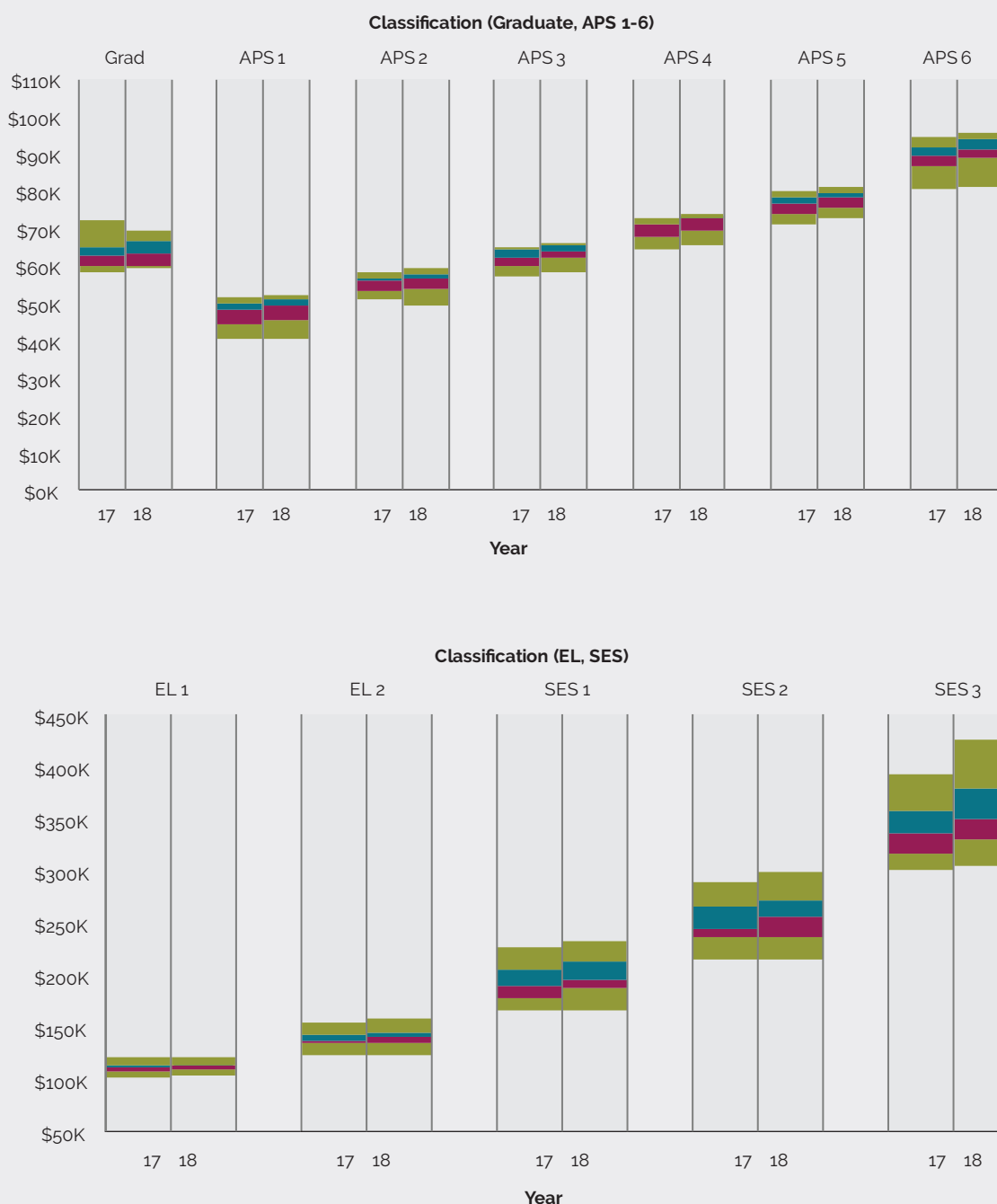
The drop in the 5th percentile of APS 2 Base Salaries between 2017 and 2018 may be explained by movement of employees into and out of the APS 2 classification. The data suggests that a number of new employees have commenced at the bottom of the APS 2 pay band while higher paid employees have moved on to other opportunities. This has resulted in a lower 5th percentile Base Salary for this classification.



SES

There was very little change in the 5th percentiles of SES Base Salaries between 2017 and 2018. The median Base Salary, however, increased by up to 4.1% for SES classifications. At the SES 3 level, Q3 and 95th percentile Base Salaries increased by 6.1% and 8.0%, respectively. The increase in the 95th percentile Base Salary for SES 3 may be explained by the creation of new SES 3 positions in 2018. Remuneration for new positions may be set with regard to skills, expertise and other responsibilities of particular senior roles.

Figure 3.2 Base Salary range by classification, 2017 and 2018



Chapter 4: Total Remuneration Package

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

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 median increase across all classifications was 2.4% from 2017 to 2018 (Table 4.1).

This ranged from 0.1% at the APS 2 classification, to 2.0% at the APS 4 and SES 2 classifications.

The weighted TRP median was 1.5% for non-SES and 1.3 % for SES classification groups in 2018.

Table 4.1 Total Remuneration Package by classification, 2017 and 2018

	P5		Q1		Median		% change	Q3		P95	
	2017	2018	2017	2018	2017	2018		2017	2018	2017	2018
Grad.	\$67,175	\$68,329	\$69,347	\$70,734	\$72,353	\$72,861	0.7%	\$75,163	\$76,667	\$81,801	\$80,008
APS 1	\$46,527	\$46,940	\$51,367	\$52,256	\$56,274	\$57,076	1.4%	\$58,728	\$59,141	\$62,087	\$63,207
APS 2	\$59,215	\$53,533	\$62,124	\$62,148	\$65,488	\$65,558	0.1%	\$67,982	\$69,150	\$71,219	\$72,232
APS 3	\$66,258	\$67,351	\$69,551	\$71,769	\$73,206	\$74,576	1.9%	\$76,110	\$77,560	\$80,199	\$82,161
APS 4	\$74,280	\$75,767	\$79,430	\$81,218	\$82,299	\$83,946	2.0%	\$84,818	\$86,650	\$87,508	\$89,186
APS 5	\$82,289	\$83,879	\$86,992	\$88,250	\$89,679	\$91,254	1.8%	\$92,417	\$94,120	\$96,036	\$97,543
APS 6	\$92,983	\$94,079	\$101,530	\$102,733	\$106,045	\$107,136	1.0%	\$109,291	\$110,972	\$113,755	\$115,622
EL 1	\$118,548	\$119,889	\$127,106	\$128,782	\$131,713	\$133,609	1.4%	\$134,398	\$136,942	\$142,196	\$144,397
EL 2	\$143,999	\$145,115	\$158,139	\$160,249	\$164,067	\$166,891	1.7%	\$170,563	\$173,200	\$189,330	\$194,527
SES 1	\$217,874	\$219,630	\$233,392	\$238,094	\$247,732	\$251,141	1.4%	\$259,256	\$264,577	\$276,397	\$283,231
SES 2	\$277,674	\$280,842	\$299,104	\$302,188	\$310,641	\$316,953	2.0%	\$328,008	\$336,104	\$358,001	\$371,517
SES 3	\$364,075	\$371,061	\$392,202	\$401,940	\$420,420	\$426,771	1.5%	\$433,951	\$447,816	\$481,554	\$509,673
ALL	\$69,525	\$71,460	\$82,299	\$83,946	\$95,286	\$97,586	2.4%	\$124,474	\$127,504	\$167,759	\$171,021



Figure 4.1 presents a comparison of median TRP by classification in 2014 and 2018. The increases shown range from 3.1% and 3.4% for APS 2 and 3 classifications and up to 9.7% for SES 3.

Figure 4.1 Median Total Remuneration Package by classification, 2014 and 2018

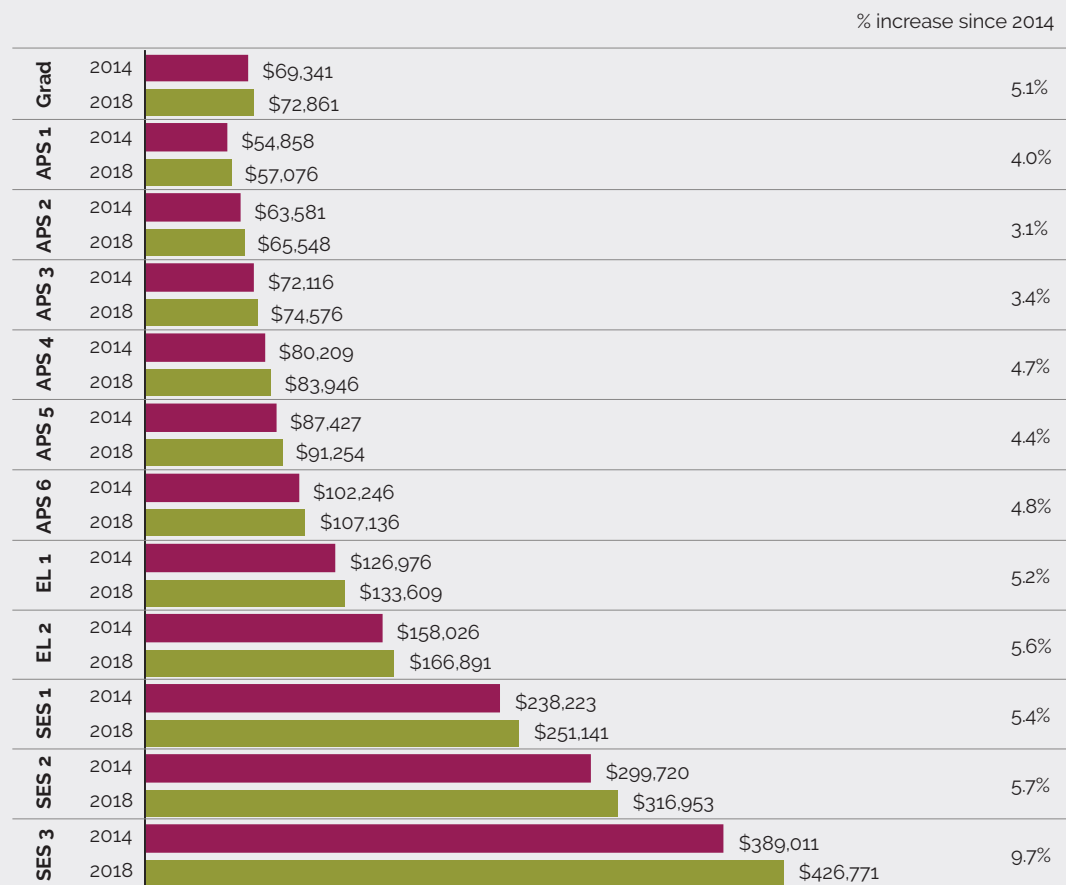
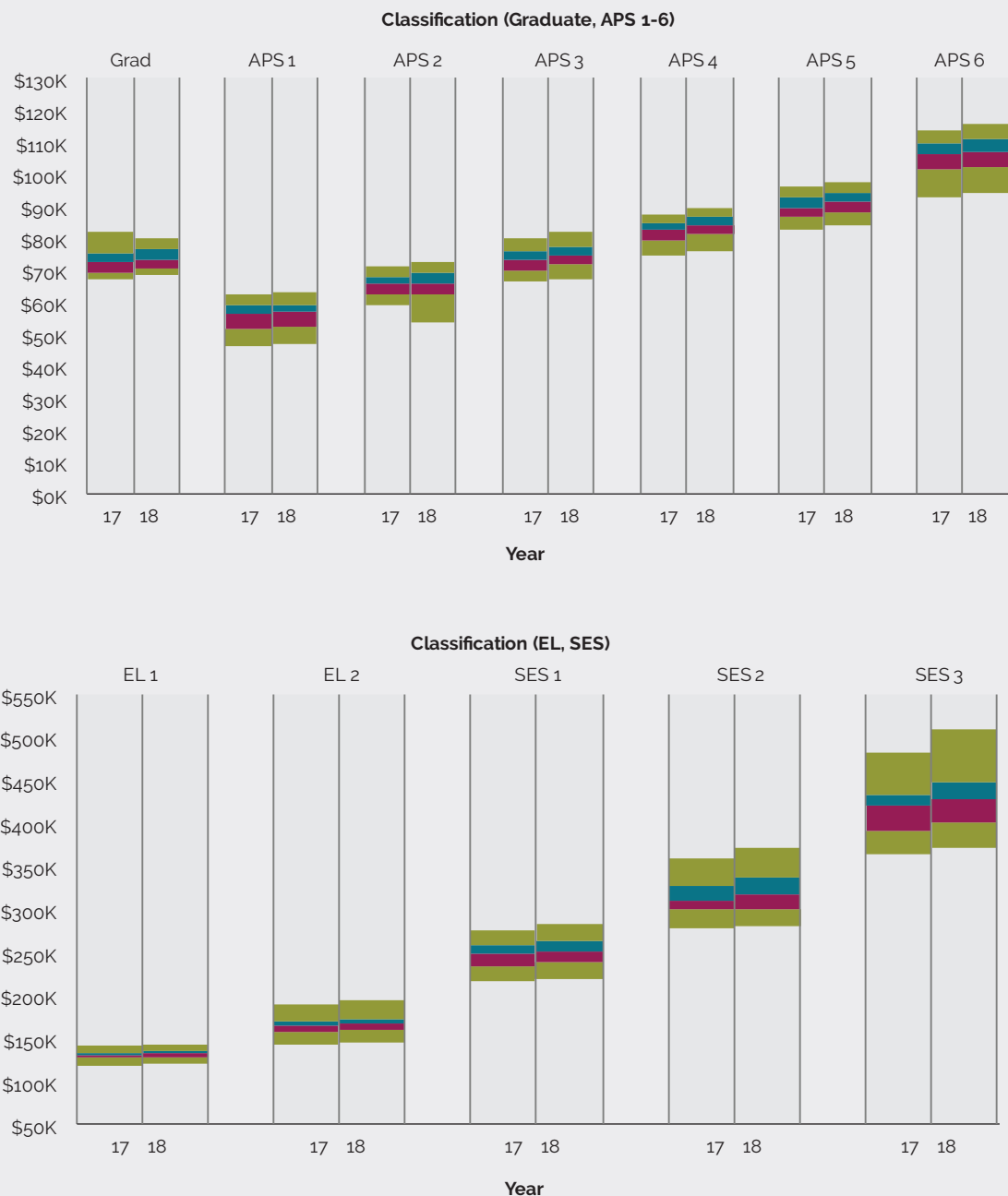


Figure 4.2 shows that there was generally consistent movement of TRP ranges for each classification other than Graduates and APS 2 from 2017 to 2018.

The changes in TRP ranges build on those observed for Base Salary in Chapter 3. These changes include average increases of 2.0% for non-SES classifications based on continuing enterprise agreements. Note that the increases in ranges will become larger moving from Base Salary to TRP to TR because each of these components builds upon the others.

Figure 4.2 Total Remuneration Package range by classification, 2017 and 2018



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); and
- '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 and including APS 6 (Appendices: Table 7, page 35). PSS membership becomes more common for employees at or above 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.

Figure 4.3 Proportion of employees in super fund by classification, 2018

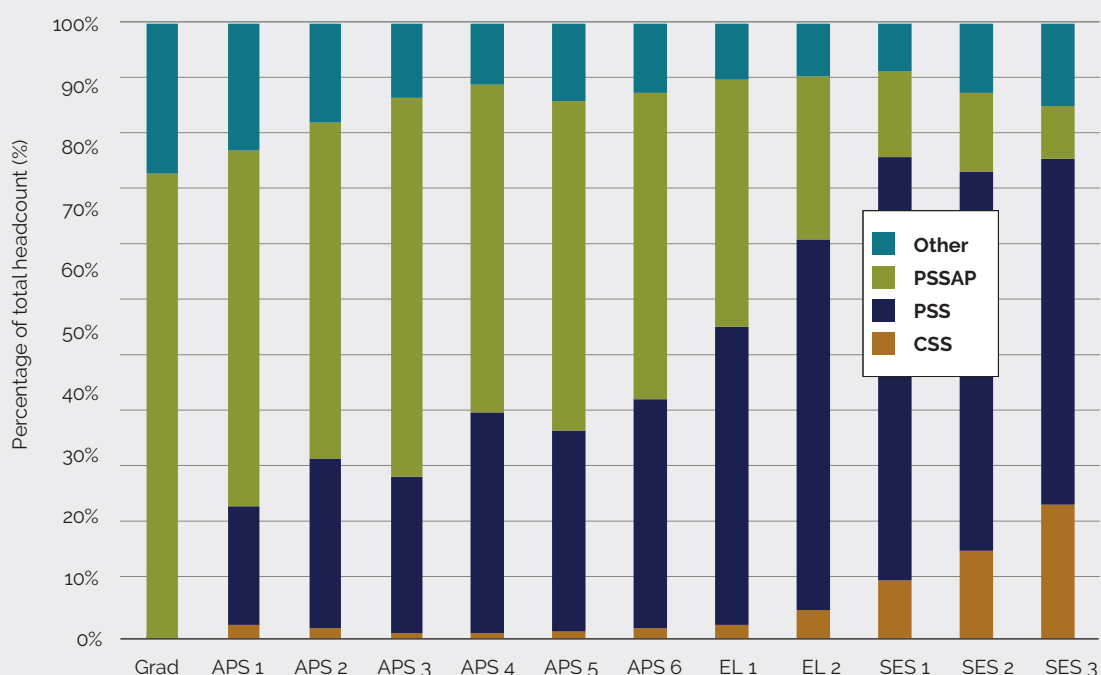
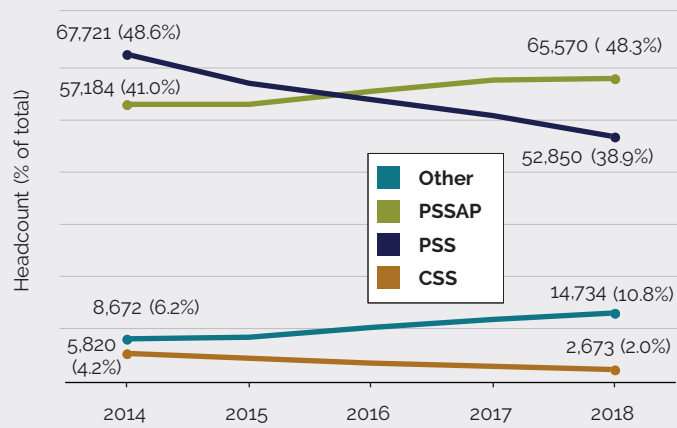


Figure 4.4 shows that overall, PSS and CSS membership has continued to decline as members leave the APS, while both the PSSAP membership and 'Other' continued to increase.

The increased representation of 'Other' in 2018 could be linked to increased use of Self-Managed Super Funds or other existing funds employees have retained from prior employment.

Figure 4.4 Headcount of employees in super fund (percentage 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
- retention bonuses
- whole-of-agency or group bonuses.

Overall, the median TR across most classifications increased by 2.5% from 2017 to 2018 (Table 5.1). The highest non-SES increase was 2.0% for APS 4, and the smallest was Graduates, at 0.7%. TR values are close to those for TRP, showing the small proportion that bonuses contribute to overall remuneration.

The reduction in median TR for APS 2 was influenced by turnover in headcounts for employees at that level in the larger agencies. The data suggests that the change is related to movement of experienced employees to higher classifications and the entry of new employees into the lowest level of the APS 2 pay point.

The weighted TR median increase was 1.5% for non-SES and 1.4% for SES in 2018.

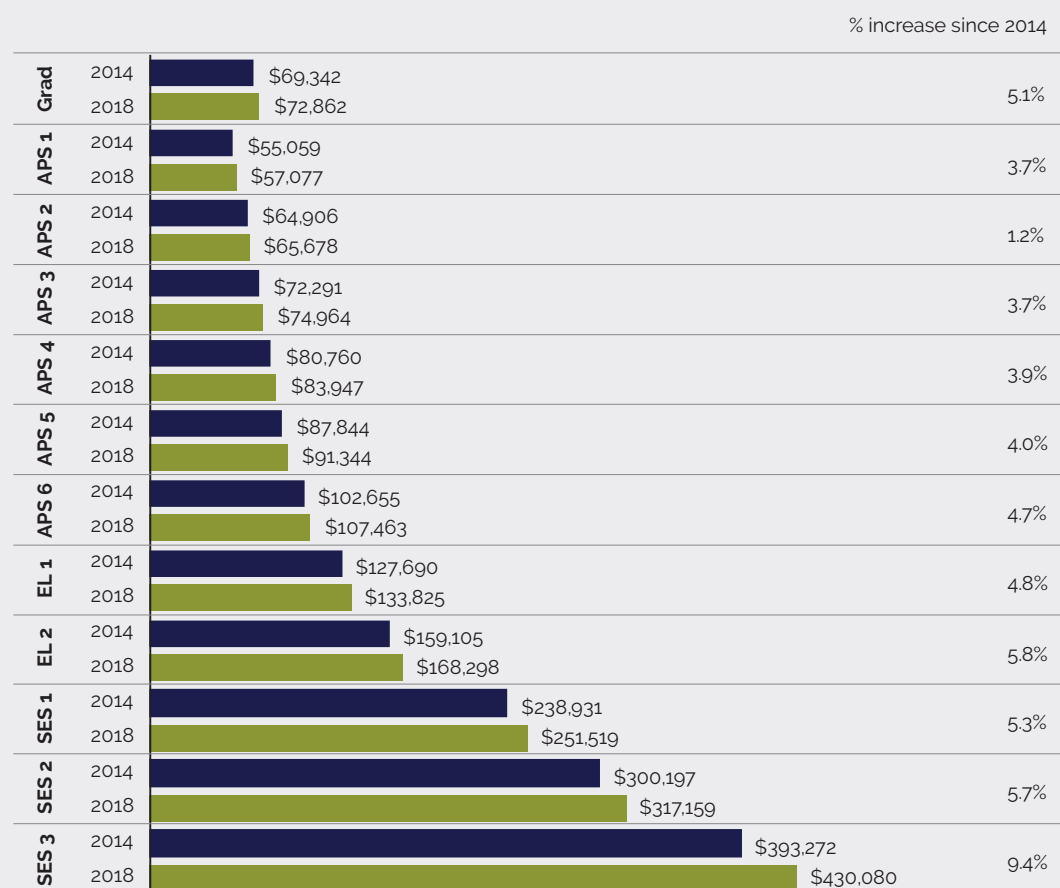
Table 5.1 Total Reward by classification, 2017 and 2018

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	2017	2018	2017	2018	2017	2018		2017	2018	2017	2018
Grad.	\$67,175	\$68,329	\$69,347	\$70,734	\$72,354	\$72,862	0.7%	\$75,163	\$76,667	\$81,801	\$80,008
APS 1	\$46,527	\$46,940	\$51,367	\$52,257	\$56,511	\$57,077	1.0%	\$58,728	\$59,677	\$62,563	\$63,542
APS 2	\$59,215	\$53,534	\$62,176	\$62,148	\$66,091	\$65,729	-0.5%	\$68,560	\$69,358	\$71,617	\$72,635
APS 3	\$66,258	\$67,361	\$69,636	\$71,770	\$73,839	\$74,995	1.6%	\$76,399	\$77,934	\$80,237	\$82,221
APS 4	\$74,281	\$75,767	\$79,518	\$81,272	\$82,300	\$83,947	2.0%	\$84,819	\$86,651	\$87,554	\$89,278
APS 5	\$82,299	\$83,880	\$87,043	\$88,330	\$89,807	\$91,244	1.7%	\$92,571	\$94,259	\$96,625	\$97,968
APS 6	\$93,143	\$94,086	\$101,535	\$102,898	\$106,046	\$107,463	1.3%	\$109,291	\$111,402	\$114,180	\$115,848
EL 1	\$118,548	\$120,098	\$127,106	\$128,880	\$131,944	\$133,825	1.4%	\$134,966	\$137,123	\$144,580	\$145,399
EL 2	\$144,161	\$145,372	\$158,695	\$160,933	\$165,446	\$168,298	1.7%	\$171,868	\$174,040	\$193,984	\$198,360
SES 1	\$218,790	\$221,410	\$233,813	\$238,492	\$248,251	\$251,519	1.3%	\$260,176	\$266,249	\$278,916	\$286,363
SES 2	\$277,877	\$280,859	\$299,613	\$303,407	\$311,013	\$317,159	2.0%	\$330,362	\$337,819	\$366,578	\$380,818
SES 3	\$369,158	\$373,071	\$393,194	\$403,993	\$421,800	\$430,080	2.0%	\$435,724	\$453,001	\$481,555	\$509,673
ALL	\$69,652	\$71,560	\$82,300	\$84,072	\$95,416	\$97,847	2.5%	\$124,556	\$127,740	\$168,290	\$171,555

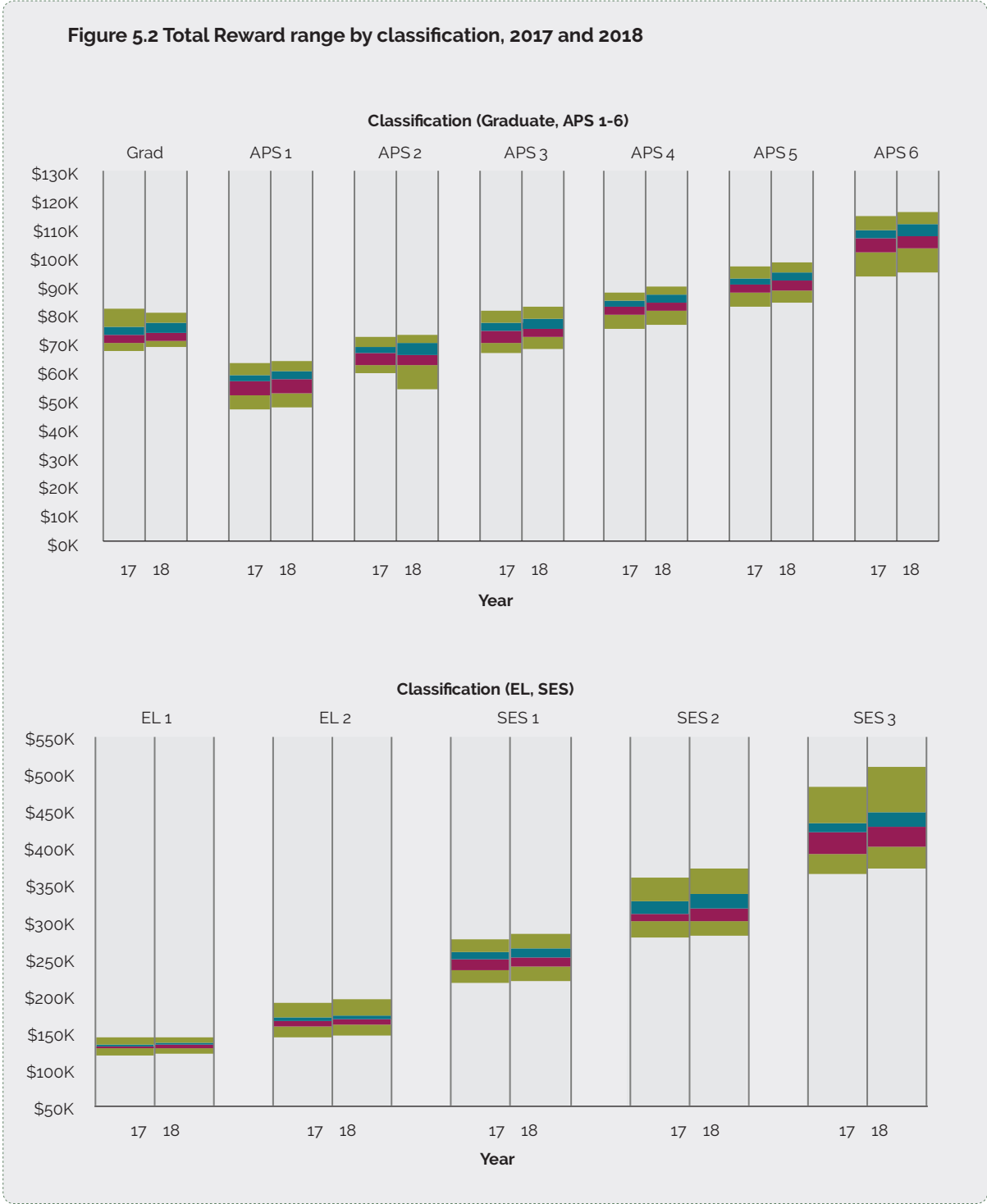


Over a five year period the increase in TR has varied between classifications. Figure 5.1 shows that the smallest increases have been for APS 2 (1.2%). The largest increases were seen in SES 3 (9.4%). Graduate, EL 2 and SES 1-3 classifications were at the higher end of the range (5.1% to 9.4%). APS 1-5 were at the lower end of the range (1.2% to 4.0%).

Figure 5.1 Median Total Reward by classification, 2014 and 2018



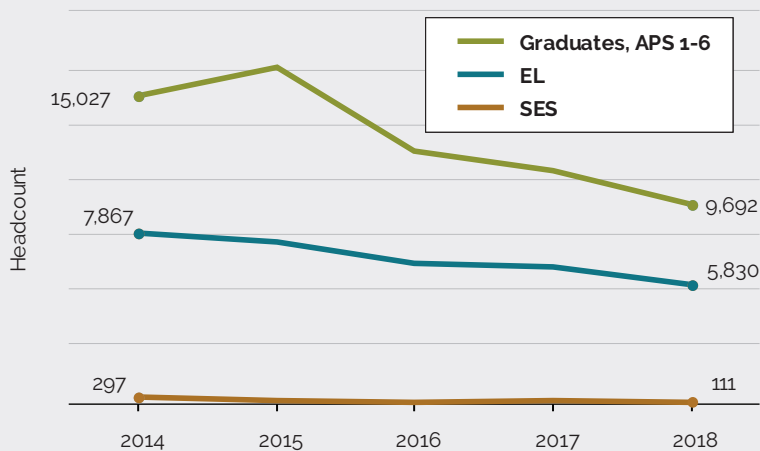
The ranges in Figure 5.2 have remained relatively uniform between 2017 and 2018. Increases in TR are built on changes in Base Salary and TRP, for which the main drivers of the increases at each classification were presented in Chapter 2 and Chapter 3.



Performance bonuses

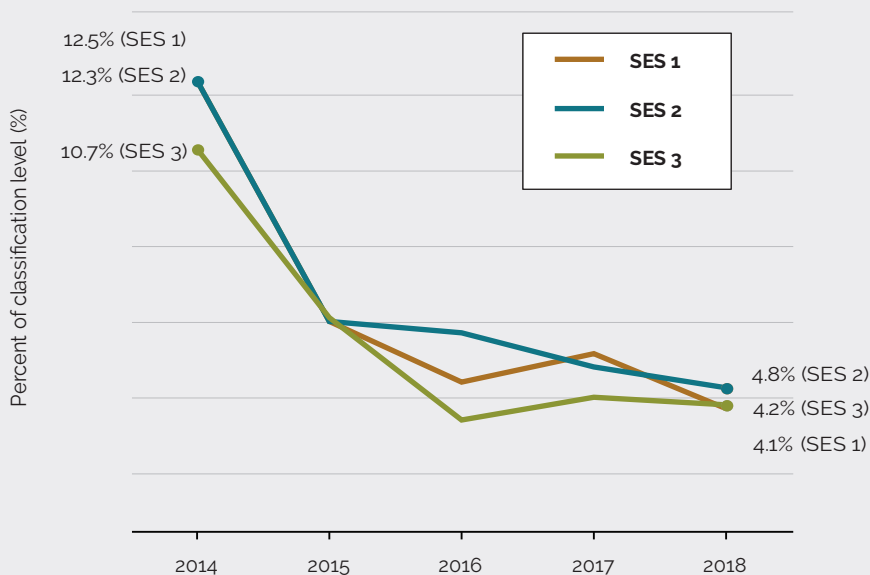
Figure 5.3 shows that performance bonuses continued to decrease in the APS. The total number of employees who received a performance bonus in 2018 decreased by 14% from the previous year. The overall number of employees receiving these bonuses has decreased by 33% since 2014. The data suggests that although the overall number of employees receiving performance bonuses has continued to decrease in 2018, the average value of those bonuses has increased.

Figure 5.3 Employees in receipt of performance bonus payments, 2014–2018



Performance and other bonus types have historically been a common feature for SES classifications. Figure 5.4 shows that the proportion of SES in receipt of performance bonuses has also continued to decrease from between 10.7% and 12.5% in 2014, to between 4.1% and 4.8% in 2018.

Figure 5.4 Proportions of SES employees who received a performance bonus, 2014–2018



Chapter 6: Allowances

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

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

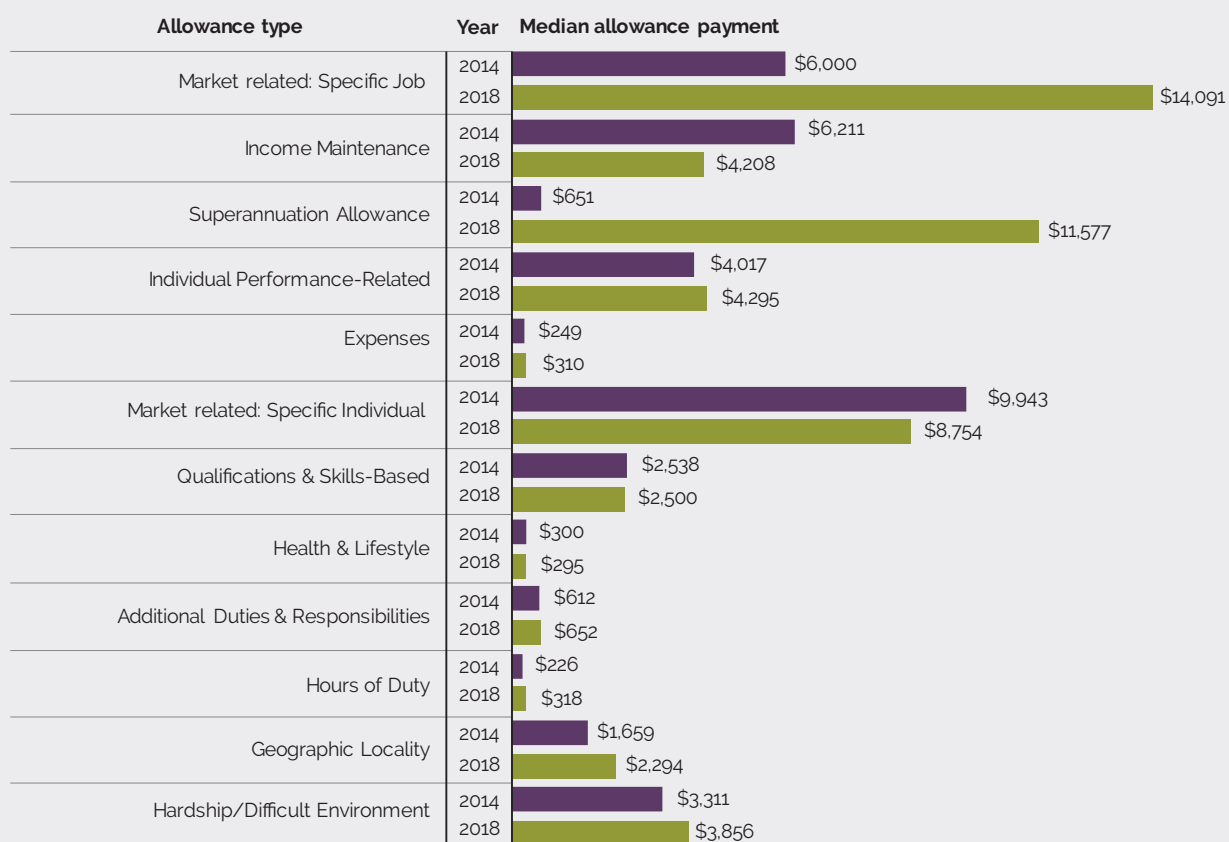
Availability and eligibility of allowances depend on specific conditions typically provided under enterprise agreements and particular circumstances of positions.

The median value of allowances is highly variable, as shown in Figure 6.1. Most median values have not changed markedly since 2014, although the median values for Market related: Specific job and Superannuation allowances have undergone noticeable increases of 57% and 94%, respectively.

The increase in median Market related: Specific job allowance for 2018 is partially driven by a change in reporting by one agency, which broadened the range of this allowance with a very small addition to the overall headcount. The median Market related: Specific job allowance in 2018 therefore reflects the use of this allowance to reward SES experience in specialised roles for that agency.

The number of employees receiving Superannuation allowances has decreased from 84 in 2014 to only 2 in 2018. This small population limits meaningful comparison of some of these superannuation trends.

Figure 6.1 Median allowance paid, 2014 and 2018

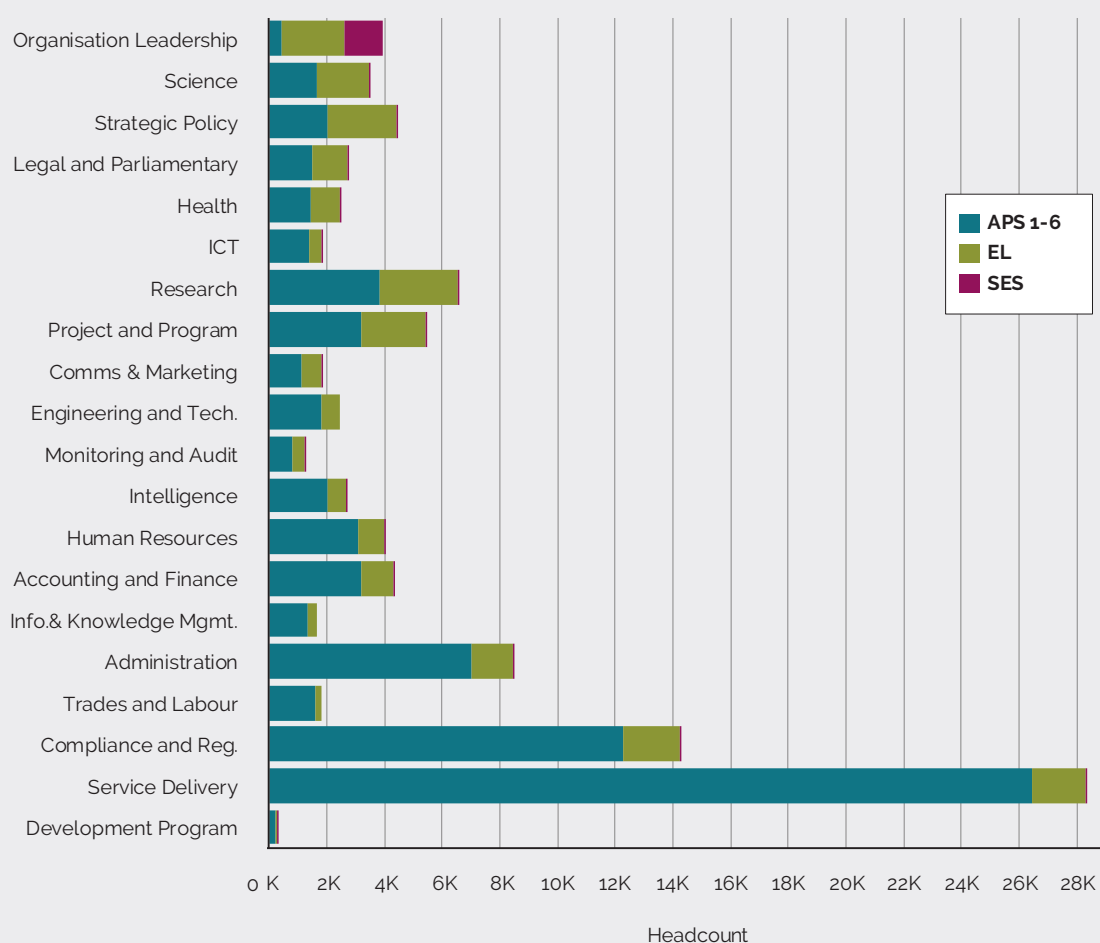


Chapter 7: APS Job Family Model

The APS Job Family Model groups job roles into related functions performed within the APS. Job family data is collected by the APS Employee Database. As at 31 December 2018, 27 APS agencies supplied job family data relating to 75.6% of the total headcount. More information about the APS Job Family Model can be found at the APSC website: www.apsc.gov.au/publications-and-media/current-publications/job-family-model

Figure 7.1 shows the number of employees by APS job family and classification group. Service delivery is the most common job family (27.3% of APS staff), with the overwhelming majority of employees engaged at the APS Level. This is followed by compliance and regulation (13.9%), administration (approximately 8.3%) and ICT (approximately 6.4%). Larger proportions of EL employees are in the ICT, strategic policy and organisational leadership families, with SES employees almost exclusively residing within the organisational leadership family.

Figure 7.1 Headcount of employees by APS job family and classification group, 2018



Remuneration by APS job family

Based on the 2018 remuneration data the highest paid job roles within the APS are:

- Senior leadership management positions;
- Science, strategic policy or legal 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, TRP and 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. Median Base Salary aligns with the median classification by job family, where 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, 2018

APS Job Family	Base Salary \$	TRP \$	TR \$	Headcount	Median Class'n.
Organisation Leadership	\$140,879	\$170,407	\$169,198	3,963	EL2
Science	\$107,909	\$124,527	\$124,527	3,490	APS 6
Strategic Policy	\$104,876	\$120,925	\$120,918	4,559	APS 6
Legal and Parliamentary	\$94,239	\$112,715	\$112,715	2,789	APS 6
Health	\$93,732	\$110,337	\$110,299	1,869	APS 6
ICT	\$93,732	\$110,762	\$110,762	6,629	APS 6
Research	\$93,732	\$111,651	\$111,651	2,523	APS 5
Project and Program	\$92,785	\$110,273	\$110,074	5,473	APS 5
Comms & Marketing	\$92,489	\$108,897	\$108,883	1,866	APS 5
Engineering and Tech.	\$91,238	\$106,201	\$105,382	2,503	APS 6
Monitoring and Audit	\$91,238	\$109,620	\$109,006	1,258	APS 5
Intelligence	\$88,713	\$103,214	\$103,158	2,732	APS 5
Human Resources	\$81,176	\$96,694	\$96,485	4,236	APS 5
Accounting and Finance	\$81,172	\$96,163	\$96,056	4,355	APS 2
Info. & Knowledge Mgmt.	\$79,311	\$94,327	\$94,120	1,653	APS 6
Administration	\$78,092	\$90,892	\$90,118	8,562	APS 3
Trades and Labour	\$75,718	\$90,669	\$90,118	1,830	APS 5
Compliance and Reg.	\$74,008	\$88,808	\$88,808	14,383	APS 4
Service Delivery	\$72,744	\$85,216	\$85,215	28,319	APS 4
Development Program	\$66,436	\$76,667	\$76,667	616	APS 2



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 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 minor at most classifications. Most were within a range of +/- 1% (Figure 8.1).

Figure 8.1 Median Base Salary by gender and classification, 2018

		Headcount	Median Base Salary	% difference between genders
Grad	Female	883	\$63,952	-1.8%
	Male	933	\$62,794	
APS 1	Female	263	\$47,778	3.8%
	Male	249	\$49,649	
APS 2	Female	1,533	\$56,782	-0.5%
	Male	923	\$56,484	
APS 3	Female	8,766	\$63,952	0%
	Male	4,901	\$63,952	
APS 4	Female	18,787	\$72,744	-0.8%
	Male	8,301	\$72,168	
APS 5	Female	11,863	\$78,249	-0.2%
	Male	7,724	\$78,092	
APS 6	Female	18,376	\$91,238	0%
	Male	13,495	\$91,238	
EL 1	Female	12,923	\$113,866	0%
	Male	11,903	\$113,866	
EL 2	Female	5,271	\$140,369	0.2%
	Male	6,080	\$140,680	
SES 1	Female	928	\$195,083	1.9%
	Male	1,025	\$198,950	
SES 2	Female	213	\$254,622	0.7%
	Male	330	\$256,491	
SES 3	Female	54	\$351,042	-0.3%
	Male	65	\$350,000	

APS gender pay gap

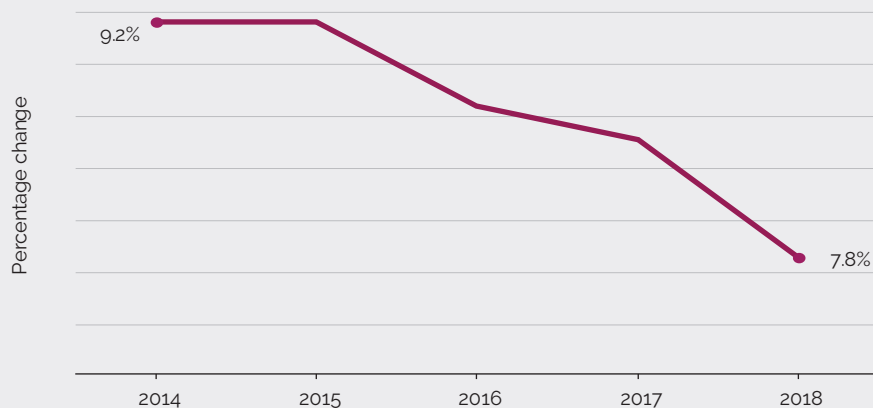
The APS gender pay gap looks at gender remuneration results for the whole of the APS. The gender pay gap is the difference between male and female employees' average weekly full-time equivalent earnings, expressed as a percentage of male earnings.

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 economy as a whole and the public sector.

In 2018, the average Base Salary for males in the APS was \$96,391 while the average Base Salary for females was \$88,896. This represents a 7.8% gender pay gap for the APS and continues the improvement shown since 2014 (Figure 8.2).

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 involves 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 8.2 Average gender pay gap trends with data table, 2014 to 2018



Female	2014	2015	2016	2017	2018
avg. Base Salary	\$83,312	\$83,386	\$84,104	\$86,529	\$88,896
headcount	79,543	80,398	81,318	81,358	79,860
Male	2014	2015	2016	2017	2018
avg. Base Salary	\$91,713	\$91,744	\$92,036	\$94,428	\$96,391
headcount	59,853	58,663	58,561	57,949	55,928

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)
- 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. Less than 1% are covered by PSADs, CLAs or AWAs (Table 9.1).

Table 9.1 Employees by employment instrument and classification, 2018

Classification	Primary Employment Instrument			
	AWA	CLA	EA	PSAD
Grad.			1,817	
APS 1			512	
APS 2		3	2,454	
APS 3		7	13,644	33
APS 4		45	27,050	6
APS 5		33	19,542	15
APS 6	1	49	31,805	22
EL 1	2	74	24,704	50
EL 2	7	59	11,229	56
SES 1	10	235	22	1,685
SES 2	8	58	8	469
SES 3		9		110
ALL	28	572	132,787	2,446



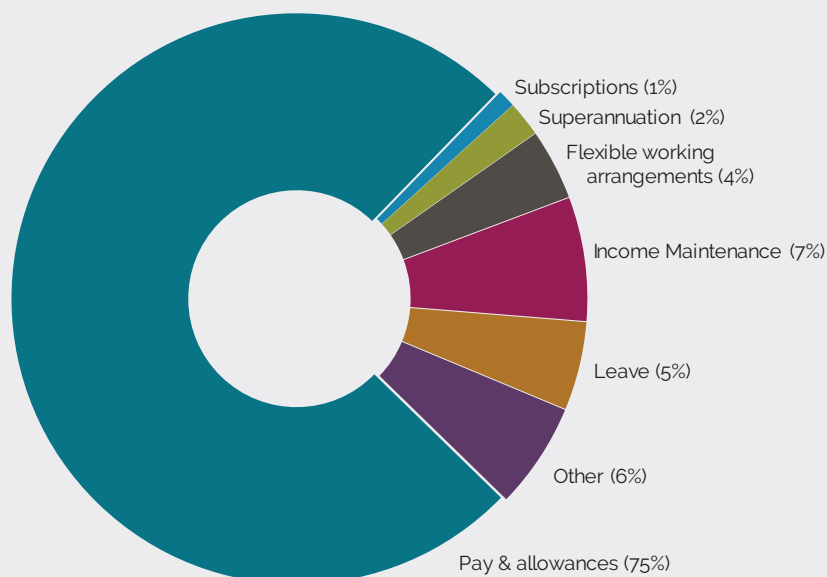
A small percentage (2.7%) of employees have additional terms and conditions provided under a secondary agreement known as an Individual Flexibility Arrangement (IFA). Table 9.2 shows that the majority of employees using IFAs were at the EL 1 or EL 2 classification, with both forming just over 70% of all staff using IFAs.

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

Classification	Headcount	Percentage
Grad.	2	0.1
APS 1	1	
APS 2	1	
APS 3	48	1.3
APS 4	123	3.4
APS 5	221	6.0
APS 6	654	17.8
EL 1	1,102	30.1
EL 2	1,488	40.6
SES 1	24	0.7
SES 2	2	0.1
SES 3	nil	nil
ALL	3,666	

In 2018, agencies were asked to categorise the type of IFAs used to gain a clearer picture of the types of matters that IFAs covered. Figure 9.1 shows that three quarters of IFAs were used for pay and allowances. A further 19% covered leave, income maintenance, flexible working arrangements, superannuation, and subscriptions or memberships.

Figure 9.1 IFA categories used in 2018, all classifications



Appendices

A.1 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 the Base Salary, Total Remuneration Package and Total Reward. In this report percentiles mark intervals where data occurs starting from given points in the entire 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 plot elements

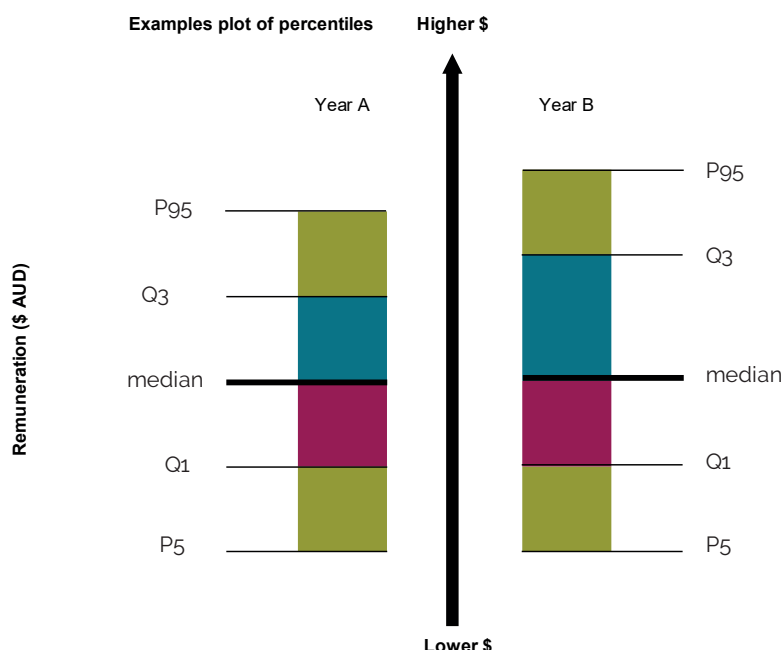
The following example shows box plots of base salaries paid to employees in Classification 1 in two consecutive years, A (left column) and B (right column). The vertical axis represents the amount of money paid. The percentiles are represented by horizontal lines and are labelled at their appropriate positions. The median is represented by the middle line of each set of 4 boxes for the two years.

The box colours are different to distinguish between intervals and focus your eye on the spread of data from the first to third quartile, where the majority of data lies. They have no other meaning.

A larger box between percentiles indicates a greater range between the largest and smallest salaries paid in that interval. A smaller box indicates a smaller range. 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 plot of percentile



A.2 Methods

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 2018.

Raw data was collected from agencies using standard guidelines set out in the APSC Data Specifications (www.apsc.gov.au/aps-remuneration-survey). Submissions were checked by the APSC against the APSED database, agency pay points (from Enterprise Agreements), and approved, clean data received by agencies in the previous year. Data that failed the APSC quality checks were returned to agencies for correction and resubmission, after which the data was returned for final clearance and incorporation into the remuneration dataset. Agencies are required to sign off on the accuracy of their data prior to inclusion in the report.

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 2018).

Employees who were in a graduate program in 2018 were categorised as 'Graduates', even if they had advanced to other classifications by 31 December 2018. 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.

The weighted average median (WAM) is used throughout the report to provide 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 2018, please refer to the *31 December 2018 Employment Data Release*, which is available from the APSC website:

www.apsc.gov.au/aps-employment-data-31-december-2018-release-introduction

Analysis comparing data reported prior to 2017 against the current report has identified discrepancies with some of the figures following a change in the software used by the APSC for reporting.

Note that the data reported for previous years as presented in the current edition of the APS Remuneration Report will differ from reports published before 2017:

The APSC has started publishing the APS Remuneration Report in Tableau, having previously used SAS. This has resulted in some changes to how the reported distribution data is calculated. This is because the two programs use different, patented methods for calculating percentiles when even numbers of observations occur. Such differences in calculation have had a minor impact on the position of percentiles as reported in previous years.

A.3 Data tables

Table 1: Summary of median key remuneration components by classification, 2018

Classification	Base salary median	% change from 2017	TRP median	% change from 2017	TR Median	% change from 2017
Graduate	\$63,030	0.5%	\$72,861	0.7%	\$72,862	0.7%
APS 1	\$49,460	2.6%	\$57,076	1.4%	\$57,077	1.0%
APS 2	\$56,694	0.8%	\$65,558	0.1%	\$65,729	-0.5%
APS 3	\$63,952	3.2%	\$74,576	1.9%	\$74,995	1.6%
APS 4	\$72,531	1.7%	\$83,946	2.0%	\$83,947	2.0%
APS 5	\$78,092	2.0%	\$91,254	1.8%	\$91,344	1.7%
APS 6	\$91,238	2.0%	\$107,136	1.0%	\$107,463	1.3%
EL 1	\$113,866	2.0%	\$133,609	1.4%	\$133,825	1.4%
EL 2	\$140,680	1.8%	\$166,891	1.7%	\$168,298	1.7%
SES 1	\$196,609	3.8%	\$251,141	1.4%	\$251,519	1.3%
SES 2	\$256,491	4.5%	\$316,953	2.0%	\$317,159	2.0%
SES 3	\$350,000	3.9%	\$426,771	1.5%	\$430,080	2.0%
All employees	\$83,347	2.6%	\$97,586	2.4%	\$97,847	2.5%



Table 1a: Summary of median and average remuneration components, non-SES^(a) and SES^(b), 2018

Classification	Base salary median	Base salary average	TRP median	TRP average	TR median	TR average
Non-SES	\$82,077	\$89,486	\$96,704	\$105,220	\$96,898	\$105,533
SES	\$206,428	\$218,920	\$259,207	\$274,695	\$260,137	\$276,657
All employees	\$83,347	\$91,977	\$97,586	\$108,481	\$97,847	\$108,826

(a) Non-SES includes Graduates, APS 1 to APS 6, EL 1 and EL2.

(b) SES includes SES 1, SES 2 and SES 3.

Table 1b: Proportional change in weighted median remuneration^(a) components, non-SES^(b) and SES^(c), 2017 to 2018

Classification	Base salary	TRP	TR
Non-SES	2.0%	1.5%	1.5%
SES	3.8%	1.3%	1.4%
All employees	2.0%	1.5%	1.5%

(a) 2018 median remuneration weighted by average headcount 2017-2018.

(b) Non-SES includes Graduates, APS 1 to APS 6, EL 1 and EL2.

(c) SES includes SES 1, SES 2 and SES 3.



Table 2: Composition of median Total Reward (TR) by classification, 2018

Classification	TR Median	Base salary median	Base salary component %	Benefit component \$	Benefit component %	Bonus component \$	Bonus component %
Graduate	\$72,862	\$63,030	86.5%	\$10,144	13.9%	\$0	0.0%
APS 1	\$57,077	\$49,460	86.7%	\$7,720	13.5%	\$59	0.1%
APS 2	\$65,678	\$56,694	86.3%	\$8,914	13.6%	\$99	0.2%
APS 3	\$74,964	\$63,952	85.3%	\$10,111	13.5%	\$149	0.2%
APS 4	\$83,947	\$72,531	86.4%	\$11,477	13.7%	\$56	0.1%
APS 5	\$91,344	\$78,092	85.5%	\$12,500	13.7%	\$170	0.2%
APS 6	\$107,463	\$91,238	84.9%	\$14,696	13.7%	\$267	0.2%
EL 1	\$133,825	\$113,866	85.1%	\$20,130	15.0%	\$404	0.3%
EL 2	\$168,298	\$140,680	83.6%	\$26,211	15.6%	\$481	0.3%
SES 1	\$251,519	\$196,609	78.2%	\$57,320	22.8%	\$417	0.2%
SES 2	\$317,159	\$256,491	80.9%	\$66,725	21.1%	\$1,135	0.4%
SES 3	\$430,080	\$350,000	81.4%	\$77,024	17.9%	\$955	0.2%
All employees	\$97,847	\$83,347	85.2%	\$14,435	14.8%	\$224	0.2%



Table 3: Summary of average key remuneration components by classification, 2018

Classification	Average base salary	% change from 2017	Average TRP	% change from 2017	Average TR	% change from 2017
Graduate	\$63,695	0.6%	\$73,740	1.0%	\$73,743	1.0%
APS 1	\$47,612	1.5%	\$55,842	1.4%	\$55,950	1.3%
APS 2	\$55,746	0.7%	\$65,125	-0.2%	\$65,296	-0.2%
APS 3	\$63,289	2.4%	\$74,501	2.0%	\$74,584	2.0%
APS 4	\$71,217	2.0%	\$83,606	1.9%	\$83,666	1.9%
APS 5	\$77,776	1.9%	\$91,289	1.7%	\$91,495	1.7%
APS 6	\$90,691	1.6%	\$106,519	1.4%	\$106,753	1.4%
EL 1	\$113,370	1.7%	\$133,235	1.5%	\$133,635	1.4%
EL 2	\$142,583	1.6%	\$168,913	1.5%	\$170,413	1.4%
SES 1	\$199,344	3.2%	\$252,042	1.9%	\$253,125	1.9%
SES 2	\$259,135	2.8%	\$321,495	1.8%	\$325,152	1.8%
SES 3	\$355,717	3.9%	\$431,809	2.6%	\$440,419	2.8%
All employees	\$91,977	2.4%	\$108,481	220.0%	\$108,826	2.1%



Table 4: Motor Vehicle Allowance (MVA) recipients by classification, 2018

Classification	Total employees	Employees with MVA	% with MVA	Percentile (5) of MVA	Percentile (25) of MVA	Median MVA	Percentile (75) of MVA	Percentile (95) of MVA	Average MVA
Graduate	1,817	.	.	.	.	.	.	.	.
APS 1	512	.	.	.	.	.	.	.	.
APS 2	2,457	.	.	.	.	.	.	.	.
APS 3	13,684	.	.	.	.	.	.	.	.
APS 4	27,101	.	.	.	.	.	.	.	.
APS 5	19,590	.	.	.	.	.	.	.	.
APS 6	31,877	.	.	.	.	.	.	.	.
EL 1	24,830	53	0.2%	\$0	\$72	\$236	\$448	\$3,820	\$1,406
EL 2	11,351	363	3.2%	\$214	\$20,550	\$25,000	\$25,250	\$26,000	\$20,493
SES 1	1,952	1,188	60.8%	\$20,851	\$25,000	\$25,250	\$27,880	\$29,205	\$25,528
SES 2	543	322	59.3%	\$20,400	\$26,000	\$27,000	\$28,000	\$30,501	\$26,380
SES 3	119	65	54.6%	\$23,885	\$28,000	\$30,000	\$30,650	\$33,000	\$29,056
All employees	135,833	1,991	1.5%	\$2,403	\$25,000	\$25,250	\$27,880	\$30,000	\$24,221



Table 5: Performance bonus recipients by classification, 2018

Classification	Total employees	Employees with performance bonuses	% with performance bonuses	Distribution of performance bonuses					
				Percentile (5)	Percentile (25)	Median	Percentile (75)	Percentile (95)	Average
Graduate	1,817	4	0.2%	\$723	\$885	\$1,477	\$2,000	\$2,000	\$1,409
APS 1	512	42	8.6%	\$561	\$725	\$725	\$725	\$725	\$703
APS 2	2,457	510	20.8%	\$536	\$725	\$725	\$725	\$725	\$730
APS 3	13,684	1,216	9.1%	\$435	\$725	\$725	\$725	\$1,316	\$875
APS 4	27,101	1,334	5.0%	\$435	\$725	\$725	\$725	\$4,361	\$1,192
APS 5	19,590	2,514	12.9%	\$654	\$781	\$781	\$1,514	\$4,376	\$1,411
APS 6	31,877	4,072	12.8%	\$730	\$912	\$912	\$923	\$5,000	\$1,679
EL 1	24,830	3,659	14.8%	\$971	\$1,139	\$1,139	\$2,292	\$7,132	\$2,428
EL 2	11,351	2,171	19.2%	\$1,407	\$1,407	\$2,312	\$6,769	\$18,206	\$7,027
SES 1	1,952	80	4.2%	\$2,948	\$8,415	\$13,670	\$15,641	\$24,912	\$12,946
SES 2	543	26	5.0%	\$14,062	\$20,625	\$23,933	\$30,000	\$242,917	\$61,798
SES 3	119	5	4.2%	\$25,835	\$29,053	\$29,699	\$40,000	\$501,071	\$148,024
All employees	135,833	15,633	11.6%	\$725	\$781	\$1,000	\$1,594	\$8,321	\$2,623



Table 6: Employees by superannuation fund and age group, 2018

Age group	CSS		PSS		PSS-AP		Other	
	N	%	N	%	N	%	N	%
Under 20	.	.	.	.	132	90.4%	14	9.6%
20–24	.	.	.	.	2,906	81.6%	656	18.4%
25–29	.	.	1	0.0%	9,040	81.0%	2,125	19.0%
30–34	.	.	391	2.4%	13,287	81.9%	2,535	15.6%
35–39	.	.	4,821	24.8%	12,425	63.9%	2,196	11.3%
40–44	.	.	9,428	47.9%	8,500	43.2%	1,754	8.9%
45–49	216	1.0%	11,969	57.7%	6,942	33.5%	1,599	7.7%
50–54	1,288	6.7%	11,470	59.4%	5,121	26.5%	1,433	7.4%
55–59	573	3.7%	9,531	61.3%	4,093	26.3%	1,345	8.7%
60 & over	596	5.9%	5,329	53.1%	3,124	31.1%	1,078	10.7%
All employees	2,673	2.0%	52,850	38.9%	65,570	48.3%	14,735	10.8%



Table 7: Employer superannuation contribution as a proportion of Base Salary, by classification, 2017 and 2018

	All employees		Percentile (5) of super contributions		Percentile (25) of super contributions		Median super contributions		Percentile (75) of super contributions		Percentile (95) of super contributions		Average super contributions	
Classification	2017	2018	2017	2018	2017	2018	2017	2018	2017	2018	2017	2018	2017	2018
Graduate	1,658	1,817	15.2%	14.2%	15.4%	15.4%	15.4%	15.4%	15.4%	15.4%	15.4%	16.5%	15.4%	15.4%
APS 1	562	512	15.4%	15.4%	15.4%	15.4%	15.4%	15.4%	19.0%	15.7%	20.6%	20.5%	16.6%	16.4%
APS 2	2,481	2,457	15.4%	8.3%	15.4%	15.4%	15.4%	15.4%	19.9%	19.8%	20.1%	20.1%	17.2%	16.2%
APS 3	14,934	13,684	14.9%	14.0%	15.4%	15.4%	15.4%	15.4%	19.5%	19.4%	19.9%	19.8%	16.6%	16.4%
APS 4	28,440	27,101	15.4%	15.1%	15.4%	15.4%	15.4%	15.4%	19.5%	19.5%	19.8%	19.8%	17.0%	16.9%
APS 5	20,254	19,590	15.2%	14.5%	15.4%	15.4%	15.4%	15.4%	19.6%	19.5%	19.9%	19.9%	17.1%	16.8%
APS 6	32,096	31,877	15.4%	15.4%	15.4%	15.4%	15.4%	15.4%	19.7%	19.5%	19.9%	19.9%	17.3%	17.0%
EL 1	24,935	24,830	15.4%	15.0%	15.4%	15.4%	19.0%	18.8%	19.4%	19.4%	19.6%	19.6%	17.6%	17.4%
EL 2	11,350	11,351	15.4%	15.4%	15.4%	15.4%	18.8%	18.8%	19.0%	19.0%	19.5%	19.5%	17.9%	17.7%
SES 1	1,977	1,952	15.4%	15.4%	18.2%	17.4%	18.8%	18.8%	18.8%	18.8%	19.5%	19.8%	18.0%	17.9%
SES 2	530	543	15.4%	15.3%	17.4%	15.9%	18.8%	18.8%	18.8%	18.8%	19.5%	19.5%	17.8%	17.7%
SES 3	110	119	15.4%	14.0%	18.2%	16.3%	18.3%	18.7%	18.8%	18.8%	19.4%	19.8%	17.9%	17.5%
All employees	139,327	135,833	15.4%	14.8%	15.4%	15.4%	15.4%	15.4%	19.5%	19.5%	19.9%	19.8%	17.2%	17.0%



Table 8: Employees by superannuation fund and classification, 2018

Classification	CSS		PSS		PSS-AP		Other	
	N	%	N	%	N	%	N	%
Graduate	.	.	2	0.1%	1,374	75.6%	441	24.3%
APS 1	11	2.1%	100	19.5%	295	57.6%	106	20.7%
APS 2	45	1.8%	679	27.6%	1,338	54.5%	395	16.1%
APS 3	138	1.0%	3,468	25.3%	8,447	61.7%	1,630	11.9%
APS 4	268	1.0%	9,715	35.8%	14,467	53.4%	2,651	9.8%
APS 5	251	1.3%	6,378	32.6%	10,481	53.5%	2,480	12.7%
APS 6	539	1.7%	11,898	37.3%	15,852	49.7%	3,588	11.3%
EL 1	592	2.4%	12,023	48.4%	9,970	40.2%	2,245	9.0%
EL 2	538	4.7%	6,845	60.4%	2,991	26.4%	973	8.6%
SES 1	187	9.6%	1,340	68.6%	276	14.1%	149	7.6%
SES 2	78	14.4%	335	61.7%	69	12.7%	61	11.2%
SES 3	26	21.8%	67	56.3%	10	8.4%	16	13.4%
All employees	2,673	2.0%	52,850	38.9%	65,570	48.3%	14,735	10.8%



Table 9: Acting classification salaries by classification level, 2018

Acting level	Number of employees	Acting classification salary					
		Percentile (5)	Percentile (25)	Median	Percentile (75)	Percentile (95)	Average
APS 2	19	\$52,254	\$52,502	\$53,621	\$56,031	\$57,993	\$54,364
APS 3	134	\$57,990	\$58,720	\$61,648	\$64,381	\$66,041	\$61,749
APS 4	957	\$62,870	\$65,998	\$68,189	\$70,345	\$72,744	\$68,094
APS 5	3,259	\$70,862	\$73,226	\$75,604	\$77,910	\$79,015	\$75,437
APS 6	3,987	\$78,759	\$81,059	\$83,289	\$85,751	\$92,265	\$83,935
EL 1	3,360	\$96,644	\$100,946	\$104,577	\$107,529	\$114,210	\$104,683
EL 2	1,601	\$117,204	\$119,205	\$123,999	\$130,045	\$139,164	\$125,240
SES 1	275	\$160,932	\$164,676	\$171,645	\$194,175	\$218,867	\$182,241
SES 2	47	\$195,282	\$214,972	\$229,726	\$251,844	\$269,469	\$230,596
SES 3	7	\$259,258	\$263,927	\$295,800	\$317,680	\$363,112	\$299,597
All employees	13,646	\$68,189	\$77,294	\$84,090	\$105,132	\$130,740	\$93,087



Table 10: Geographical allowance recipients by classification, 2018

Classification	Total employees	Distribution of geographic allowances							
		Employees with geographic allowances	% with geographic allowances	Percentile (5)	Percentile (25)	Median	Percentile (75)	Percentile (95)	Average
Graduate	1,817	254	14.0%	\$414	\$579	\$825	\$1,361	\$3,408	\$1,288
APS 1	512	134	26.2%	\$247	\$1,038	\$2,280	\$3,815	\$23,595	\$4,848
APS 2	2,457	140	5.7%	\$1,119	\$1,817	\$4,702	\$11,569	\$27,330	\$8,366
APS 3	13,684	1,499	11.0%	\$593	\$991	\$1,120	\$2,200	\$15,881	\$3,331
APS 4	27,101	1,031	3.8%	\$226	\$1,022	\$2,062	\$6,589	\$16,017	\$4,654
APS 5	19,590	1,452	7.4%	\$392	\$1,165	\$1,721	\$9,210	\$31,614	\$6,981
APS 6	31,877	1,441	4.5%	\$258	\$1,376	\$3,244	\$12,220	\$40,174	\$9,818
EL 1	24,830	1,112	4.5%	\$343	\$2,217	\$10,843	\$27,593	\$59,228	\$18,338
EL 2	11,351	633	5.6%	\$393	\$3,607	\$14,837	\$44,975	\$85,374	\$27,690
SES 1	1,952	163	8.3%	\$2,891	\$21,949	\$43,918	\$71,120	\$112,696	\$49,485
SES 2	543	33	6.1%	\$5,849	\$37,262	\$51,882	\$81,048	\$108,706	\$59,180
SES 3	119	19	16.0%	\$3,547	\$18,223	\$34,928	\$73,436	\$108,196	\$46,792
All employees	135,833	7,911	5.8%	\$362	\$1,044	\$2,294	\$11,810	\$49,001	\$10,751



Table 11: Hardship allowance recipients by classification, 2018

				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	1,817	95	5.2%	\$11	\$25	\$60	\$124	\$9,665	\$1,570
APS 1	512	20	3.9%	\$17	\$33	\$224	\$1,682	\$2,852	\$910
APS 2	2,457	49	2.0%	\$72	\$1,214	\$2,388	\$2,852	\$21,883	\$3,881
APS 3	13,684	853	6.2%	\$92	\$712	\$8,958	\$39,006	\$48,448	\$17,033
APS 4	27,101	901	3.3%	\$15	\$93	\$583	\$1,260	\$25,070	\$4,053
APS 5	19,590	951	4.9%	\$21	\$278	\$5,179	\$30,032	\$58,710	\$17,151
APS 6	31,877	1,066	3.3%	\$15	\$103	\$3,040	\$17,116	\$63,878	\$15,304
EL 1	24,830	804	3.2%	\$43	\$1,878	\$13,382	\$53,197	\$92,016	\$28,839
EL 2	11,351	386	3.4%	\$192	\$6,543	\$21,905	\$57,832	\$98,959	\$34,488
SES 1	1,952	117	6.0%	\$9,663	\$34,008	\$54,198	\$83,381	\$115,944	\$60,466
SES 2	543	23	4.2%	\$22,582	\$37,748	\$41,666	\$88,623	\$106,197	\$57,889
SES 3	119	16	13.4%	\$4,745	\$19,278	\$39,054	\$50,981	\$88,665	\$40,560
All employees	135,833	5,281	3.9%	\$20	\$381	\$3,856	\$30,103	\$74,218	\$18,314



Table 12: Additional duties allowance recipients by classification, 2018

Classification	Total employees	Distribution of additional duties allowances							
		Employees with additional duties allowances	% with additional duties allowances	Percentile (5)	Percentile (25)	Median	Percentile (75)	Percentile (95)	Average
Graduate	1,817	29	1.6%	\$383	\$404	\$608	\$659	\$823	\$562
APS 1	512	35	6.8%	\$374	\$522	\$522	\$607	\$989	\$579
APS 2	2,457	146	5.9%	\$383	\$522	\$607	\$686	\$1,905	\$709
APS 3	13,684	1,367	10.0%	\$230	\$383	\$644	\$989	\$2,941	\$1,037
APS 4	27,101	2,722	10.0%	\$315	\$577	\$659	\$676	\$989	\$662
APS 5	19,590	2,409	12.3%	\$199	\$417	\$636	\$688	\$1,142	\$658
APS 6	31,877	3,234	10.1%	\$278	\$464	\$644	\$690	\$989	\$702
EL 1	24,830	2,044	8.2%	\$294	\$520	\$644	\$713	\$1,058	\$881
EL 2	11,351	654	5.8%	\$333	\$525	\$664	\$2,523	\$22,152	\$4,341
SES 1	1,952	59	3.0%	\$417	\$670	\$5,000	\$10,000	\$25,637	\$7,329
SES 2	543	12	2.2%	\$9,109	\$19,210	\$31,434	\$42,317	\$43,524	\$28,784
SES 3	119	7	5.9%	\$2,478	\$29,051	\$55,060	\$63,781	\$79,414	\$46,528
All employees	135,833	12,718	9.4%	\$265	\$502	\$652	\$710	\$2,900	\$1,019



Table 13: Base Salary by primary employment instrument and classification, 2018

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	1,817	\$59,376	\$60,013	\$63,030	\$66,436	\$69,331
APS 1	EA	512	\$40,625	\$45,402	\$49,460	\$50,989	\$52,034
APS 2	EA	2,454	\$49,321	\$53,783	\$56,694	\$57,884	\$59,606
	CLA	3	\$63,114	\$64,961	\$67,270	\$68,896	\$70,196
APS 3	EA	13,644	\$58,365	\$62,192	\$63,952	\$65,655	\$66,041
	PSA	33	\$55,252	\$55,252	\$57,462	\$57,462	\$63,220
	CLA	7	\$64,120	\$65,268	\$65,371	\$69,200	\$76,911
APS 4	EA	27,050	\$65,656	\$59,580	\$72,531	\$72,744	\$74,008
	PSA	6	\$64,464	\$64,508	\$65,768	\$70,771	\$72,019
	CLA	45	\$73,299	\$85,105	\$87,774	\$105,802	\$112,551
APS 5	EA	19,542	\$72,686	\$75,770	\$78,092	\$79,311	\$80,931
	PSA	15	\$72,686	\$75,381	\$75,770	\$79,008	\$79,008
	CLA	33	\$91,087	\$110,818	\$128,403	\$135,743	\$154,069
APS 6	EA	31,805	\$81,176	\$88,713	\$91,238	\$93,732	\$95,777
	AWA	1	\$92,823	\$92,823	\$92,823	\$92,823	\$92,823
	PSA	22	\$88,713	\$89,096	\$90,400	\$91,799	\$92,265
	CLA	49	\$93,962	\$109,019	\$145,986	\$181,744	\$198,266
EL 1	EA	24,704	\$104,177	\$109,985	\$113,866	\$114,616	\$121,482
	AWA	2	\$130,827	\$130,963	\$131,132	\$131,302	\$131,437
	PSA	50	\$104,876	\$108,399	\$113,186	\$114,624	\$121,638
	CLA	74	\$135,437	\$205,407	\$225,832	\$225,832	\$294,837
EL 2	EA	11,229	\$123,771	\$135,338	\$140,680	\$144,686	\$158,743
	AWA	7	\$128,087	\$141,465	\$144,468	\$168,503	\$190,103
	PSA	56	\$133,245	\$143,959	\$148,816	\$148,816	\$156,045
	CLA	59	\$151,678	\$227,087	\$276,017	\$344,721	\$478,509
SES 1	EA	22	\$168,861	\$168,861	\$168,861	\$194,743	\$214,010
	AWA	10	\$180,760	\$221,691	\$229,749	\$238,732	\$238,732
	PSA	1,685	\$166,986	\$187,276	\$195,738	\$211,700	\$233,094
	CLA	235	\$164,520	\$188,643	\$205,820	\$219,367	\$231,276
SES 2	EA	8	\$205,820	\$205,820	\$205,820	\$208,115	\$244,978
	AWA	8	\$237,288	\$272,725	\$294,668	\$294,668	\$310,226
	PSA	469	\$219,168	\$237,786	\$256,491	\$272,413	\$298,762
	CLA	58	\$206,577	\$240,200	\$255,393	\$273,109	\$334,429
SES 3	PSA	110	\$304,720	\$330,000	\$349,950	\$374,125	\$413,165
	CLA	9	\$335,044	\$346,631	\$369,972	\$405,044	\$568,477
All employees		135,833	\$61,774	\$72,744	\$83,289	\$108,667	\$143,403



Table 14: Base Salary by classification and gender, 2018

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	933	\$59,444	\$60,161	\$62,794		\$66,436	\$69,331	\$63,655
	Female	883	\$58,908	\$60,013	\$63,952	101.8%	\$66,436	\$69,331	\$63,743
APS 1	Male	249	\$41,945	\$45,402	\$49,649		\$50,989	\$52,527	\$48,167
	Female	263	\$40,625	\$43,674	\$47,778	96.2%	\$50,989	\$51,072	\$47,086
APS 2	Male	923	\$49,321	\$53,446	\$56,484		\$57,884	\$59,606	\$55,334
	Female	1,533	\$49,321	\$53,783	\$56,782	100.5%	\$57,884	\$59,606	\$55,999
APS 3	Male	4,901	\$57,462	\$62,192	\$63,952		\$64,624	\$66,041	\$63,101
	Female	8,766	\$58,881	\$62,192	\$63,952	100.0%	\$65,655	\$66,041	\$63,401
APS 4	Male	8,301	\$65,334	\$69,580	\$72,168		\$72,744	\$74,008	\$71,189
	Female	18,787	\$65,656	\$69,580	\$72,744	100.8%	\$72,744	\$74,008	\$71,230
APS 5	Male	7,724	\$72,743	\$75,770	\$78,092		\$79,015	\$80,928	\$77,687
	Female	11,863	\$72,686	\$75,770	\$78,249	100.2%	\$79,596	\$80,999	\$77,835
APS 6	Male	13,495	\$81,524	\$88,713	\$91,238		\$93,732	\$95,809	\$90,787
	Female	18,376	\$81,176	\$88,713	\$91,238	100.0%	\$93,732	\$94,979	\$90,621
EL 1	Male	11,903	\$104,782	\$110,014	\$113,866		\$114,616	\$121,638	\$113,699
	Female	12,923	\$103,535	\$109,874	\$113,866	100.0%	\$114,624	\$121,635	\$113,068
EL 2	Male	6,080	\$125,799	\$137,829	\$140,680		\$145,996	\$162,642	\$143,725
	Female	5,271	\$123,654	\$134,963	\$140,369	99.8%	\$144,686	\$157,238	\$141,266
SES 1	Male	1,024	\$166,986	\$188,319	\$198,950		\$216,022	\$235,009	\$201,056
	Female	928	\$166,986	\$183,392	\$195,083	98.1%	\$211,615	\$230,969	\$197,455
SES 2	Male	330	\$218,639	\$237,786	\$256,491		\$273,109	\$305,057	\$262,405
	Female	213	\$212,437	\$237,786	\$254,622	99.3%	\$270,300	\$293,774	\$254,082
SES 3	Male	65	\$304,621	\$330,000	\$350,000		\$377,035	\$472,820	\$358,380
	Female	54	\$304,938	\$332,566	\$351,042	100.3%	\$377,929	\$406,453	\$352,462
All employees		135,788	\$61,774	\$72,744	\$83,347		\$108,880	\$143,403	\$91,983

(a) Gender distribution excludes Indeterminate/Intersex/Unspecified gender.



Table 15: Total Remuneration Package (TRP) by classification and gender, 2018

Classification	Gender	Number of employees	Percentile (5) of TRP	Percentile (25) of TRP	Median TRP	Percentile (75) of TRP	Percentile (95) of TRP	Average TRP
Graduate	Male	933	\$68,543	\$70,734	\$72,737	\$76,667	\$80,222	\$73,717
	Female	883	\$67,980	\$70,619	\$73,101	\$76,667	\$79,986	\$73,771
APS 1	Male	249	\$48,351	\$52,780	\$57,400	\$60,612	\$63,346	\$56,617
	Female	263	\$46,881	\$51,300	\$55,454	\$58,481	\$61,521	\$55,109
APS 2	Male	923	\$52,242	\$61,581	\$65,512	\$69,289	\$72,027	\$64,502
	Female	1,533	\$56,916	\$62,148	\$65,980	\$69,117	\$72,333	\$65,509
APS 3	Male	4,901	\$66,158	\$71,770	\$74,765	\$78,207	\$82,987	\$74,845
	Female	8,766	\$67,736	\$71,770	\$74,576	\$77,209	\$80,935	\$74,319
APS 4	Male	8,301	\$75,767	\$80,930	\$83,947	\$86,651	\$90,559	\$83,674
	Female	18,787	\$75,767	\$81,272	\$83,947	\$86,651	\$88,905	\$83,576
APS 5	Male	7,724	\$84,135	\$88,538	\$91,256	\$94,121	\$97,957	\$91,448
	Female	11,863	\$83,880	\$87,876	\$91,250	\$94,121	\$97,308	\$91,187
APS 6	Male	13,495	\$94,313	\$103,181	\$107,134	\$110,853	\$116,280	\$106,766
	Female	18,376	\$93,873	\$102,092	\$107,161	\$111,305	\$115,183	\$106,338
EL 1	Male	11,903	\$120,918	\$129,261	\$133,825	\$136,995	\$144,762	\$133,751
	Female	12,923	\$118,707	\$127,956	\$133,473	\$136,911	\$144,039	\$132,760
EL 2	Male	6,080	\$146,282	\$161,024	\$167,356	\$173,773	\$197,098	\$170,234
	Female	5,271	\$143,463	\$158,363	\$166,467	\$172,554	\$191,640	\$167,389
SES 1	Male	1,024	\$220,853	\$238,839	\$252,875	\$266,757	\$288,552	\$253,858
	Female	928	\$219,236	\$236,465	\$249,388	\$262,635	\$279,090	\$250,038
SES 2	Male	330	\$282,272	\$302,188	\$316,960	\$337,585	\$389,225	\$324,843
	Female	213	\$279,157	\$297,104	\$316,946	\$331,750	\$350,481	\$316,324
SES 3	Male	65	\$363,163	\$400,012	\$424,303	\$450,698	\$532,302	\$434,285
	Female	54	\$374,799	\$407,435	\$428,679	\$446,513	\$490,031	\$428,782
All employees		135,788	\$71,460	\$83,946	\$97,586	\$127,504	\$171,021	\$108,481

(a) Gender distribution excludes Indeterminate/Intersex/Unspecified gender.



Table 16: Total Reward (TR) by classification and gender, 2018

Classification	Gender	Number of employees	Percentile (5) of TR	Percentile (25) of TR	Median TR	Percentile (75) of TR	Percentile (95) of TR	Average TR
Graduate	Male	933	\$68,543	\$70,734	\$72,737	\$76,667	\$80,304	\$73,719
	Female	883	\$67,980	\$70,619	\$73,101	\$76,667	\$79,986	\$73,775
APS 1	Male	249	\$48,351	\$52,780	\$57,729	\$60,612	\$63,912	\$56,775
	Female	263	\$46,881	\$51,300	\$55,454	\$58,841	\$62,246	\$55,168
APS 2	Male	923	\$52,242	\$61,699	\$65,512	\$69,673	\$72,518	\$64,697
	Female	1,533	\$56,916	\$62,148	\$66,047	\$69,261	\$72,730	\$65,665
APS 3	Male	4,901	\$66,158	\$71,770	\$75,301	\$78,207	\$83,014	\$74,941
	Female	8,766	\$67,760	\$71,770	\$74,783	\$77,596	\$81,046	\$74,394
APS 4	Male	8,301	\$75,767	\$81,004	\$83,947	\$86,651	\$90,588	\$83,751
	Female	18,787	\$75,767	\$81,286	\$83,947	\$86,651	\$88,961	\$83,630
APS 5	Male	7,724	\$84,135	\$88,702	\$91,372	\$94,384	\$98,307	\$91,684
	Female	11,863	\$83,880	\$88,019	\$91,341	\$94,157	\$97,744	\$91,374
APS 6	Male	13,495	\$94,379	\$103,240	\$107,474	\$111,142	\$116,655	\$107,055
	Female	18,376	\$93,997	\$102,345	\$107,445	\$111,572	\$115,309	\$106,531
EL 1	Male	11,903	\$120,918	\$129,648	\$133,825	\$137,162	\$146,190	\$134,226
	Female	12,923	\$118,969	\$128,389	\$133,825	\$137,030	\$144,761	\$133,091
EL 2	Male	6,080	\$146,489	\$162,344	\$168,511	\$174,690	\$201,249	\$172,035
	Female	5,271	\$144,084	\$159,213	\$167,333	\$173,498	\$195,438	\$168,542
SES 1	Male	1,024	\$221,481	\$240,050	\$253,864	\$268,808	\$290,562	\$255,026
	Female	928	\$220,093	\$237,388	\$249,891	\$263,730	\$281,157	\$251,027
SES 2	Male	330	\$282,640	\$304,678	\$317,420	\$339,656	\$397,291	\$330,143
	Female	213	\$279,553	\$300,144	\$316,960	\$332,593	\$353,923	\$317,443
SES 3	Male	65	\$371,984	\$400,559	\$426,929	\$457,981	\$532,302	\$448,423
	Female	54	\$380,709	\$407,435	\$431,572	\$449,463	\$490,031	\$430,636
All employees		135,788	\$71,560	\$84,072	\$97,847	\$127,740	\$171,555	\$108,826

(a) Gender distribution excludes Indeterminate/Intersex/Unspecified gender.



Table 17: Base Salary by employment category and classification, 2018

Classification	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		Average Base Salary	
	Ongoing	Non ongoing	Ongoing	Non ongoing	Ongoing	Non ongoing	Ongoing	Non ongoing	Ongoing	Non ongoing	Ongoing	Non ongoing	Ongoing	Non ongoing
Graduate	1,810	7	\$59,376	\$64,027	\$60,013	\$66,434	\$63,030	\$66,817	\$66,436	\$72,173	\$69,331	\$73,488	\$63,676	\$68,645
APS 1	327	185	\$44,630	\$40,625	\$48,459	\$41,945	\$50,989	\$43,730	\$51,005	\$47,560	\$52,527	\$49,649	\$49,402	\$44,448
APS 2	2,020	437	\$49,321	\$49,321	\$55,252	\$51,203	\$57,351	\$53,783	\$57,884	\$55,134	\$59,606	\$56,694	\$56,302	\$53,178
APS 3	12,043	1,641	\$58,908	\$56,094	\$62,330	\$58,908	\$64,449	\$58,908	\$65,655	\$61,774	\$66,041	\$65,019	\$63,729	\$60,061
APS 4	25,516	1,585	\$65,998	\$62,996	\$70,208	\$64,513	\$72,744	\$66,791	\$72,744	\$68,859	\$74,008	\$72,059	\$71,466	\$67,214
APS 5	18,515	1,075	\$72,907	\$70,891	\$75,770	\$72,686	\$78,249	\$74,662	\$79,596	\$77,306	\$81,049	\$80,182	\$77,933	\$75,081
APS 6	30,806	1,071	\$81,784	\$78,686	\$88,713	\$81,530	\$91,238	\$86,181	\$93,732	\$90,408	\$95,809	\$94,239	\$90,839	\$86,437
EL 1	24,125	705	\$104,611	\$98,730	\$110,478	\$104,143	\$113,866	\$108,605	\$114,624	\$114,624	\$121,821	\$123,433	\$113,448	\$110,717
EL 2	10,972	379	\$123,872	\$119,205	\$136,321	\$131,044	\$140,680	\$139,374	\$144,912	\$147,579	\$158,743	\$183,747	\$142,576	\$142,785
SES 1	1,900	52	\$168,861	\$162,331	\$187,276	\$189,580	\$196,323	\$206,554	\$212,465	\$221,017	\$232,806	\$272,359	\$199,031	\$210,793
SES 2	515	28	\$217,413	\$208,683	\$237,786	\$237,786	\$255,941	\$263,286	\$272,413	\$287,138	\$298,761	\$376,528	\$258,632	\$268,361
SES 3	106	13	\$304,938	\$254,979	\$331,298	\$304,938	\$350,000	\$350,268	\$373,250	\$422,879	\$407,863	\$513,992	\$354,383	\$366,695
All employees	128,655	7,178	\$62,543	\$52,339	\$72,744	\$61,213	\$85,751	\$70,345	\$110,014	\$84,090	\$143,403	\$135,099	\$92,711	\$78,815



Table 18: Median Base Salary by classification, 2014 to 2018

	2014		2015		2016		2017		2018	
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	1.3%	\$60,158	0.0%	\$62,493	3.9%	\$62,698	0.3%	\$63,030	0.5%
APS 1	\$47,004	3.8%	\$47,736	1.6%	\$47,567	-0.4%	\$48,194	1.3%	\$49,460	2.6%
APS 2	\$54,588	0.0%	\$54,588	0.0%	\$54,588	0.0%	\$56,220	3.0%	\$56,694	0.8%
APS 3	\$61,512	0.0%	\$61,512	0.0%	\$61,512	0.0%	\$61,970	0.7%	\$63,952	3.2%
APS 4	\$69,239	0.3%	\$69,239	0.0%	\$69,239	0.0%	\$71,317	3.0%	\$72,531	1.7%
APS 5	\$74,331	0.0%	\$74,451	0.2%	\$74,451	0.0%	\$76,561	2.8%	\$78,092	2.0%
APS 6	\$86,844	0.0%	\$86,923	0.1%	\$87,263	0.4%	\$89,449	2.5%	\$91,238	2.0%
EL 1	\$108,013	0.0%	\$108,382	0.3%	\$108,796	0.4%	\$111,633	2.6%	\$113,866	2.0%
EL 2	\$133,905	0.1%	\$133,905	0.0%	\$135,583	1.3%	\$138,195	1.9%	\$140,680	1.8%
SES 1	\$178,617	0.2%	\$181,006	1.3%	\$184,626	2.0%	\$189,353	2.6%	\$196,609	3.8%
SES 2	\$230,000	0.0%	\$232,644	1.1%	\$239,272	2.8%	\$245,348	2.5%	\$256,491	4.5%
SES 3	\$302,000	0.7%	\$312,000	3.3%	\$327,000	4.8%	\$336,876	3.0%	\$350,000	3.9%
All employees	\$78,054	0.3%	\$76,826	-1.6%	\$78,457	2.1%	\$81,206	3.5%	\$83,347	2.6%



Table 19: Median Total Remuneration Package (TRP) by classification, 2014 to 2018

	2014		2015		2016		2017		2018	
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	\$69,342	0.7%	\$69,422	0.1%	\$72,974	5.1%	\$72,354	-0.9%	\$72,861	0.7%
APS 1	\$54,858	2.8%	\$55,371	0.9%	\$55,371	0.0%	\$56,275	1.6%	\$57,076	1.4%
APS 2	\$63,581	0.0%	\$63,581	0.0%	\$63,581	0.0%	\$65,488	3.0%	\$65,558	0.1%
APS 3	\$72,116	0.3%	\$72,116	0.0%	\$72,116	0.0%	\$73,206	1.5%	\$74,576	1.9%
APS 4	\$80,210	0.4%	\$80,152	-0.1%	\$80,031	-0.2%	\$82,300	2.8%	\$83,946	2.0%
APS 5	\$87,427	0.7%	\$87,417	0.0%	\$87,762	0.4%	\$89,679	2.2%	\$91,254	1.8%
APS 6	\$102,246	0.8%	\$102,361	0.1%	\$103,305	0.9%	\$106,046	2.7%	\$107,136	1.0%
EL 1	\$126,976	0.8%	\$127,269	0.2%	\$128,987	1.3%	\$131,714	2.1%	\$133,609	1.4%
EL 2	\$158,026	0.6%	\$158,707	0.4%	\$160,578	1.2%	\$164,067	2.2%	\$166,891	1.7%
SES 1	\$238,223	1.1%	\$239,880	0.7%	\$243,083	1.3%	\$247,732	1.9%	\$251,141	1.4%
SES 2	\$299,720	1.6%	\$299,878	0.1%	\$305,066	1.7%	\$310,641	1.8%	\$316,953	2.0%
SES 3	\$389,011	2.5%	\$395,599	1.7%	\$410,874	3.9%	\$420,420	2.3%	\$426,771	1.5%
All employees	\$92,165	0.8%	\$92,046	-0.1%	\$92,736	0.7%	\$95,287	2.8%	\$97,586	2.4%



Table 20: Median Total Reward (TR) by classification, 2014 to 2018

	2014		2015		2016		2017		2018	
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	\$69,342	0.7%	\$69,422	0.1%	\$72,974	5.1%	\$72,354	-0.9%	\$72,862	0.7%
APS 1	\$55,059	3.1%	\$55,633	1.0%	\$55,550	-0.1%	\$56,511	1.7%	\$57,077	1.0%
APS 2	\$64,906	0.4%	\$64,306	-0.9%	\$64,306	0.0%	\$66,091	2.8%	\$65,729	-0.5%
APS 3	\$72,291	-0.2%	\$72,199	-0.1%	\$72,116	-0.1%	\$73,839	2.4%	\$74,995	1.6%
APS 4	\$80,760	-0.3%	\$80,395	-0.5%	\$80,395	0.0%	\$82,300	2.4%	\$83,947	2.0%
APS 5	\$87,844	0.5%	\$87,547	-0.3%	\$87,952	0.5%	\$89,807	2.1%	\$91,344	1.7%
APS 6	\$102,655	0.8%	\$102,654	0.0%	\$103,305	0.6%	\$106,046	2.7%	\$107,463	1.3%
EL 1	\$127,690	0.5%	\$127,701	0.0%	\$129,433	1.4%	\$131,944	1.9%	\$133,825	1.4%
EL 2	\$159,105	0.4%	\$159,399	0.2%	\$162,103	1.7%	\$165,446	2.1%	\$168,298	1.7%
SES 1	\$238,931	1.0%	\$240,811	0.8%	\$243,467	1.1%	\$248,251	2.0%	\$251,519	1.3%
SES 2	\$300,197	1.0%	\$300,713	0.2%	\$305,616	1.6%	\$311,013	1.8%	\$317,159	2.0%
SES 3	\$393,272	2.7%	\$396,453	0.8%	\$411,667	3.8%	\$421,800	2.5%	\$430,080	2.0%
All employees	\$94,547	0.6%	\$92,215	-2.5%	\$92,881	0.7%	\$95,416	2.7%	\$97,847	2.5%



Table 21: Remuneration findings by classification, 2018

Graduate

	Number of employees	Min	P5	Q1	Median	Q3	P95	Max	Average
Base Salary	1,817	\$57,438	\$59,376	\$60,013	\$63,030	\$66,436	\$69,331	\$77,294	\$63,695
Agency superannuation contribution	1,817	.	\$8,893	\$9,521	\$10,111	\$10,486	\$11,307	\$14,592	\$10,012
Cost of motor vehicle	0	.	.	.	.	.	.	.	.
Cash in lieu of motor vehicle	0	.	.	.	.	.	.	.	.
Motor vehicle parking	101	\$289	\$289	\$289	\$289	\$289	\$289	\$289	\$289
Personal benefits	72	\$49	\$100	\$135	\$283	\$355	\$778	\$954	\$281
Other supplementary payments	15	\$77	\$180	\$393	\$576	\$907	\$1,250	\$1,251	\$663
Total Remuneration Package (TRP)	1,817	\$62,698	\$68,329	\$70,734	\$72,862	\$76,667	\$80,008	\$87,197	\$73,740
Performance bonus paid	4	\$682	\$723	\$885	\$1,477	\$2,000	\$2,000	\$2,000	\$1,409
Retention bonus paid	0	.	.	.	.	.	.	.	.
Productivity bonus	0	.	.	.	.	.	.	.	.
Sign on bonus	0	.	.	.	.	.	.	.	.
Group or whole of agency performance bonuses	0	.	.	.	.	.	.	.	.
Total Reward (TR)	1,817	\$62,698	\$68,329	\$70,734	\$72,862	\$76,667	\$80,008	\$87,197	\$73,743
Additional duties/responsibilities allowances	29	\$383	\$383	\$404	\$608	\$659	\$823	\$835	\$562
Qualifications and/or skills based allowances	12	\$429	\$533	\$1,359	\$3,026	\$4,084	\$10,246	\$12,953	\$3,663
Market related allowances – specific job	0	.	.	.	.	.	.	.	.
Market related allowances – specific individual	2	\$1,220	\$1,220	\$1,220	\$1,220	\$1,220	\$1,220	\$1,220	\$1,220
Superannuation allowances	0	.	.	.	.	.	.	.	.
Income maintenance allowance	0	.	.	.	.	.	.	.	.
Hours of duty allowances	128	\$8	\$27	\$30	\$90	\$531	\$4,829	\$17,323	\$832
Expense allowances	50	\$34	\$59	\$176	\$271	\$435	\$808	\$962	\$337
Geographic/locality allowances	254	\$66	\$414	\$579	\$825	\$1,361	\$3,408	\$15,096	\$1,288
Hardship allowances	95	\$6	\$11	\$25	\$60	\$124	\$9,665	\$32,969	\$1,570
Health and lifestyle allowances	263	\$79	\$227	\$299	\$299	\$600	\$600	\$1,148	\$416
Individual performance related allowances	0	.	.	.	.	.	.	.	.
Annual leave loading	0	.	.	.	.	.	.	.	.
TR + Allowances	1,817	\$62,997	\$68,805	\$70,734	\$73,161	\$76,843	\$83,071	\$129,189	\$74,168



APS 1

	Number of employees	Min	P5	Q1	Median	Q3	P95	Max	Average
Base Salary	512	\$37,978	\$40,625	\$45,402	\$49,460	\$50,989	\$52,256	\$53,229	\$47,612
Agency superannuation contribution	512	\$3,457	\$6,256	\$7,006	\$7,720	\$9,264	\$12,193	\$16,943	\$8,226
Cost of motor vehicle	0	.	.	.	.	.	.	.	.
Cash in lieu of motor vehicle	0	.	.	.	.	.	.	.	.
Motor vehicle parking	0	.	.	.	.	.	.	.	.
Personal benefits	4	\$80	\$80	\$80	\$108	\$137	\$139	\$140	\$109
Other supplementary payments	2	\$925	\$929	\$943	\$960	\$978	\$992	\$995	\$960
Total Remuneration Package	512	\$42,362	\$46,940	\$52,256	\$57,076	\$59,141	\$63,207	\$66,800	\$55,842
Performance bonus paid	42	\$363	\$380	\$725	\$725	\$725	\$725	\$725	\$703
Retention bonus paid	13	\$1,407	\$1,448	\$1,475	\$2,169	\$2,212	\$2,363	\$2,458	\$1,960
Productivity bonus	0	.	.	.	.	.	.	.	.
Sign on bonus	0	.	.	.	.	.	.	.	.
Group or whole of agency performance bonuses	0	.	.	.	.	.	.	.	.
Total Reward (TR)	512	\$42,362	\$46,940	\$52,256	\$57,076	\$59,677	\$63,542	\$66,800	\$55,950
Additional duties/responsibilities allowances	35	\$332	\$374	\$522	\$522	\$607	\$989	\$1,043	\$579
Qualifications and/or skills based allowances	3	\$18	\$94	\$396	\$774	\$870	\$948	\$967	\$586
Market related allowances – specific job	0	.	.	.	.	.	.	.	.
Market related allowances – specific individual	0	.	.	.	.	.	.	.	.
Superannuation allowances	0	.	.	.	.	.	.	.	.
Income maintenance allowance	2	\$503	\$741	\$1,696	\$2,890	\$4,084	\$5,039	\$5,278	\$2,890
Hours of duty allowances	56	\$0	\$26	\$61	\$169	\$431	\$2,105	\$4,313	\$435
Expense allowances	1	\$128	\$128	\$128	\$128	\$128	\$128	\$128	\$128
Geographic/locality allowances	134	\$46	\$247	\$1,038	\$2,280	\$3,815	\$23,595	\$32,641	\$4,848
Hardship allowances	20	\$8	\$17	\$33	\$224	\$1,682	\$2,852	\$2,852	\$910
Health and lifestyle allowances	5	\$299	\$339	\$500	\$500	\$572	\$943	\$1,035	\$581
Individual performance related allowances	0	.	.	.	.	.	.	.	.
Annual leave loading	0	.	.	.	.	.	.	.	.
TR + Allowances	512	\$45,109	\$48,425	\$52,658	\$57,296	\$60,697	\$65,546	\$95,796	\$57,362



APS 2

	Number of employees	Min	P5	Q1	Median	Q3	P95	Max	Average
Base Salary	2,457	\$42,363	\$49,321	\$53,783	\$56,694	\$57,884	\$59,606	\$70,521	\$55,746
Agency superannuation contribution	2,457	\$0	\$4,090	\$8,365	\$8,914	\$11,377	\$13,743	\$28,217	\$9,371
Cost of motor vehicle	0	.	.	.	.	.	.	.	.
Cash in lieu of motor vehicle	0	.	.	.	.	.	.	.	.
Motor vehicle parking	2	\$289	\$335	\$517	\$744	\$972	\$1,154	\$1,199	\$744
Personal benefits	75	\$27	\$80	\$135	\$240	\$263	\$289	\$564	\$213
Other supplementary payments	1	\$521	\$521	\$521	\$521	\$521	\$521	\$521	\$521
Total Remuneration Package	2,457	\$50,428	\$53,533	\$62,148	\$65,559	\$69,150	\$72,232	\$86,101	\$65,125
Performance bonus paid	510	\$348	\$536	\$725	\$725	\$725	\$725	\$7,357	\$730
Retention bonus paid	19	\$1,226	\$1,482	\$2,251	\$2,403	\$2,583	\$3,694	\$4,888	\$2,456
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)	2,457	\$50,428	\$52,534	\$62,148	\$65,729	\$69,358	\$72,635	\$86,488	\$65,296
Additional duties/responsibilities allowances	146	\$59	\$383	\$522	\$607	\$686	\$1,905	\$3,507	\$709
Qualifications and/or skills based allowances	4	\$18	\$182	\$835	\$1,325	\$1,960	\$2,960	\$3,210	\$1,470
Market related allowances – specific job	0	.	.	.	.	.	.	.	.
Market related allowances – specific individual	0	.	.	.	.	.	.	.	.
Superannuation allowances	0	.	.	.	.	.	.	.	.
Income maintenance allowance	0	.	.	.	.	.	.	.	.
Hours of duty allowances	531	\$21	\$27	\$53	\$120	\$359	\$2,396	\$20,978	\$534
Expense allowances	4	\$195	\$205	\$247	\$322	\$405	\$468	\$484	\$331
Geographic/locality allowances	140	\$274	\$1,119	\$1,817	\$4,702	\$11,569	\$27,330	\$51,081	\$8,366
Hardship allowances	49	\$13	\$72	\$1,214	\$2,388	\$2,852	\$21,883	\$25,230	\$3,881
Health and lifestyle allowances	82	\$56	\$150	\$250	\$250	\$300	\$500	\$968	\$303
Individual performance related allowances	1	\$725	\$725	\$725	\$725	\$725	\$725	\$725	\$725
Annual leave loading	2	\$78	\$127	\$323	\$568	\$813	\$1,008	\$1,057	\$568
TR + Allowances	2,457	\$50,428	\$53,542	\$62,148	\$66,183	\$70,014	\$74,259	\$115,953	\$66,022



APS 3

	Number of employees	Min	P5	Q1	Median	Q3	P95	Max	Average
Base Salary	13,684	\$49,669	\$58,322	\$62,192	\$63,952	\$65,655	\$66,041	\$80,214	\$63,275
Agency superannuation contribution	13,684	\$0	\$8,639	\$9,578	\$10,111	\$12,644	\$17,428	\$31,463	\$11,186
Cost of motor vehicle	0	.	.	.	.	.	.	.	.
Cash in lieu of motor vehicle	0	.	.	.	.	.	.	.	.
Motor vehicle parking	96	\$127	\$289	\$289	\$289	\$401	\$401	\$1,613	\$383
Personal benefits	358	\$32	\$80	\$135	\$263	\$288	\$289	\$1,000	\$222
Other supplementary payments	559	\$1	\$13	\$88	\$238	\$504	\$1,304	\$8,549	\$432
Total Remuneration Package	13,684	\$53,788	\$67,351	\$71,769	\$74,576	\$77,560	\$82,161	\$96,087	\$74,487
Performance bonus paid	1,216	\$79	\$298	\$725	\$725	\$725	\$1,316	\$4,595	\$851
Retention bonus paid	19	\$1,485	\$1,874	\$2,145	\$2,730	\$2,730	\$2,800	\$2,941	\$2,472
Productivity bonus	23	\$318	\$420	\$668	\$751	\$803	\$828	\$852	\$705
Sign on bonus	0	.	.	.	.	.	.	.	.
Group or whole of agency performance bonuses	11	\$300	\$300	\$300	\$300	\$300	\$300	\$300	\$300
Total Reward (TR)	13,684	\$53,788	\$67,361	\$71,770	\$74,964	\$77,934	\$82,221	\$96,377	\$74,570
Additional duties/responsibilities allowances	1,367	\$9	\$230	\$383	\$644	\$989	\$2,941	\$9,318	\$1,037
Qualifications and/or skills based allowances	424	\$2	\$18	\$744	\$1,208	\$2,297	\$3,236	\$5,185	\$1,528
Market related allowances – specific job	0	.	.	.	.	.	.	.	.
Market related allowances – specific individual	2	\$7,000	\$7,000	\$7,000	\$7,000	\$7,000	\$7,000	\$7,000	\$7,000
Superannuation allowances	0	.	.	.	.	.	.	.	.
Income maintenance allowance	5	\$2,710	\$2,868	\$3,498	\$6,485	\$6,485	\$7,953	\$8,320	\$5,500
Hours of duty allowances	5,071	\$2	\$30	\$61	\$241	\$707	\$2,665	\$28,826	\$698
Expense allowances	348	\$16	\$86	\$195	\$195	\$379	\$458	\$2,241	\$285
Geographic/locality allowances	1,499	\$3	\$593	\$991	\$1,120	\$2,200	\$15,881	\$58,870	\$3,331
Hardship allowances	853	\$7	\$92	\$712	\$8,958	\$39,006	\$46,448	\$67,827	\$17,033
Health and lifestyle allowances	610	\$16	\$190	\$250	\$299	\$500	\$795	\$6,039	\$376
Individual performance related allowances	1	\$2,197	\$2,197	\$2,197	\$2,197	\$2,197	\$2,197	\$2,197	\$2,197
Annual leave loading	156	\$5	\$71	\$320	\$597	\$860	\$1,310	\$1,972	\$626
TR + Allowances	13,684	\$53,788	\$67,682	\$72,014	\$75,357	\$78,703	\$85,971	\$158,674	\$76,440



APS 4

	Number of employees	Min	P5	Q1	Median	Q3	P95	Max	Average
Base Salary	27,101	\$54,106	\$65,656	\$69,580	\$72,531	\$72,744	\$74,008	\$116,730	\$71,217
Agency superannuation contribution	27,101	\$0	\$9,916	\$10,916	\$11,443	\$13,907	\$16,367	\$44,141	\$12,373
Cost of motor vehicle	0	.	.	.	.	.	.	.	.
Cash in lieu of motor vehicle	0	.	.	.	.	.	.	.	.
Motor vehicle parking	114	\$127	\$127	\$289	\$289	\$289	\$1,500	\$6,798	\$500
Personal benefits	456	\$4	\$100	\$149	\$263	\$288	\$324	\$926	\$232
Other supplementary payments	289	\$1	\$27	\$213	\$488	\$1,033	\$3,247	\$12,575	\$925
Total Remuneration Package	27,101	\$58,524	\$75,767	\$81,218	\$83,946	\$86,650	\$89,186	\$134,706	\$83,606
Performance bonus paid	1,334	\$37	\$389	\$725	\$725	\$725	\$4,359	\$19,206	\$1,184
Retention bonus paid	14	\$165	\$708	\$1,220	\$2,509	\$3,125	\$3,684	\$3,857	\$2,262
Productivity bonus	21	\$142	\$228	\$675	\$760	\$820	\$854	\$863	\$685
Sign on bonus	0	.	.	.	.	.	.	.	.
Group or whole of agency performance bonuses	9	\$300	\$300	\$300	\$300	\$300	\$300	\$300	\$300
Total Reward (TR)	27,101	\$58,524	\$75,767	\$81,272	\$83,947	\$86,651	\$89,278	\$141,279	\$83,666
Additional duties/responsibilities allowances	2,722	\$18	\$315	\$577	\$659	\$676	\$989	\$11,991	\$662
Qualifications and/or skills based allowances	577	\$5	\$802	\$2,204	\$2,676	\$2,676	\$2,676	\$19,216	\$2,490
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	4	\$3,353	\$3,450	\$3,838	\$5,500	\$7,000	\$7,000	\$7,000	\$5,328
Superannuation allowances	0	.	.	.	.	.	.	.	.
Income maintenance allowance	16	\$97	\$238	\$699	\$699	\$3,176	\$4,260	\$4,416	\$1,668
Hours of duty allowances	10,043	\$1	\$30	\$90	\$364	\$1,150	\$3,349	\$26,763	\$882
Expense allowances	1,325	\$6	\$120	\$195	\$309	\$379	\$1,350	\$24,391	\$606
Geographic/locality allowances	1,031	\$6	\$226	\$1,022	\$2,062	\$6,589	\$16,017	\$46,737	\$4,654
Hardship allowances	901	\$5	\$15	\$93	\$583	\$1,260	\$25,070	\$131,112	\$4,053
Health and lifestyle allowances	2,379	\$14	\$128	\$203	\$299	\$299	\$855	\$3,779	\$351
Individual performance related allowances	2	\$1,000	\$1,067	\$1,335	\$1,669	\$2,004	\$2,272	\$2,339	\$1,669
Annual leave loading	328	\$4	\$70	\$361	\$695	\$1,070	\$1,613	\$2,371	\$756
TR + Allowances	27,101	\$58,819	\$75,825	\$81,581	\$84,606	\$87,240	\$91,270	\$226,870	\$84,496



APS 5

	Number of employees	Min	P5	Q1	Median	Q3	P95	Max	Average
Base Salary	19,590	\$65,627	\$72,686	\$75,770	\$78,092	\$79,311	\$80,987	\$173,715	\$77,776
Agency superannuation contribution	19,590	\$0	\$10,729	\$11,804	\$12,463	\$15,259	\$18,563	\$36,161	\$13,458
Cost of motor vehicle	0	.	.	.	.	.	.	.	.
Cash in lieu of motor vehicle	0	.	.	.	.	.	.	.	.
Motor vehicle parking	870	\$127	\$289	\$289	\$289	\$289	\$401	\$6,798	\$361
Personal benefits	629	\$29	\$100	\$200	\$288	\$288	\$576	\$61,570	\$566
Other supplementary payments	423	\$2	\$49	\$224	\$514	\$1,223	\$3,336	\$10,285	\$932
Total Remuneration Package	19,590	\$71,594	\$83,879	\$88,250	\$91,254	\$94,120	\$97,543	\$190,218	\$91,289
Performance bonus paid	2,514	\$51	\$625	\$781	\$781	\$1,514	\$4,342	\$46,240	\$1,404
Retention bonus paid	60	\$600	\$996	\$2,593	\$3,401	\$3,866	\$16,148	\$16,148	\$4,080
Productivity bonus	260	\$71	\$401	\$671	\$758	\$805	\$875	\$10,924	\$916
Sign on bonus	0	.	.	.	.	.	.	.	.
Group or whole of agency performance bonuses	19	\$300	\$300	\$300	\$300	\$300	\$300	\$300	\$300
Total Reward (TR)	19,590	\$71,594	\$83,880	\$88,330	\$91,344	\$94,210	\$97,968	\$214,633	\$91,495
Additional duties/responsibilities allowances	2,409	\$5	\$199	\$417	\$636	\$688	\$1,142	\$5,253	\$658
Qualifications and/or skills based allowances	533	\$2	\$17	\$700	\$2,143	\$2,723	\$8,985	\$40,828	\$2,543
Market related allowances – specific job	13	\$4,000	\$4,000	\$4,000	\$4,000	\$4,000	\$15,939	\$22,000	\$5,992
Market related allowances – specific individual	9	\$5,964	\$6,378	\$7,000	\$7,000	\$7,855	\$9,588	\$10,937	\$7,545
Superannuation allowances	0	.	.	.	.	.	.	.	.
Income maintenance allowance	6	\$338	\$446	\$1,145	\$2,400	\$5,531	\$6,531	\$6,531	\$3,162
Hours of duty allowances	3,972	\$1	\$27	\$61	\$234	\$938	\$5,069	\$47,430	\$1,067
Expense allowances	625	\$6	\$51	\$195	\$284	\$379	\$900	\$7,315	\$387
Geographic/locality allowances	1,452	\$0	\$392	\$1,165	\$1,721	\$9,210	\$31,614	\$55,783	\$6,981
Hardship allowances	951	\$2	\$21	\$278	\$5,179	\$30,032	\$58,710	\$200,948	\$17,151
Health and lifestyle allowances	1,900	\$0	\$155	\$200	\$290	\$299	\$600	\$2,372	\$297
Individual performance related allowances	34	\$896	\$1,823	\$2,425	\$3,529	\$4,295	\$4,295	\$4,295	\$3,292
Annual leave loading	64	\$1	\$81	\$372	\$805	\$1,182	\$1,693	\$2,200	\$808
TR + Allowances	19,590	\$71,708	\$83,913	\$89,057	\$92,210	\$95,218	\$101,318	\$308,268	\$93,269



APS 6

	Number of employees	Min	P5	Q1	Median	Q3	P95	Max	Average
Base Salary	31,877	\$60,355	\$81,176	\$88,713	\$91,238	\$93,732	\$95,809	\$225,684	\$90,691
Agency superannuation contribution	31,877	\$0	\$12,116	\$13,769	\$14,658	\$17,919	\$21,247	\$44,420	\$15,719
Cost of motor vehicle	0	.	.	.	.	.	.	.	.
Cash in lieu of motor vehicle	0	.	.	.	.	.	.	.	.
Motor vehicle parking	766	\$28	\$289	\$289	\$289	\$289	\$1,403	\$6,798	\$408
Personal benefits	1,485	\$5	\$100	\$200	\$288	\$564	\$9,084	\$49,459	\$1,529
Other supplementary payments	474	\$8	\$100	\$395	\$945	\$1,965	\$6,765	\$26,235	\$1,868
Total Remuneration Package	31,877	\$74,306	\$94,079	\$102,734	\$107,136	\$111,136	\$115,622	\$247,124	\$106,519
Performance bonus paid	4,072	\$15	\$730	\$912	\$912	\$923	\$4,994	\$110,801	\$1,674
Retention bonus paid	67	\$670	\$1,000	\$2,946	\$4,472	\$4,920	\$9,446	\$24,222	\$4,742
Productivity bonus	74	\$306	\$590	\$776	\$867	\$5,125	\$12,792	\$25,258	\$3,803
Sign on bonus	0	.	.	.	.	.	.	.	.
Group or whole of agency performance bonuses	35	\$300	\$300	\$300	\$300	\$300	\$1,000	\$1,000	\$380
Total Reward (TR)	31,877	\$74,306	\$94,086	\$102,898	\$107,463	\$111,402	\$115,848	\$357,925	\$106,753
Additional duties/responsibilities allowances	3,234	\$2	\$278	\$464	\$644	\$690	\$989	\$29,592	\$702
Qualifications and/or skills based allowances	532	\$9	\$18	\$1,073	\$2,204	\$3,096	\$9,534	\$53,236	\$3,320
Market related allowances – specific job	6	\$4,000	\$4,108	\$4,825	\$7,630	\$10,124	\$24,104	\$28,668	\$10,462
Market related allowances – specific individual	7	\$1,040	\$1,343	\$2,729	\$6,855	\$9,443	\$12,260	\$13,192	\$6,490
Superannuation allowances	0	.	.	.	.	.	.	.	.
Income maintenance allowance	21	\$9	\$644	\$1,247	\$2,077	\$7,887	\$10,863	\$26,534	\$5,049
Hours of duty allowances	5,090	\$1	\$28	\$61	\$245	\$1,453	\$7,754	\$66,214	\$1,618
Expense allowances	874	\$1	\$38	\$140	\$303	\$498	\$1,842	\$27,800	\$678
Geographic/locality allowances	1,441	\$16	\$258	\$1,376	\$3,244	\$12,220	\$40,174	\$102,968	\$9,818
Hardship allowances	1,066	\$6	\$15	\$103	\$3,040	\$17,116	\$63,878	\$198,509	\$15,304
Health and lifestyle allowances	3,664	\$10	\$150	\$200	\$255	\$299	\$600	\$3,840	\$296
Individual performance related allowances	63	\$200	\$773	\$2,240	\$3,905	\$5,280	\$9,968	\$10,900	\$4,348
Annual leave loading	36	\$72	\$122	\$124	\$411	\$1,173	\$2,075	\$2,498	\$717
TR + Allowances	31,877	\$74,306	\$94,379	\$103,340	\$108,028	\$111,877	\$118,552	\$357,925	\$108,162



EL 1

	Number of employees	Min	P5	Q1	Median	Q3	P95	Max	Average
Base Salary	24,830	\$72,686	\$104,177	\$110,014	\$113,866	\$114,624	\$121,860	\$294,837	\$113,370
Agency superannuation contribution	24,830	\$0	\$15,342	\$17,301	\$19,979	\$22,091	\$24,652	\$46,269	\$19,747
Cost of motor vehicle	51	\$0	\$0	\$62	\$235	\$411	\$1,196	\$6,225	\$441
Cash in lieu of motor vehicle	2	\$26,000	\$26,000	\$26,000	\$26,000	\$26,000	\$26,000	\$26,000	\$26,000
Motor vehicle parking	1,158	\$28	\$289	\$289	\$289	\$289	\$409	\$6,798	\$382
Personal benefits	1,029	\$22	\$100	\$239	\$289	\$564	\$9,610	\$104,740	\$1,874
Other supplementary payments	412	\$8	\$100	\$390	\$710	\$1,723	\$2,731	\$6,640	\$1,138
Total Remuneration Package	24,830	\$83,880	\$119,889	\$128,782	\$133,609	\$136,942	\$144,397	\$340,113	\$133,235
Performance bonus paid	3,659	\$95	\$971	\$1,139	\$1,139	\$2,292	\$7,132	\$165,742	\$2,428
Retention bonus paid	100	\$264	\$698	\$1,366	\$5,512	\$6,263	\$27,636	\$32,297	\$6,290
Productivity bonus	82	\$1	\$538	\$777	\$864	\$5,585	\$14,348	\$39,988	\$4,573
Sign on bonus	0	.	.	.	.	.	.	.	.
Group or whole of agency performance bonuses	43	\$300	\$300	\$300	\$300	\$300	\$1,000	\$3,552	\$457
Total Reward (TR)	24,830	\$83,880	\$120,098	\$128,880	\$133,825	\$137,123	\$145,399	\$454,012	\$133,635
Additional duties/responsibilities allowances	2,044	\$4	\$294	\$520	\$644	\$713	\$1,058	\$31,574	\$881
Qualifications and/or skills based allowances	353	\$4	\$18	\$1,854	\$3,226	\$5,631	\$12,223	\$40,064	\$4,555
Market related allowances – specific job	26	\$3,271	\$3,987	\$8,051	\$12,750	\$15,535	\$25,000	\$25,026	\$13,209
Market related allowances – specific individual	49	\$1,825	\$2,655	\$4,875	\$7,837	\$11,204	\$25,160	\$40,810	\$10,119
Superannuation allowances	0	.	.	.	.	.	.	.	.
Income maintenance allowance	61	\$81	\$196	\$1,006	\$3,936	\$8,211	\$24,056	\$44,140	\$7,268
Hours of duty allowances	2,049	\$7	\$30	\$212	\$887	\$3,948	\$12,237	\$120,240	\$2,948
Expense allowances	663	\$4	\$50	\$139	\$333	\$498	\$1,820	\$5,832	\$500
Geographic/locality allowances	1,112	\$29	\$343	\$2,217	\$10,843	\$27,593	\$59,228	\$217,910	\$18,338
Hardship allowances	804	\$6	\$43	\$1,878	\$13,382	\$53,197	\$92,016	\$222,725	\$28,839
Health and lifestyle allowances	3,267	\$0	\$150	\$200	\$278	\$299	\$600	\$3,335	\$298
Individual performance related allowances	123	\$407	\$684	\$2,492	\$4,286	\$6,818	\$15,827	\$36,469	\$5,850
Annual leave loading	4	\$151	\$151	\$151	\$151	\$151	\$151	\$151	\$151
TR + Allowances	24,830	\$83,880	\$120,230	\$129,648	\$134,255	\$138,056	\$151,075	\$454,012	\$135,904



EL 2

	Number of employees	Min	P5	Q1	Median	Q3	P95	Max	Average
Base Salary	11,351	\$106,588	\$123,872	\$135,939	\$140,680	\$144,912	\$158,743	\$529,405	\$142,583
Agency superannuation contribution	11,351	\$0	\$18,891	\$22,108	\$25,969	\$27,298	\$31,506	\$61,156	\$25,246
Cost of motor vehicle	88	\$0	\$47	\$293	\$2,106	\$17,000	\$26,000	\$27,880	\$7,833
Cash in lieu of motor vehicle	275	\$3,546	\$20,550	\$25,000	\$25,250	\$25,250	\$27,000	\$35,000	\$24,544
Motor vehicle parking	830	\$8	\$201	\$289	\$289	\$1,199	\$5,676	\$13,021	\$1,211
Personal benefits	726	\$32	\$120	\$288	\$324	\$806	\$7,631	\$135,096	\$1,888
Other supplementary payments	1,475	\$9	\$710	\$1,723	\$1,723	\$1,723	\$1,723	\$24,191	\$1,687
Total Remuneration Package	11,351	\$119,455	\$145,115	\$160,249	\$166,891	\$173,200	\$194,527	\$562,687	\$168,913
Performance bonus paid	2,171	\$125	\$1,407	\$1,407	\$2,292	\$6,769	\$18,184	\$431,455	\$7,008
Retention bonus paid	93	\$210	\$1,000	\$4,551	\$7,000	\$10,000	\$34,900	\$91,196	\$11,587
Productivity bonus	65	\$182	\$667	\$2,178	\$6,783	\$14,409	\$28,709	\$39,175	\$9,999
Sign on bonus	2	\$8,407	\$8,415	\$8,445	\$8,484	\$8,522	\$8,552	\$8,560	\$8,484
Group or whole of agency performance bonuses	22	\$300	\$300	\$300	\$300	\$1,000	\$1,000	\$15,000	\$1,255
Total Reward (TR)	11,351	\$119,455	\$145,372	\$160,933	\$168,298	\$174,040	\$198,360	\$934,614	\$170,413
Additional duties/responsibilities allowances	654	\$42	\$333	\$525	\$664	\$2,523	\$22,152	\$108,731	\$4,341
Qualifications and/or skills based allowances	217	\$12	\$1,098	\$2,723	\$5,985	\$10,000	\$24,418	\$56,118	\$8,509
Market related allowances – specific job	33	\$11,047	\$14,001	\$20,000	\$30,500	\$50,000	\$111,470	\$142,785	\$44,109
Market related allowances – specific individual	56	\$2,606	\$4,076	\$7,235	\$10,000	\$20,777	\$32,225	\$151,888	\$16,382
Superannuation allowances	0	.	.	.	.	.	.	.	.
Income maintenance allowance	45	\$13	\$1,122	\$4,990	\$10,000	\$20,099	\$45,125	\$61,207	\$15,141
Hours of duty allowances	521	\$13	\$48	\$564	\$1,841	\$4,523	\$12,004	\$38,404	\$3,677
Expense allowances	448	\$12	\$60	\$194	\$362	\$719	\$2,628	\$24,976	\$808
Geographic/locality allowances	633	\$15	\$393	\$3,607	\$14,837	\$44,975	\$85,374	\$206,296	\$27,690
Hardship allowances	386	\$13	\$192	\$6,543	\$21,905	\$57,832	\$98,959	\$242,728	\$34,488
Health and lifestyle allowances	1,438	\$11	\$150	\$200	\$295	\$300	\$600	\$2,236	\$311
Individual performance related allowances	175	\$167	\$972	\$2,500	\$6,190	\$9,066	\$26,325	\$77,319	\$8,324
Annual leave loading	2	\$189	\$189	\$189	\$189	\$189	\$189	\$189	\$189
TR + Allowances	11,351	\$119,455	\$145,736	\$161,666	\$168,763	\$176,433	\$215,024	\$934,614	\$174,180



SES 1

	Number of employees	Min	P5	Q1	Median	Q3	P95	Max	Average
Base Salary	1,952	\$160,716	\$168,861	\$187,276	\$196,609	\$212,948	\$233,094	\$379,610	\$199,344
Agency superannuation contribution	1,952	\$0	\$26,226	\$32,265	\$35,560	\$39,000	\$43,898	\$62,383	\$35,406
Cost of motor vehicle	112	\$167	\$4,259	\$20,814	\$26,000	\$26,000	\$26,000	\$29,205	\$21,782
Cash in lieu of motor vehicle	1,076	\$2,426	\$21,623	\$25,000	\$25,250	\$27,880	\$29,205	\$35,000	\$25,918
Motor vehicle parking	694	\$28	\$730	\$2,145	\$2,698	\$3,120	\$6,798	\$19,492	\$3,024
Personal benefits	258	\$6	\$133	\$324	\$558	\$999	\$26,102	\$136,120	\$4,958
Other supplementary payments	44	\$50	\$136	\$390	\$650	\$785	\$2,758	\$9,900	\$1,102
Total Remuneration Package	1,952	\$190,933	\$219,630	\$238,094	\$251,141	\$264,577	\$283,232	\$428,327	\$252,042
Performance bonus paid	80	\$2,164	\$2,948	\$8,415	\$13,670	\$15,641	\$24,912	\$35,259	\$12,946
Retention bonus paid	15	\$712	\$1,524	\$5,256	\$10,000	\$17,449	\$29,232	\$49,214	\$13,111
Productivity bonus	58	\$58	\$1,462	\$4,254	\$12,637	\$21,908	\$41,988	\$53,523	\$15,193
Sign on bonus	0	.	.	.	.	.	.	.	.
Group or whole of agency performance bonuses	0	.	.	.	.	.	.	.	.
Total Reward (TR)	1,952	\$190,933	\$221,410	\$238,492	\$251,519	\$266,249	\$286,363	\$428,327	\$253,125
Additional duties/responsibilities allowances	59	\$191	\$417	\$670	\$5,000	\$10,000	\$25,637	\$30,000	\$7,329
Qualifications and/or skills based allowances	83	\$330	\$1,935	\$4,084	\$7,000	\$18,354	\$39,326	\$70,133	\$14,159
Market related allowances – specific job	0	.	.	.	.	.	.	.	.
Market related allowances – specific individual	3	\$12,000	\$12,300	\$13,500	\$15,000	\$18,178	\$20,720	\$21,356	\$16,119
Superannuation allowances	0	.	.	.	.	.	.	.	.
Income maintenance allowance	3	\$16,316	\$16,678	\$18,126	\$19,936	\$22,968	\$25,394	\$26,000	\$20,751
Hours of duty allowances	34	\$53	\$106	\$574	\$2,490	\$3,569	\$5,431	\$7,650	\$2,354
Expense allowances	78	\$41	\$116	\$191	\$401	\$1,820	\$19,922	\$25,169	\$2,747
Geographic/locality allowances	163	\$825	\$2,891	\$21,949	\$43,918	\$71,120	\$112,696	\$229,942	\$49,485
Hardship allowances	117	\$82	\$9,663	\$34,008	\$54,198	\$83,381	\$115,944	\$207,995	\$60,466
Health and lifestyle allowances	36	\$105	\$150	\$200	\$284	\$400	\$662	\$1,064	\$331
Individual performance related allowances	19	\$1,233	\$1,341	\$3,000	\$5,000	\$5,000	\$10,062	\$10,620	\$4,855
Annual leave loading	0	.	.	.	.	.	.	.	.
TR + Allowances	1,952	\$190,933	\$222,201	\$239,965	\$255,982	\$272,060	\$342,729	\$635,824	\$261,965



SES 2

	Number of employees	Min	P5	Q1	Median	Q3	P95	Max	Average
Base Salary	543	\$195,282	\$215,001	\$237,786	\$256,491	\$272,647	\$298,762	\$644,215	\$259,135
Agency superannuation contribution	543	\$0	\$34,610	\$41,529	\$45,264	\$49,074	\$54,750	\$86,128	\$44,930
Cost of motor vehicle	44	\$886	\$4,910	\$18,432	\$27,000	\$27,000	\$29,880	\$29,880	\$21,960
Cash in lieu of motor vehicle	278	\$20,000	\$21,623	\$26,125	\$27,000	\$28,430	\$30,501	\$35,000	\$27,076
Motor vehicle parking	194	\$28	\$215	\$2,145	\$2,698	\$3,120	\$6,798	\$19,460	\$3,145
Personal benefits	53	\$45	\$162	\$324	\$588	\$1,260	\$33,330	\$75,441	\$6,523
Other supplementary payments	21	\$70	\$70	\$224	\$674	\$720	\$3,535	\$12,500	\$1,209
Total Remuneration Package	543	\$216,686	\$280,842	\$302,188	\$316,953	\$336,104	\$371,517	\$664,748	\$321,495
Performance bonus paid	26	\$11,620	\$14,062	\$20,625	\$23,933	\$30,000	\$242,917	\$582,718	\$61,798
Retention bonus paid	2	\$3,889	\$4,531	\$7,098	\$10,307	\$13,516	\$16,083	\$16,725	\$10,307
Productivity bonus	15	\$4,387	\$7,029	\$9,171	\$27,956	\$32,399	\$42,516	\$50,227	\$23,645
Sign on bonus	0	.	.	.	.	.	.	.	.
Group or whole of agency performance bonuses	0	.	.	.	.	.	.	.	.
Total Reward (TR)	543	\$216,686	\$280,859	\$303,407	\$317,159	\$337,819	\$380,818	\$1,247,466	\$325,152
Additional duties/responsibilities allowances	12	\$3,804	\$9,109	\$19,210	\$31,434	\$42,317	\$43,524	\$45,000	\$28,784
Qualifications and/or skills based allowances	21	\$94	\$1,066	\$4,084	\$6,126	\$10,210	\$41,904	\$52,380	\$10,567
Market related allowances – specific job	0	.	.	.	.	.	.	.	.
Market related allowances – specific individual	4	\$11,262	\$12,573	\$17,816	\$25,000	\$31,723	\$35,858	\$36,892	\$24,539
Superannuation allowances	2	\$10,551	\$10,654	\$11,064	\$11,577	\$12,090	\$12,500	\$12,603	\$11,577
Income maintenance allowance	0	.	.	.	.	.	.	.	.
Hours of duty allowances	5	\$494	\$494	\$494	\$917	\$987	\$2,059	\$2,327	\$1,044
Expense allowances	34	\$50	\$65	\$125	\$394	\$1,661	\$7,295	\$23,315	\$1,767
Geographic/locality allowances	33	\$3,602	\$5,849	\$37,262	\$51,882	\$81,048	\$108,706	\$195,103	\$59,180
Hardship allowances	23	\$1,593	\$22,582	\$37,748	\$41,666	\$88,623	\$106,197	\$113,190	\$57,889
Health and lifestyle allowances	0	.	.	.	.	.	.	.	.
Individual performance related allowances	4	\$2,500	\$3,350	\$6,750	\$9,067	\$9,976	\$9,995	\$10,000	\$7,659
Annual leave loading	0	.	.	.	.	.	.	.	.
TR + Allowances	543	\$216,686	\$282,814	\$305,775	\$320,859	\$343,351	\$427,671	\$1,247,466	\$332,659



SES 3

	Number of employees	Min	P5	Q1	Median	Q3	P95	Max	Average
Base Salary	119	\$180,040	\$304,918	\$330,203	\$350,000	\$378,905	\$424,066	\$649,720	\$355,717
Agency superannuation contribution	119	\$9,607	\$28,487	\$53,571	\$61,975	\$67,233	\$71,418	\$111,599	\$58,897
Cost of motor vehicle	6	\$28,000	\$28,000	\$28,500	\$30,000	\$30,000	\$30,000	\$30,000	\$29,333
Cash in lieu of motor vehicle	59	\$20,000	\$23,862	\$27,625	\$30,000	\$31,000	\$33,000	\$35,000	\$29,011
Motor vehicle parking	46	\$51	\$215	\$730	\$2,391	\$3,120	\$5,078	\$6,798	\$2,217
Personal benefits	10	\$210	\$261	\$326	\$592	\$1,830	\$19,967	\$29,384	\$4,373
Other supplementary payments	2	\$441	\$449	\$480	\$518	\$557	\$587	\$595	\$518
Total Remuneration Package	119	\$243,540	\$371,061	\$401,940	\$426,771	\$447,816	\$509,673	\$713,899	\$431,809
Performance bonus paid	5	\$25,031	\$25,835	\$29,053	\$29,699	\$40,000	\$501,071	\$616,339	\$148,024
Retention bonus paid	2	\$1,395	\$13,658	\$62,709	\$124,023	\$185,337	\$234,389	\$246,651	\$124,023
Productivity bonus	1	\$45,095	\$45,095	\$45,095	\$45,095	\$45,095	\$45,095	\$45,095	\$45,095
Sign on bonus	0	.	.	.	.	.	.	.	.
Group or whole of agency performance bonuses	0	.	.	.	.	.	.	.	.
Total Reward (TR)	119	\$349,472	\$373,071	\$403,993	\$430,080	\$453,001	\$509,673	\$1,291,059	\$440,419
Additional duties/responsibilities allowances	7	\$68	\$2,478	\$29,051	\$55,060	\$63,781	\$79,414	\$84,901	\$46,528
Qualifications and/or skills based allowances	2	\$1,925	\$2,413	\$4,366	\$6,806	\$9,247	\$11,199	\$11,687	\$6,806
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	\$50	\$61	\$106	\$153	\$337	\$708	\$801	\$289
Geographic/locality allowances	19	\$3,009	\$3,547	\$18,223	\$34,928	\$73,436	\$108,196	\$111,804	\$46,792
Hardship allowances	16	\$3,198	\$4,745	\$19,278	\$39,054	\$50,981	\$88,665	\$100,839	\$40,560
Health and lifestyle allowances	0	.	.	.	.	.	.	.	.
Individual performance related allowances	0	.	.	.	.	.	.	.	.
Annual leave loading	0	.	.	.	.	.	.	.	.
TR + Allowances	119	\$349,472	\$388,940	\$419,898	\$444,195	\$464,489	\$535,440	\$1,291,059	\$456,073



A.4 Agencies covered in 2018 report

Aboriginal Hostels Limited	Australian Trade Commission
Administrative Appeals Tribunal	Australian Transaction Reports and Analysis Centre
Asbestos Safety and Eradication Agency	Australian Transport Safety Bureau
Attorney General's Department	Australian War Memorial
Australian Aged Care Quality Agency	Bureau of Meteorology
Australian Building and Construction Commission	Cancer Australia
Australian Bureau of Statistics	Clean Energy Regulator
Australian Centre for International Agricultural Research	Climate Change Authority
Australian Commission for Law Enforcement Integrity	Comcare
Australian Commission on Safety and Quality in Health Care	Commonwealth Director of Public Prosecutions
Australian Communications and Media Authority	Commonwealth Grants Commission
Australian Competition and Consumer Commission	Defence Housing Australia
Australian Criminal Intelligence Commission	Department of Agriculture and Water Resources
Australian Digital Health Agency	Department of Communications and the Arts
Australian Electoral Commission	Department of Defence
Australian Financial Security Authority	Department of Education and Training
Australian Fisheries Management Authority	Department of the Environment and Energy
Australian Government Solicitor	Department of Finance
Australian Human Rights Commission	Department of Foreign Affairs and Trade
Australian Institute of Aboriginal and Torres Strait Islander Studies	Department of Health
Australian Institute of Family Studies	Department of Home Affairs
Australian Institute of Health and Welfare	Department of Human Services
Australian Law Reform Commission	Department of Industry Innovation and Science
Australian National Audit Office	Department of Infrastructure and Regional Development
Australian National Maritime Museum	Department of Jobs and Small Business
Australian Office of Financial Management	Department of Social Services
Australian Organ and Tissue Authority	Department of the Prime Minister and Cabinet
Australian Pesticides and Veterinary Medicines Authority	Department of the Treasury
Australian Public Service Commission	Department of Veterans' Affairs
Australian Radiation Protection and Nuclear Safety Agency	Digital Transformation Agency
Australian Research Council	Fair Work Commission
Australian Securities and Investments Commission	Federal Court of Australia
Australian Skills Quality Authority	Food Standards Australia New Zealand
Australian Sports Anti-Doping Authority	Future Fund Management Agency
Australian Taxation Office	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 Disability Insurance Scheme—Quality
and Safeguards Commission
National Film and Sound Archive of Australia
National Health and Medical Research Council
National Health Funding Body
National Library of Australia
National Mental Health Commission
National Museum of Australia
National Offshore Petroleum Safety & Environmental
Management Authority
National Portrait Gallery of Australia
Office of National 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
Tertiary Education Quality and Standards Agency
Torres Strait Regional Authority
Workplace Gender Equality Agency

