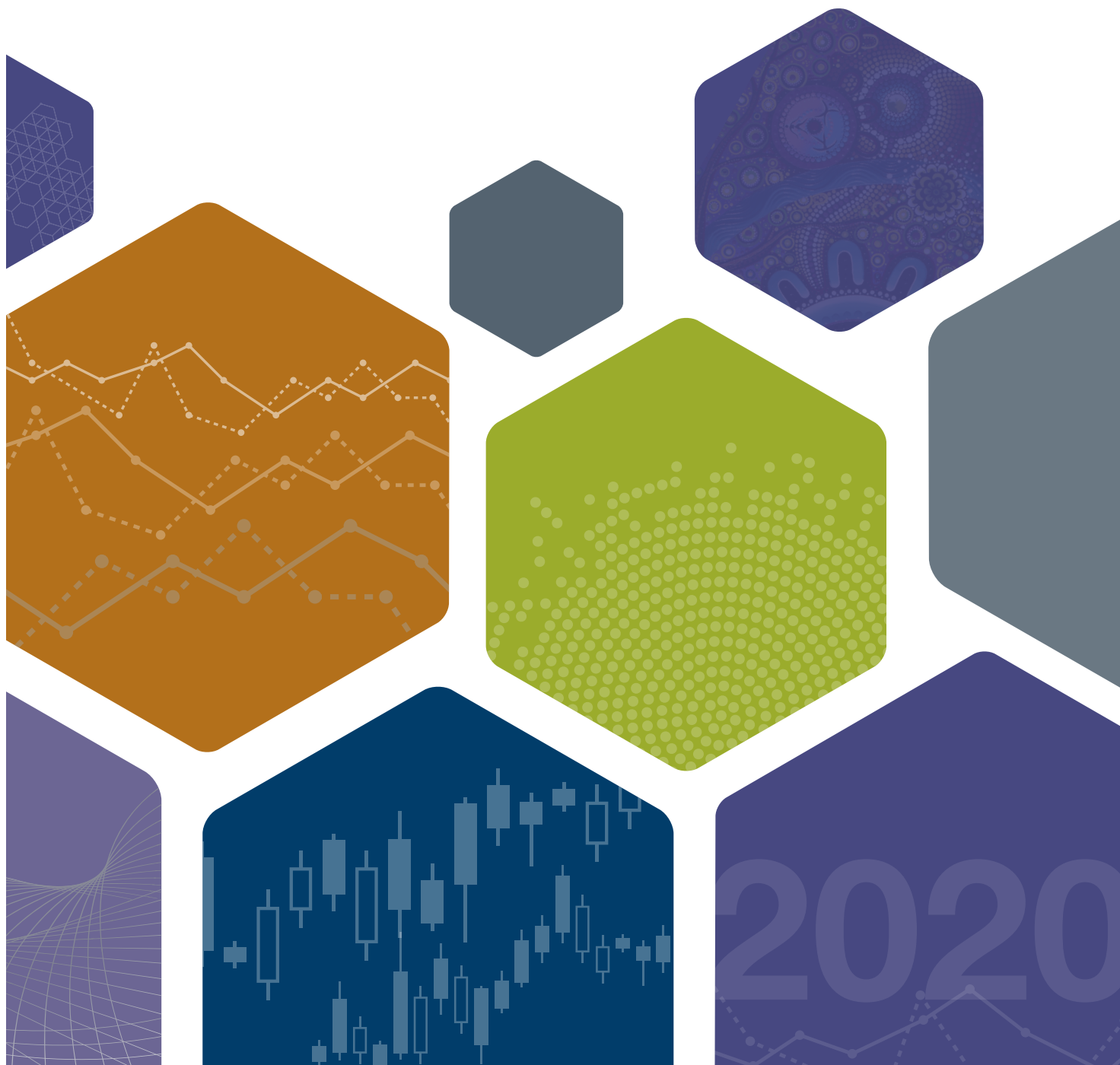




Australian Government
Australian Public Service Commission

Australian Public Service **Remuneration Report 2020**



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Foreword

The Australian Public Service (APS) Remuneration Report 2020 presents a summary of remuneration paid to APS employees under the *Public Service Act 1999* as at 31 December 2020. 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, sweeping horizontal line that extends to the right.

Peter Woolcott AO

Australian Public Service Commissioner

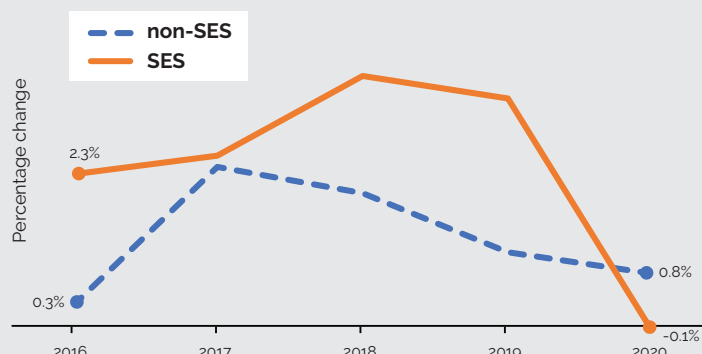
July 2021

APS remuneration at a glance 2020

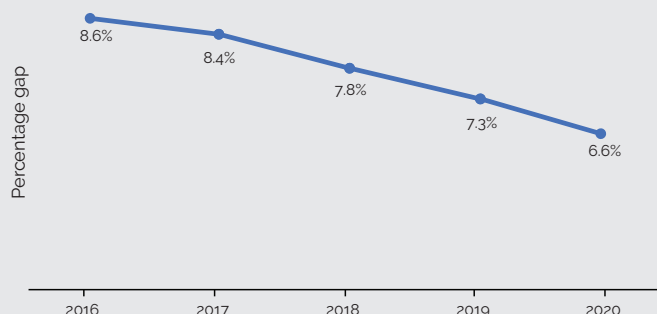
All remuneration components, weighted median change 2019 to 2020

Classification	non-SES	SES	ALL
Base Salary	0.8%	-0.1%	0.8%
Total Rem. Package	0.3%	0.0%	0.3%
Total Reward	0.3%	-0.1%	0.3%

Percentage change in weighted median Base Salary 2016–2020



Average gender pay gap trends, 2016 to 2020

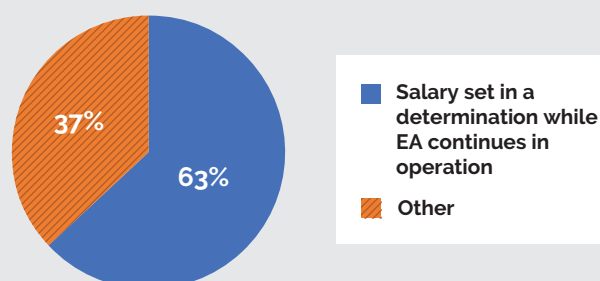


Average Base Salary comparison by gender

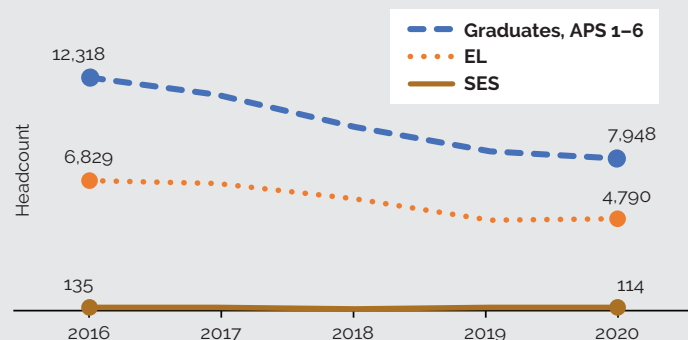
Classification	Gender	Average Base Salary	% difference between genders
APS 4	Female	\$72,358	0.0%
	Male	\$72,380	
APS 5	Female	\$79,602	-0.4%
	Male	\$79,323	
APS 6	Female	\$92,273	0.0%
	Male	\$92,303	
EL 1	Female	\$115,662	0.4%
	Male	\$116,130	

Note: % difference between genders is the difference between male and female average Base Salaries expressed as a % of male earnings. APS 4–APS 6 and EL 1 classifications make up 78% of employees.

Percentage of employees with salary set in a determination while an enterprise agreement (EA) continues in operation



Headcount of employees with performance bonuses



Executive summary

Key findings for 2020

- The weighted¹ median Base Salary across all classifications increased by 0.8%. This reflects a weighted median increase of 0.8% for non-Senior Executive Service (SES) employees and decrease of 0.1% for SES employees.
- Weighted median Total Reward increased by 0.3% for non-SES employees and decreased by 0.1% for SES employees.
- The low percentage movements reflect the Australian Government's decision to suspend or defer remuneration increases for Commonwealth public sector employees in response to the COVID-19 pandemic.
- The difference in overall average remuneration between genders has decreased from 7.3% in 2019 to 6.6% in 2020. Continuing increased female representation at senior classifications has influenced this change.
- Around 85,500 employees (or 63% of employees) had their salary set in a determination made under the *Public Service Act 1999* while continuing to receive other terms and conditions through an enterprise agreement (or other primary employment instrument) that had passed its nominal expiry date. As at 31 December 2020, 57 agencies had used determinations to provide wage increases rather than bargaining new enterprise agreements.
- 12,852 employees (9.4% of employees) received performance bonuses. This is a slight decrease from 13,205 employees (9.9% of employees) in 2019. The number of SES employees paid performance bonuses remained steady at 114 (or 4.2% of SES employees) between 2019 and 2020, but has declined overall since 2016. Most non-SES bonuses are payments made in lieu of increment progression.

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



Influences on the 2020 results

- In response to the COVID-19 pandemic, the Government deferred non-SES general wage increases by six months and requested that agency heads suspend all SES remuneration increases until further notice². As a consequence over 60% of APS employees did not receive a general wage increase during 2020.
- The request to suspend SES remuneration increases extended to performance based salary advancement (where this was available) in addition to general wage increases and increases to allowances and entitlements. This was influential in the lower remuneration movements for SES, when compared with non-SES employees. Non-SES employees that had not reached the top salary increment for their classification continued to receive performance advancement through salary scales.
- There was an overall increase in employee headcount for the Remuneration Survey from 133,356 in 2019 to 136,728 in 2020 with increased employee numbers in most classifications. The number of non-ongoing employees increased at a higher rate to ongoing employees, primarily at the APS 2 and APS 3 classifications.
- Remuneration movements in smaller classifications, in particular the APS 1 and APS 2, were greater due to the impact of population changes in these classifications. Median values for these classifications are more sensitive to changes in population due to the low number of employees.
- Machinery of Government Changes that took effect on 1 February 2020 reduced the number of government departments from 18 to 14. There were some significant movements of employees as a result of these changes. This may have had some impact on the data in this report depending on the differences in the gaining and losing agencies' remuneration arrangements.

2 The suspension of SES remuneration increases was lifted on 25 June 2021.

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 2020. This report is available in HTML and PDF versions and can be downloaded from the Australian Public Service Commission's (APSC) website at: www.apsc.gov.au/remuneration-reports

Employees included in this report

The APS Remuneration Report covers employees engaged under the *Public Service Act 1999*, including Graduate employees.

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

Valid data for the 2020 report was received for 136,728 APS employees³. 2,746 were Senior Executive Service (SES) and 133,982 were non-SES employees. Remuneration headcount has increased from 133,356 in 2019.

Non-ongoing employees (excluding casuals) are included in the data. From 2019 to 2020 the number of non-ongoing employees increased from 7,028 to 8,406 which represents a 19.6% increase.

For further information on the size and shape of the APS as at 31 December 2020, see: <https://www.apsc.gov.au/employment-data/aps-employment-data-31-december-2020-release>

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/publication/executive-remuneration-management-policy>

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

³ Headcount is based on data from the Remuneration Survey which will differ from APS Employment Database data due to a different collection scope.



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

Australian Government wages policies in response to the COVID-19 pandemic

In 2020 the Australian Government introduced policies to defer remuneration increases across the Commonwealth public sector in response to the COVID-19 pandemic. This reflected the Government's view that it would not be appropriate for Commonwealth public sector employees to receive wage increases while Australians were facing significant economic hardship from the pandemic.

From 26 March 2020 all remuneration increases to SES employees were suspended. This continued until June 2021. The suspension applied to general wage increases and, where normally eligible, performance advancement through salary scales and increases to allowances. Agencies were also advised to exercise restraint to the furthest extent possible with the payment of SES bonuses.

For non-SES employees, general wage increases falling due between 14 April 2020 and 13 April 2021 were deferred by six months from the intended date of the increase.

Workplace Relations Policies

APS agencies negotiate their own workplace arrangements within a policy framework established by the Australian Government. For most of the coverage period of this report the *Workplace Bargaining Policy 2018* allowed for negotiation of remuneration increases up to an average of 2% per annum. As outlined above a large proportion of wage increases scheduled during 2020 were suspended or deferred.

On 13 November 2020 the Government introduced the *Public Sector Workplace Relations Policy 2020* (the Policy). The Policy established a direct link between the outcomes in the private sector and wage outcomes in the Commonwealth public sector. Under the new Policy annual remuneration adjustments cannot exceed the most recent year to June Wage Price Index movement for the Private Sector. The impact of the new Policy will not become apparent until the 2021 APS Remuneration Report.

2020 Machinery of Government Changes

Machinery of Government Changes (MOG) that took effect on 1 February 2020 reduced the number of government departments from 18 to 14. There were some significant movements of employees as a result of the disbanding and amalgamation of departments. Where a MOG occurs employees are usually moved to the nearest equivalent, or greater, pay point for their classification in the gaining agency. Salary maintenance arrangements apply where employees' previous salaries were above the maximum of a gaining agency's pay scale. MOG changes may have had some impact on the data in this report depending on the differences in gaining and losing agencies' salary scales.

Chapter 2: Remuneration components

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

Base Salary

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

Total Remuneration Package

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

Total Reward

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

Allowances

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

Movement in remuneration components

Remuneration movements are affected by a number of factors such as general wage increases, performance advancement through salary scales, promotions, engagements and transfers between agencies.

The population of each classification also affects the impact of overall percentage changes. This can be particularly evident in classifications with small populations such as the APS 1, APS 2, Graduate and SES classifications where a change in headcount can easily shift the median value within a salary scale.

Figure 2.1 shows the annual proportional change in weighted median Base Salaries for non-SES and SES employees over the last five years. This is comprised of the median movements for each classification, weighted to account for employee numbers at each classification. Movement from 2019 to 2020 reflects the impact of the Australian Government's decision to suspend or defer remuneration increases in response to the COVID-19 pandemic.

Figure 2.1 Percentage change in weighted median Base Salary by classification group 2016–2020

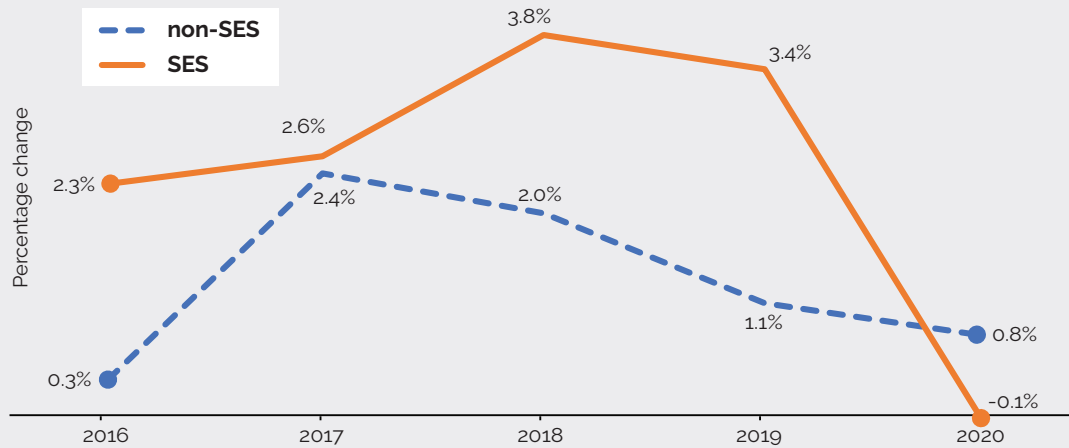
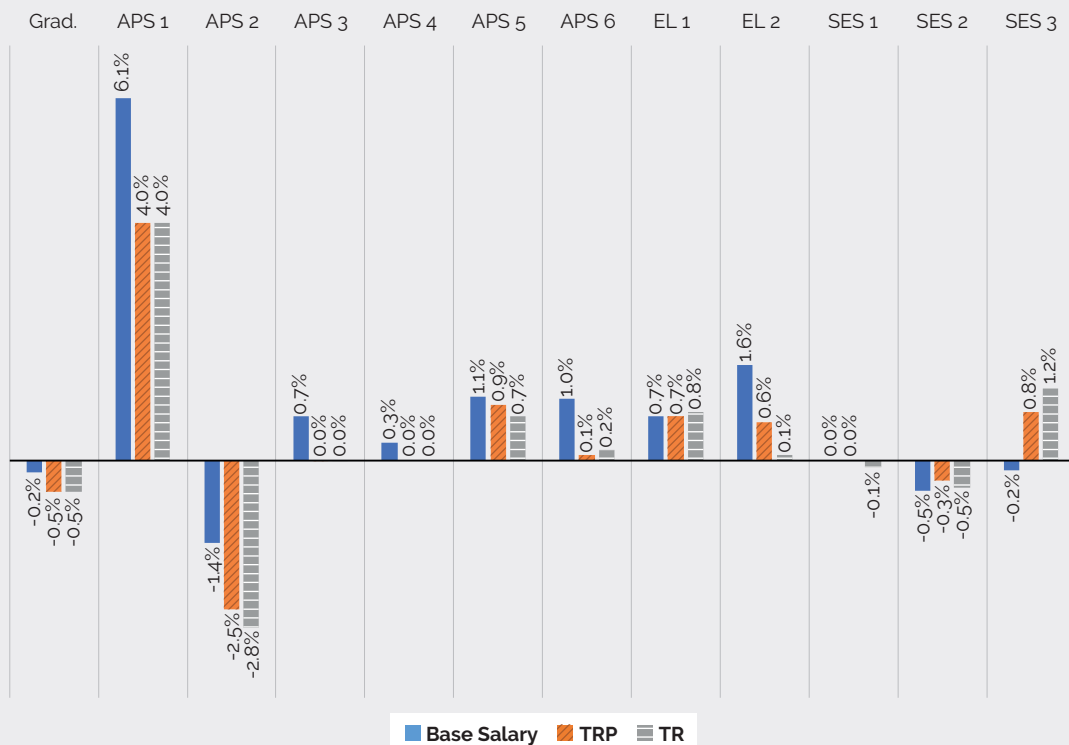


Figure 2.2 shows the movement in median remuneration components by classification from 2019 to 2020. Remuneration movements generally ranged between -0.5% and 1.0%. The most obvious exceptions were the APS 1 and APS 2 classifications, reflecting the impact of population changes in these classifications.

Figure 2.2 Percentage change in median remuneration components, 2019–2020



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 weighted⁴ median Base Salary movement from 2019 to 2020 was 0.8% for the whole of the APS, reflecting a weighted median increase of 0.8% for non-SES employees and a decrease of 0.1% for SES (refer Appendix: Table 1b).

These figures reflect the Australian Government's decision to suspend or defer remuneration increases for Commonwealth public sector employees in response to the COVID-19 pandemic.

All SES remuneration increases were suspended from 26 March 2020. This continued until June 2021. The suspension applied to general wage increases and performance advancement through salary scales.

From 14 April 2020 non-SES general wage increases were deferred by six months from the intended date of the increase. A large proportion of agencies (42) had a wage increase that was scheduled in 2020 deferred to 2021. This included Services Australia, the Australian Taxation Office and the Department of Defence which make up 45% of employees. Another nine agencies did not provide a non-SES wage increase due to having exhausted all increases under an existing employment instrument prior to 2020.

In total 51 agencies, covering 62% of non-SES employees, did not provide a wage increase to non-SES staff in 2020.

Non-SES employees that had not reached the top salary increment for their classification continued to receive performance advancement through salary scales. This was influential in the higher Base Salary movement for non-SES when compared to SES. SES employees who were normally eligible for performance based salary advancement did not receive this following the suspension of remuneration increases from March 2020.

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

Base Salary by classification

Table 3.1 shows percentage changes in median Base Salary by classification from 2019 to 2020.

The highest median movement was at the APS 1 classification which increased by 6.1% followed by the EL 2 classification which increased by 1.6%.

The Graduate, APS 2, SES 2 and SES 3 classifications had median decreases of 0.2%, 1.4%, 0.5% and 0.2% respectively. There was nil movement at the SES 1 classification.

Table 3.1 Base Salary by classification, 2019 and 2020

	P5		Q1		Median		% change	Q3		P95	
	2019	2020	2019	2020	2019	2020		2019	2020	2019	2020
Grad.	\$59,970	\$61,170	\$61,825	\$61,825	\$66,443	\$66,313	-0.2%	\$67,190	\$68,153	\$73,086	\$71,641
APS 1	\$43,468	\$45,680	\$44,313	\$49,511	\$48,521	\$51,484	6.1%	\$51,499	\$51,583	\$53,052	\$55,532
APS 2	\$50,842	\$49,975	\$55,805	\$53,895	\$57,925	\$57,122	-1.4%	\$58,463	\$58,463	\$60,202	\$60,202
APS 3	\$57,777	\$59,498	\$63,010	\$61,825	\$64,799	\$65,270	0.7%	\$66,312	\$66,382	\$66,701	\$66,701
APS 4	\$66,313	\$67,009	\$69,711	\$71,048	\$73,256	\$73,472	0.3%	\$73,472	\$73,472	\$74,748	\$74,929
APS 5	\$73,413	\$74,472	\$76,040	\$78,043	\$78,873	\$79,725	1.1%	\$80,674	\$81,394	\$82,443	\$83,766
APS 6	\$82,219	\$83,000	\$89,915	\$89,936	\$92,150	\$93,112	1.0%	\$94,670	\$94,815	\$97,725	\$98,816
EL 1	\$104,228	\$105,664	\$111,595	\$113,057	\$115,005	\$115,762	0.7%	\$116,871	\$119,208	\$122,855	\$125,312
EL 2	\$126,041	\$126,402	\$137,242	\$138,658	\$142,556	\$144,837	1.6%	\$147,250	\$148,115	\$160,330	\$161,065
SES 1	\$171,917	\$171,645	\$192,085	\$192,657	\$202,910	\$202,910	0.0%	\$218,775	\$220,245	\$240,045	\$239,408
SES 2	\$223,981	\$223,472	\$244,065	\$247,393	\$265,091	\$263,750	-0.5%	\$283,460	\$280,752	\$306,686	\$310,991
SES 3	\$303,539	\$317,750	\$336,738	\$336,806	\$362,100	\$361,501	-0.2%	\$387,350	\$389,500	\$441,176	\$443,636



Base Salary Trends

Figure 3.1 presents a comparison of median Base Salary by classification in 2016 and 2020. These are nominal figures, not adjusted for inflation. While all classification levels have seen increases over the period, the pace of change continues to vary. The highest percentage increase was 10.6% at the SES 3 classification. The smallest percentage increase was 4.6% at the APS 2 classification.

Over the period, movement in Base Salary for SES classifications has remained higher than for non-SES. This reflects some repackaging of motor vehicle related allowances into SES Base Salaries in previous years. As such, these figures should be used with caution. Total Remuneration Package and Total Reward are more reliable long term comparisons.

Figure 3.1 Median Base Salary by classification, 2016 and 2020

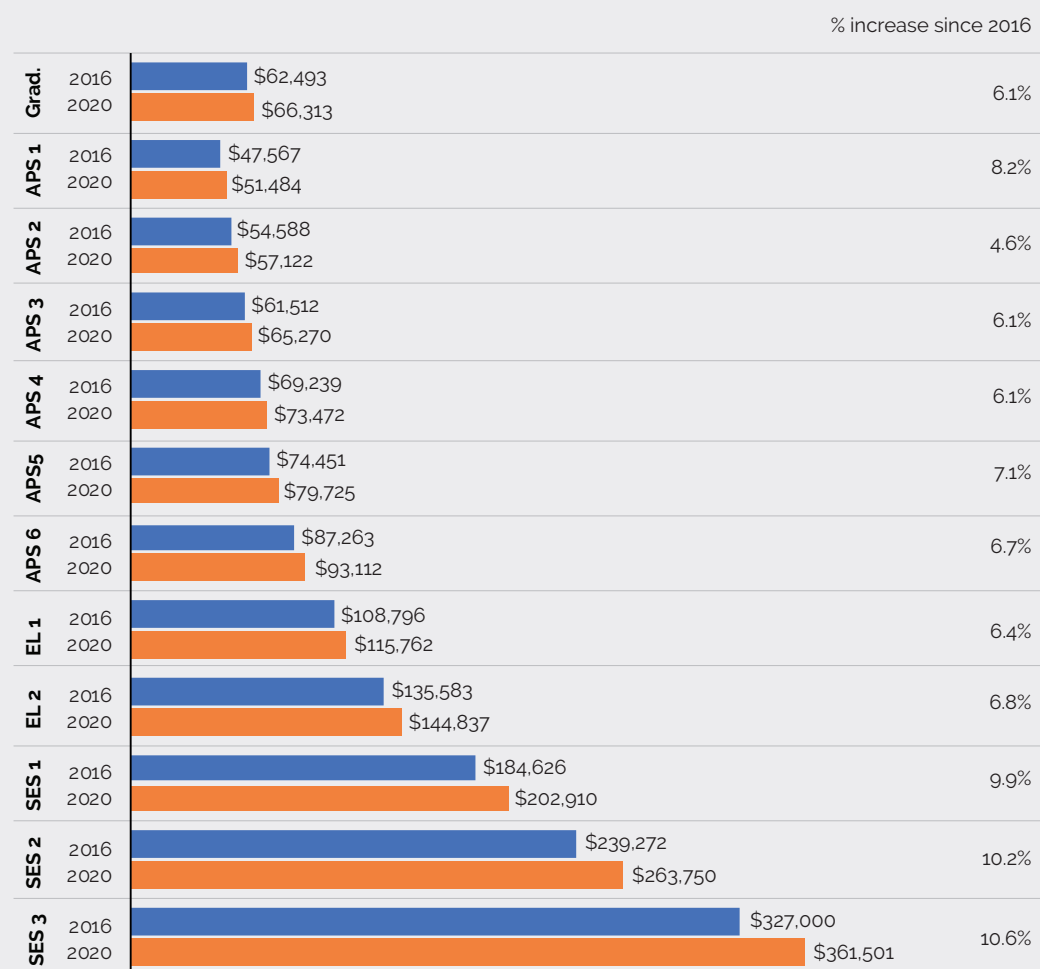
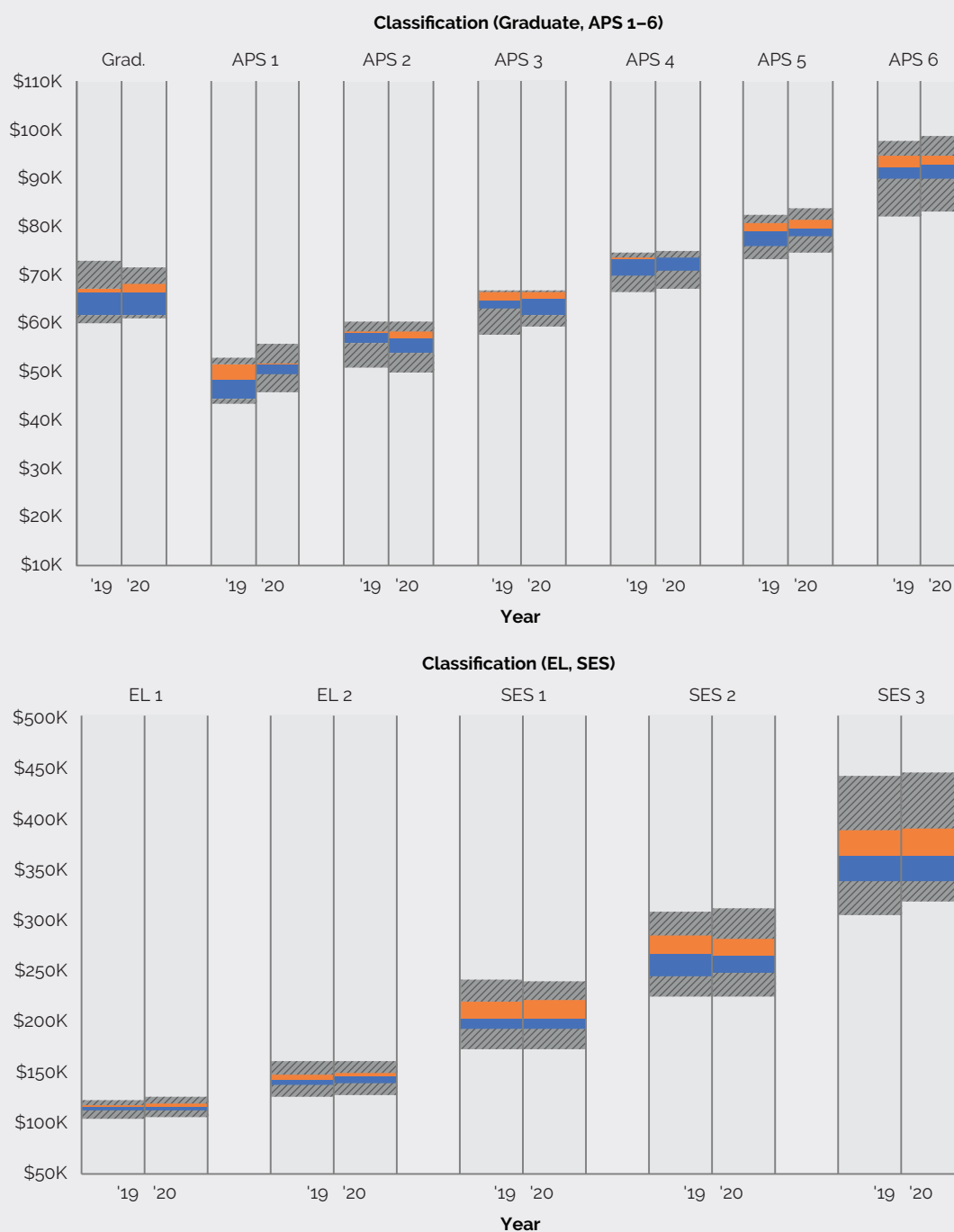


Figure 3.2 shows changes in Base Salary ranges by classification from 2019 to 2020. There was variable movement between classifications across percentiles. The difference in movement reflects factors such as performance advancement through salary scales (for eligible employees), promotions, engagements, separations and transfers between agencies.

Figure 3.2 Base Salary range by classification, 2019 and 2020



Non-SES

Of all classifications APS 1 had the highest percentile movements. The 5th percentile, Q1 and median increased by 5.1%, 11.7% and 6.1% respectively. This is most likely due to a large proportion of non-ongoing employees in the lower half of the salary range leaving the classification during 2020. The APS 1 classification had a 29% decrease in headcount, primarily non-ongoing employees. As a very small cohort (343 employees) this classification is easily impacted by these type of factors.

Similarly, APS 2 had the largest decreases of all classifications. The 5th percentile, Q1 and median decreased by 1.7%, 3.4% and 1.4% respectively, with nil movement at Q3 and the 95th percentile. These changes may be explained by the large proportion of newly engaged employees commencing in the lower half of the salary range during 2020. New recruits to the classification decreased during 2019 but increased significantly during 2020.

SES

SES Base Salary generally showed lower movement across percentiles than non-SES classifications. This is consistent with the suspension of all SES remuneration increases from March 2020. Other factors affecting the distribution of Base Salaries within classification ranges include, but are not limited to, the following:

- The negotiation of individual workplace arrangements between agencies and SES employees. For example, some employees may negotiate higher remuneration or a repackaging of remuneration components on promotion or transfer to another agency.
- Different remuneration policy frameworks between agencies, for example, higher or lower remuneration ranges between agencies for the same classification.
- A large increase in the number of promotions and transfers to the SES 3 classification and increases in the number of ongoing engagements and promotions to the SES 2 classification.

Chapter 4: Total Remuneration Package

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

Benefits include:

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

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

The weighted⁵ median TRP movement from 2019 to 2020 was 0.3% for the whole of the APS, reflecting a weighted median increase of 0.3% for non-SES employees and nil movement (0.0%) for SES (refer Appendix: Table 1b).

Total Remuneration Package by classification

Table 4.1 shows percentage changes in median TRP by classification from 2019 to 2020.

Consistent with Base Salary, the highest median movement was at the APS 1 classification which increased by 4.0%. The second highest increase was 0.9% at the APS 5 classification.

Also consistent with Base Salary, the APS 2 median had the greatest decrease of 2.5%. Medians for the Graduate and SES 2 classifications decreased by 0.5% and 0.3% respectively. There was nil movement at the APS 3, APS 4 and SES 1 classifications.

Table 4.1 Total Remuneration Package by classification, 2019 and 2020

	P5		Q1		Median		% change	Q3		P95	
	2019	2020	2019	2020	2019	2020		2019	2020	2019	2020
Grad.	\$70,008	\$69,330	\$73,325	\$73,287	\$76,642	\$76,229	-0.5%	\$77,968	\$78,438	\$84,120	\$82,973
APS 1	\$50,162	\$52,714	\$52,290	\$57,063	\$57,136	\$59,430	4.0%	\$59,430	\$61,991	\$63,930	\$68,047
APS 2	\$59,130	\$57,695	\$64,654	\$62,293	\$68,051	\$66,340	-2.5%	\$70,483	\$70,093	\$73,412	\$73,540
APS 3	\$66,881	\$68,661	\$73,029	\$72,491	\$76,525	\$76,524	0.0%	\$79,115	\$79,241	\$82,796	\$85,072
APS 4	\$76,377	\$77,135	\$81,552	\$82,703	\$84,787	\$84,787	0.0%	\$87,800	\$87,799	\$90,368	\$91,365
APS 5	\$84,719	\$85,606	\$88,850	\$90,497	\$92,151	\$93,021	0.9%	\$95,422	\$96,280	\$98,816	\$100,233
APS 6	\$95,205	\$96,249	\$104,061	\$104,277	\$108,602	\$108,705	0.1%	\$112,869	\$112,796	\$117,151	\$118,474
EL 1	\$120,279	\$122,126	\$130,530	\$131,190	\$135,598	\$136,598	0.7%	\$138,440	\$139,730	\$146,189	\$148,397
EL 2	\$146,905	\$147,058	\$162,045	\$162,388	\$169,070	\$170,148	0.6%	\$175,016	\$176,643	\$194,105	\$196,129
SES 1	\$225,639	\$225,903	\$243,619	\$241,929	\$254,739	\$254,739	0.0%	\$268,657	\$266,756	\$288,835	\$289,204
SES 2	\$288,659	\$289,109	\$309,952	\$309,475	\$323,857	\$322,733	-0.3%	\$340,631	\$341,927	\$383,309	\$379,438
SES 3	\$365,472	\$391,499	\$416,163	\$415,117	\$436,338	\$439,777	0.8%	\$455,390	\$459,078	\$501,585	\$530,173

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



Total Remuneration Package trends

Figure 4.1 presents a comparison of median TRP by classification in 2016 and 2020. Increases ranged from 4.3% at the APS 2 classification to 7.3% at the APS 1 classification. Movement in SES TRP is lower than movement in SES Base Salaries over the period. This reflects repackaging of remuneration components in previous years.

Figure 4.1 Median Total Remuneration Package by classification, 2016 and 2020

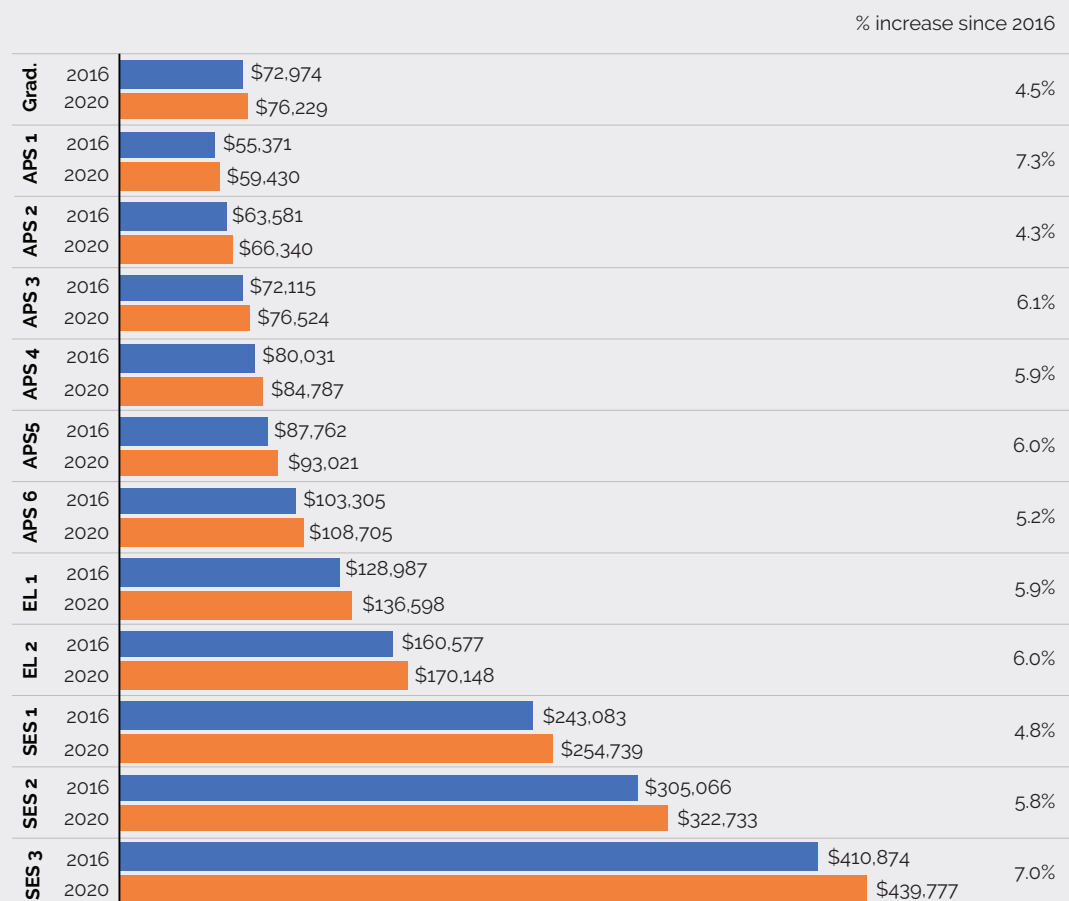
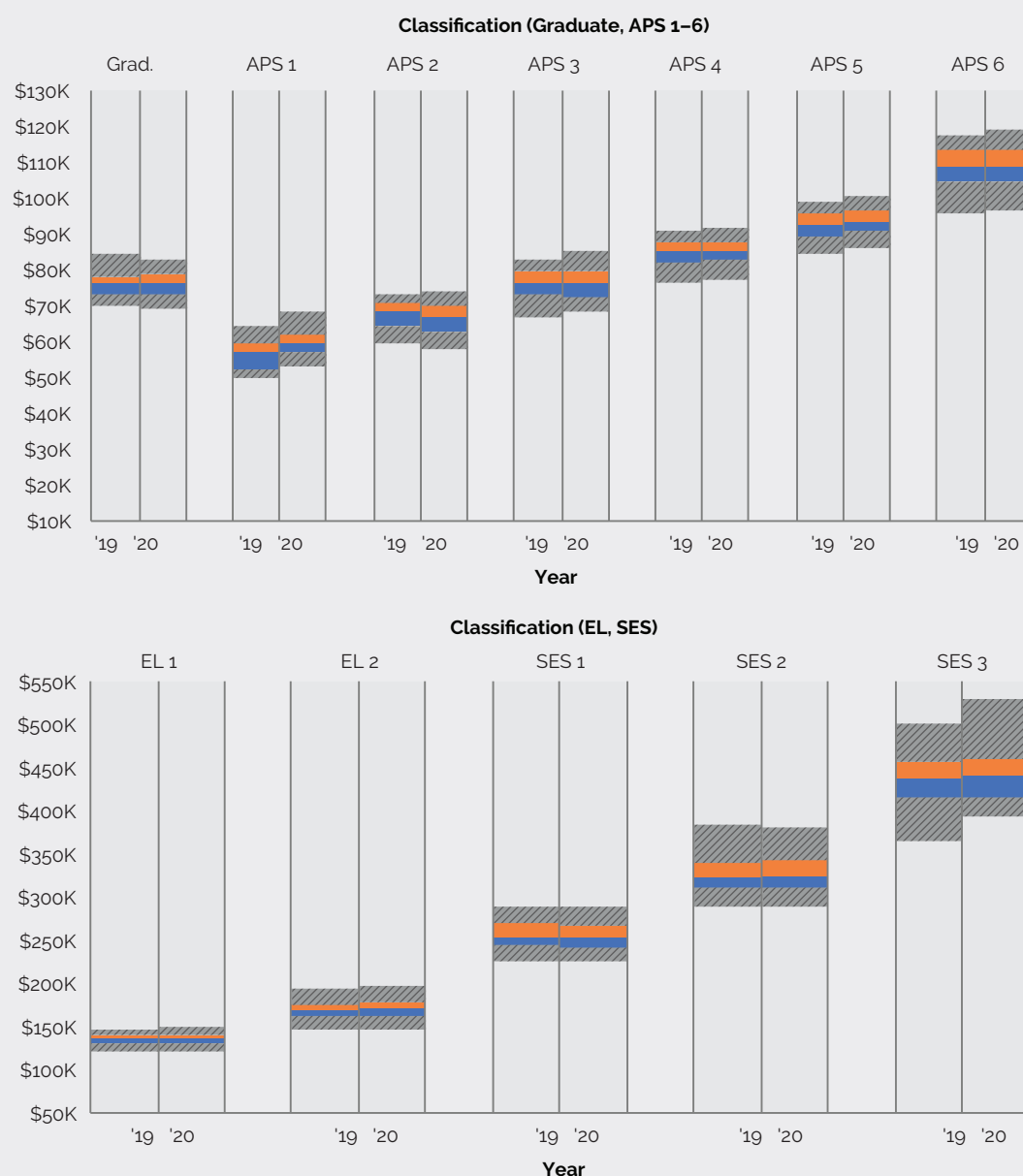


Figure 4.2 shows changes in TRP ranges by classification from 2019 to 2020.

Percentile movements for TRP were similar to those of Base Salary for most classifications. There was some variation from Base Salary movement such as the SES 3 which increased by 5.7% at the 95th percentile (compared to a 0.6% increase for Base Salary 95th percentile). The main contributor to the SES 3 TRP movement appears to be a change in the midpoint due to a decrease in population (from 123 to 120 employees) affecting the median.

Figure 4.2 Total Remuneration Package range by classification, 2019 and 2020



Superannuation

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

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

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

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

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

Figure 4.3 shows that the PSSAP had the highest membership up to the EL1 level (also refer to Appendix: Table 8). The median superannuation contribution at the EL1 classification is unchanged from 2019 at 18.1%. This is probably due to the continued large proportion of employees at that classification in the higher paying PSS. The median superannuation contribution up to the APS 6 level is 15.4% (refer Appendix: Table 7).

PSS membership remains more common for employees at or above the EL 2 classification. This is consistent with the typical longer length of service for these individuals making them eligible for enrolment in the PSS prior to its closure to new members in 2005.

Figure 4.3 Proportion of employees in superannuation fund by classification, 2020

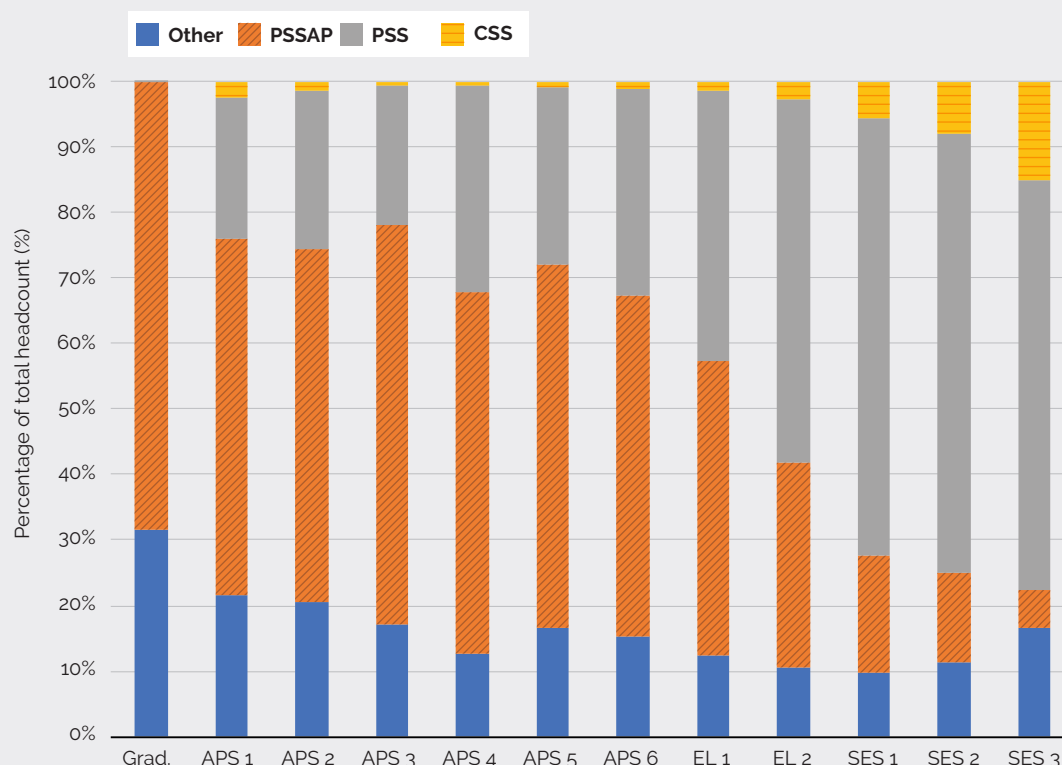
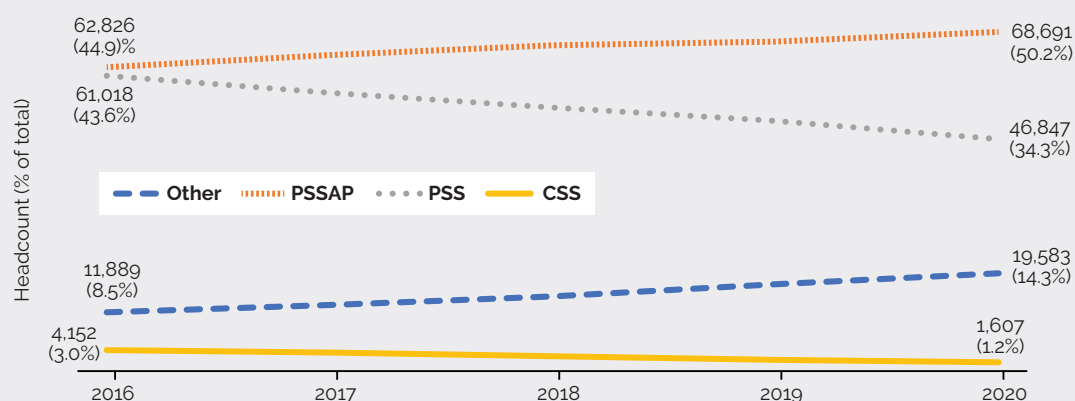


Figure 4.4 shows a continued overall decrease in PSS and CSS membership as members leave the APS. Membership in PSSAP continued to increase and now covers just over 50% of employees. Membership in 'Other' superannuation funds is also higher reflecting increased use of non-Commonwealth superannuation funds, possibly retained from prior employment. Representation in 'Other' superannuation funds continued to be most evident at the Graduate classification.

Figure 4.4 Headcount of employees in superannuation 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
- sign-on bonuses
- productivity bonuses
- retention bonuses
- whole-of-agency or group performance bonuses.

The weighted⁶ median TR movement from 2019 to 2020 was 0.3% for the whole of the APS, reflecting a weighted increase of 0.3% for non-SES employees and a decrease of 0.1% for SES (refer Appendix: Table 1b).

Total Reward by classification

Table 5.1 shows percentage changes in median TR by classification from 2019 to 2020.

As with Base Salary and TRP, the largest median movements occurred at the APS 1 and APS 2 classifications. The APS 1 classification increased by 4.0% and the APS 2 classification decreased by 2.8%.

The second highest median increase was 1.2% at the SES 3 classification.

Median TR for the Graduate, SES 1 and SES 2 classifications decreased by 0.5%, 0.1% and 0.5% respectively. There was nil movement at the APS 3 and APS 4 classifications.

TR values are close to those for TRP showing the small proportion that bonuses contribute to overall remuneration.

Table 5.1 Total Reward by classification, 2019 and 2020

	P5		Q1		Median		% change	Q3		P95	
	2019	2020	2019	2020	2019	2020		2019	2020	2019	2020
Grad.	\$70,009	\$69,330	\$73,325	\$73,287	\$76,643	\$76,230	-0.5%	\$77,968	\$78,439	\$84,121	\$82,973
APS 1	\$50,162	\$52,715	\$52,290	\$57,063	\$57,136	\$59,430	4.0%	\$59,543	\$62,306	\$64,324	\$68,048
APS 2	\$59,148	\$57,696	\$64,801	\$62,293	\$68,286	\$66,354	-2.8%	\$70,990	\$70,289	\$73,731	\$73,779
APS 3	\$66,881	\$68,661	\$73,125	\$72,491	\$76,525	\$76,524	0.0%	\$79,115	\$79,243	\$82,835	\$85,096
APS 4	\$76,377	\$77,136	\$81,627	\$82,707	\$84,787	\$84,787	0.0%	\$87,800	\$87,799	\$90,420	\$91,484
APS 5	\$84,719	\$85,709	\$88,865	\$90,542	\$92,370	\$93,026	0.7%	\$95,804	\$96,370	\$99,295	\$100,601
APS 6	\$95,205	\$96,250	\$104,062	\$104,278	\$108,603	\$108,793	0.2%	\$112,869	\$113,078	\$117,317	\$118,769
EL 1	\$120,402	\$122,127	\$130,530	\$131,190	\$135,598	\$136,693	0.8%	\$138,628	\$140,122	\$146,690	\$149,048
EL 2	\$147,185	\$147,083	\$162,135	\$162,541	\$170,397	\$170,592	0.1%	\$175,437	\$177,050	\$196,421	\$198,853
SES 1	\$226,625	\$226,282	\$243,970	\$242,576	\$255,317	\$254,996	-0.1%	\$270,472	\$267,394	\$290,591	\$291,719
SES 2	\$288,844	\$289,109	\$310,054	\$309,475	\$324,212	\$322,740	-0.5%	\$343,440	\$343,705	\$391,855	\$387,126
SES 3	\$383,788	\$391,499	\$416,672	\$415,423	\$436,856	\$442,155	1.2%	\$457,372	\$459,079	\$501,585	\$530,174

⁶ For the purposes of comparisons between non-SES and SES employees, medians are adjusted to account for the number of employees at each level. These are referred to as 'weighted' medians. For further explanation refer to Appendix A.1.

Total Reward trends

Figure 5.1 presents a comparison of median TR by classification in 2016 and 2020. Increases in TR are similar to those for TRP. The increases over the period range from 3.2% at the APS 2 classification to 7.4% at the SES 3 classification. As with TRP, increases in TR for SES levels were lower than those for Base Salary, reflecting some repackaging of remuneration components in previous years.

Figure 5.1 Median Total Reward by classification, 2016 and 2020

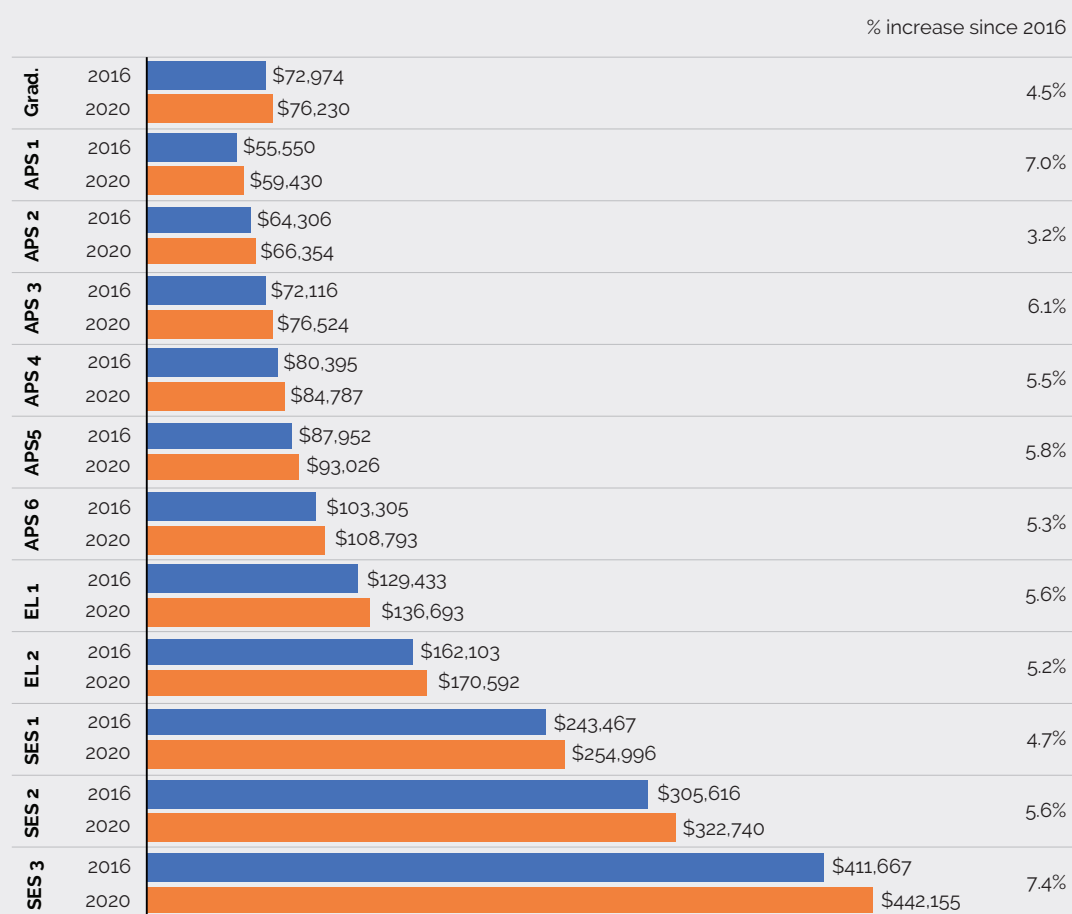
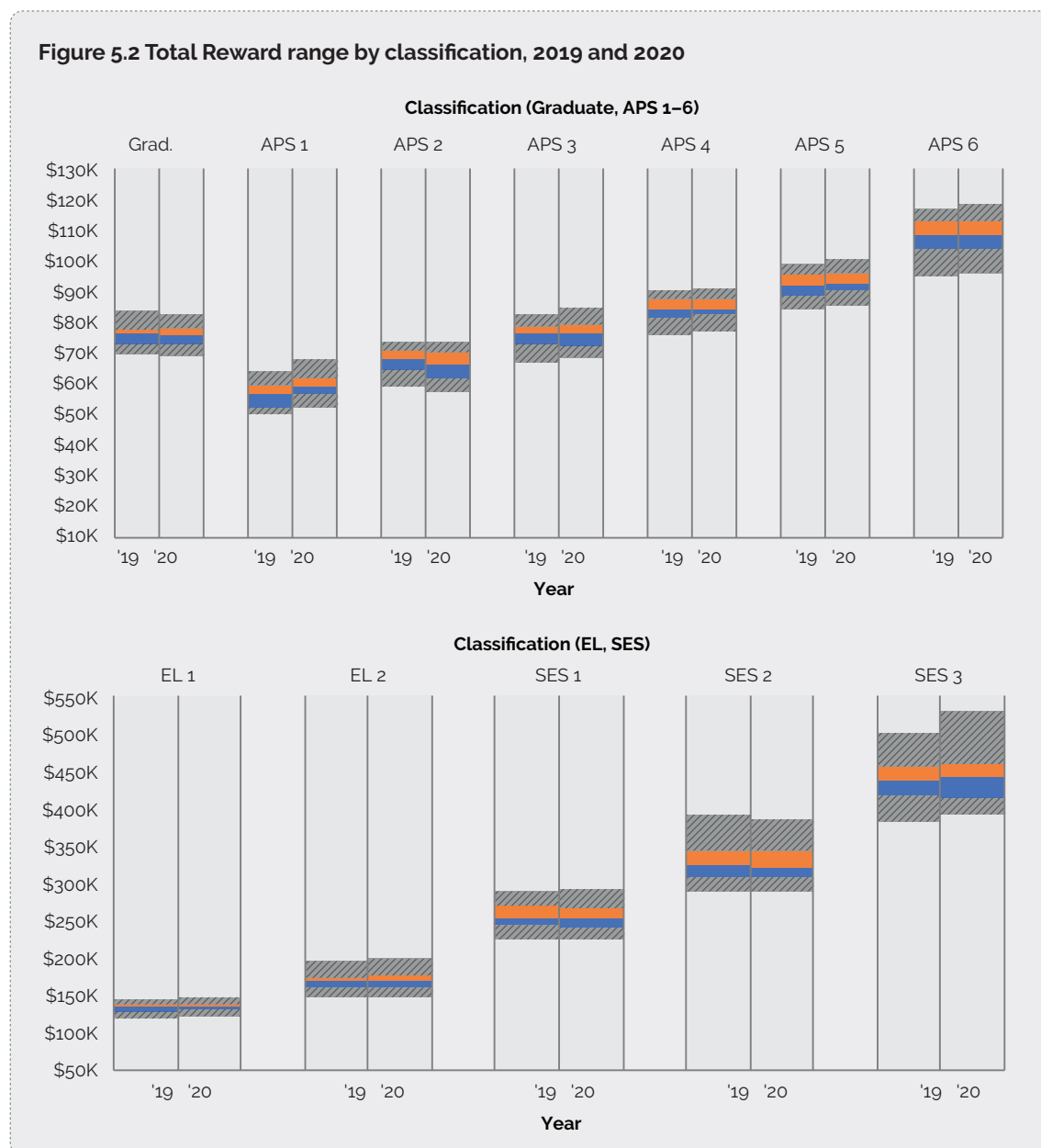


Figure 5.2 shows changes in TR ranges by classification. Movement in percentiles builds on changes to Base Salary and TRP.



Performance bonuses

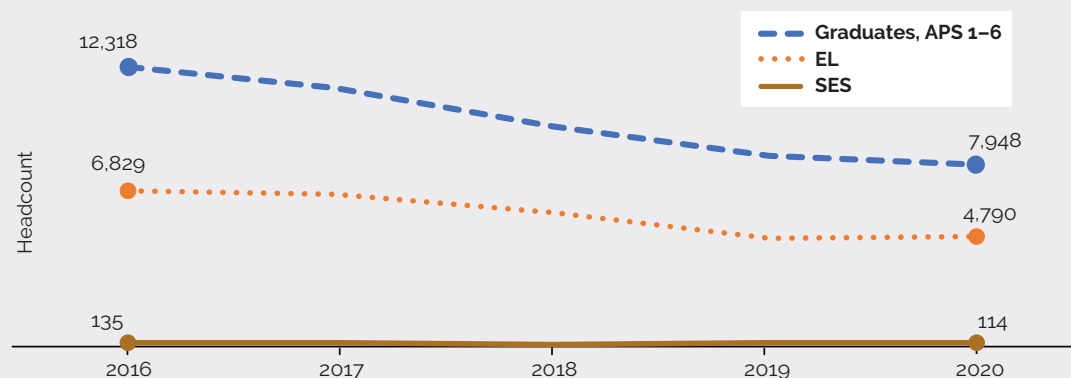
Figure 5.3 shows that the number of employees who received a performance bonus decreased from 19,282 in 2016 to 12,852 in 2020, which represents a 33% decrease.

From 2019 to 2020 the total number of employees who received a performance bonus decreased from 13,205 (or by 2.7%). When changes to population are factored in, the overall proportion of employees who received a performance bonus fell slightly from 9.9% in 2019 to 9.4% in 2020.

The majority of non-SES bonuses are payments made in lieu of increment progression provided under an enterprise agreement.

Just over 90% of performance bonuses paid to employees in 2020 were under \$2,500. The median value of performance bonuses paid in 2020 remained unchanged from 2019 at \$922.

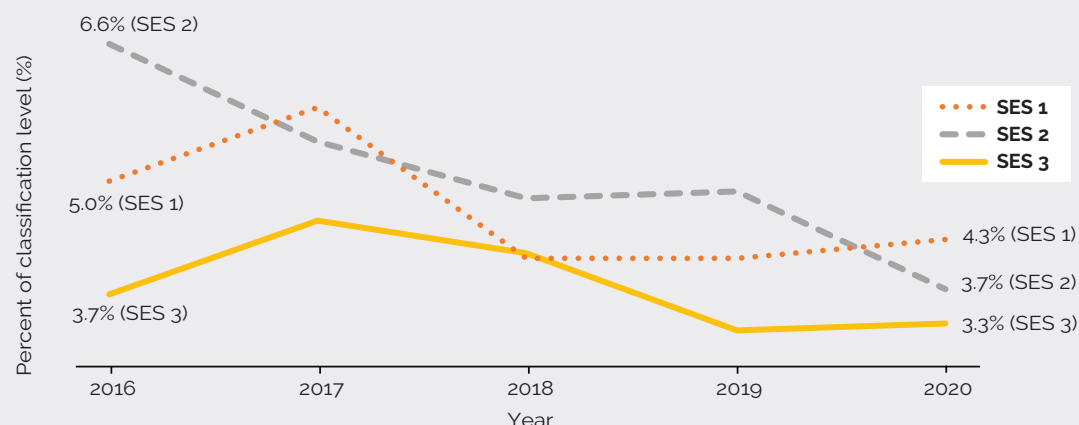
Figure 5.3 Employees in receipt of performance bonus payments, 2016-2020



Performance and other bonus types have historically been a common feature for SES classifications. Figure 5.4 shows that the proportion of SES employees that received a performance bonus decreased from 2016 to 2020.

From 2019 to 2020, the overall proportion of SES employees that received a performance bonus remained unchanged at 4.2%. While the median bonus value for SES 2 employees increased by 5.3%, it decreased for SES 1 and SES 3 employees by 16.6% and 16.2% respectively.

Figure 5.4 Proportions of SES employees who received a performance bonus, 2016-2020



Chapter 6: Allowances

Allowances are payments that sit outside of Total Reward (TR) providing payment for such matters as:

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

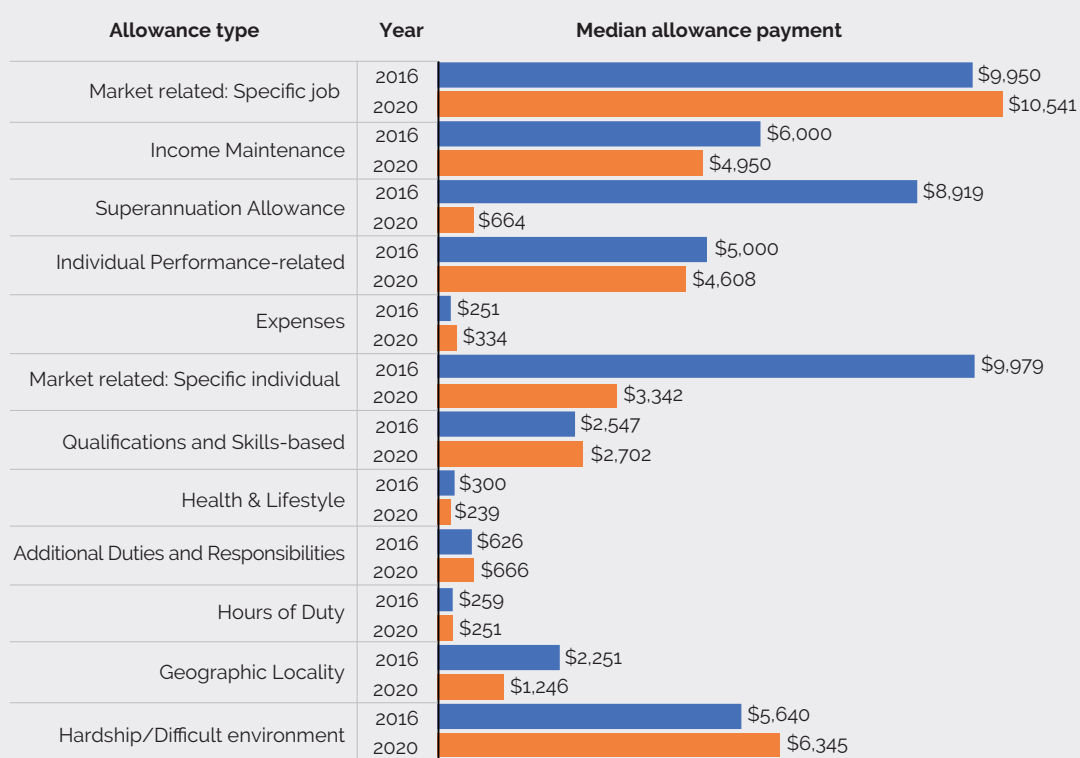
Availability of, and eligibility for, allowances depends on specific conditions typically provided under employment instruments and particular circumstances of positions.

The median value of allowances can be highly variable as shown in Figure 6.1.

Various factors influence fluctuations, for example, changes in scope, repackaging and changes in the size of the population covered.

Median values for allowances applying to a very small population such as Market related: Specific Individual and Superannuation allowances can be heavily influenced by minor variations in the factors noted above. These allowances are more likely to be subject to volatile median movements.

Figure 6.1 Median allowance paid, 2016 and 2020

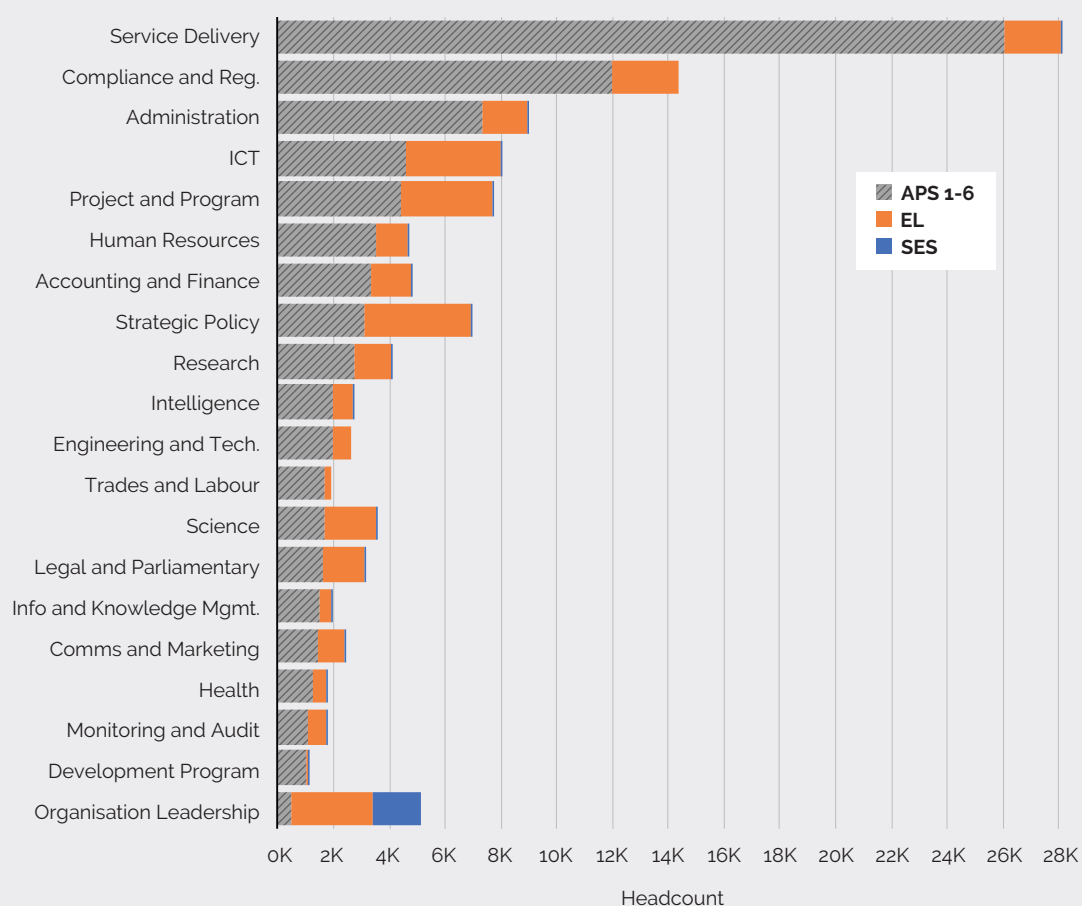


Chapter 7: APS Job Family Model

The APS Job Family Model groups job roles into related functions performed within the APS. Job family data is collected by the APSC and collated in the APS Employment Database. As at 31 December 2020, data relating to job families had been provided for 84% of employees covered in this report. More information about the APS Job Family Model can be found on the APSC website: <https://www.apsc.gov.au/job-family-model>.

Figure 7.1 shows the number of employees by APS job family and classification group. Service delivery is the most common job family (24.3%), with the overwhelming majority of employees engaged at an APS level. This is followed by compliance and regulation (12.4%), administration (7.8%) and ICT (6.9%). Larger proportions of EL employees are in the strategic policy, ICT, project and program and organisational leadership families. SES employees reside almost exclusively within the organisational leadership job family.

Figure 7.1 Headcount of employees by APS job family and classification group, 2020



Remuneration by APS job family

Figure 7.2 shows the median Base Salary, Total Remuneration Package (TRP) and Total Reward (TR) by APS job family. Median salaries are highest for the organisational leadership, science and strategic policy job families. This is consistent with a greater proportion of staff at higher classification levels being employed within these job families as shown in Figure 7.1. Higher remuneration in a job family typically indicates higher classification levels are employed within that job family.

Figure 7.2 Median remuneration by APS job family, 2020

APS Job Family	Base Salary \$	TRP \$	TR \$	Headcount	Median Class'n.
Organisation Leadership	\$146,843	\$174,938	\$174,656	5,149	EL2
Science	\$110,623	\$127,816	\$127,815	3,513	EL 1
Strategic Policy	\$109,616	\$126,497	\$126,496	6,951	EL 1
Legal and Parliamentary	\$96,252	\$116,760	\$116,500	3,122	APS 6
ICT	\$95,181	\$113,131	\$113,131	8,002	APS 6
Comms and Marketing	\$94,670	\$111,686	\$111,685	2,373	APS 6
Health	\$94,670	\$112,263	\$112,263	1,753	APS 6
Project and Program	\$94,670	\$113,131	\$113,131	7,694	APS 6
Monitoring and Audit	\$93,740	\$111,744	\$111,607	1,758	APS 6
Research	\$93,530	\$108,349	\$108,349	4,084	APS 6
Engineering and Tech.	\$92,150	\$107,263	\$106,341	2,651	APS 6
Accounting and Finance	\$90,426	\$104,965	\$104,947	4,750	APS 6
Intelligence	\$90,219	\$104,379	\$104,194	2,690	APS 6
Human Resources	\$87,271	\$102,491	\$102,490	4,643	APS 6
Info and Knowledge Mgmt.	\$83,233	\$98,887	\$98,640	1,926	APS 6
Administration	\$78,873	\$93,092	\$93,092	8,973	APS 5
Compliance and Reg.	\$78,043	\$92,096	\$92,096	14,356	APS 5
Trades and Labour	\$78,043	\$91,019	\$91,019	1,902	APS 5
Service Delivery	\$73,472	\$87,799	\$87,799	28,056	APS 4
Development Program	\$61,825	\$73,287	\$73,287	1,062	Graduate

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 gender⁷ 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.

Figure 8.1 shows the differences between male and female median Base Salaries. The majority were within a range of +/-1%. A negative value indicates that females received a higher median Base Salary.

Figure 8.1 Median Base Salary by gender and classification, 2020

Class'n.		Headcount	Median Base Salary	% difference between genders
Grad.	Female	758	\$65,778	1.6%
	Male	775	\$66,881	
APS 1	Female	148	\$51,458	0.1%
	Male	193	\$51,499	
APS 2	Female	1,232	\$57,361	-4.0%
	Male	800	\$55,154	
APS 3	Female	7,612	\$65,270	0%
	Male	4,356	\$65,270	
APS 4	Female	17,496	\$73,472	-0.3%
	Male	7,866	\$73,256	
APS 5	Female	12,651	\$79,806	-1.2%
	Male	7,794	\$78,873	
APS 6	Female	19,556	\$93,112	-0.6%
	Male	14,005	\$92,540	
EL 1	Female	14,388	\$115,762	0%
	Male	12,366	\$115,762	
EL 2	Female	5,860	\$144,429	0.3%
	Male	6,069	\$144,837	
SES 1	Female	1,032	\$201,408	0.8%
	Male	1,006	\$203,015	
SES 2	Female	260	\$260,501	2.2%
	Male	328	\$266,347	
SES 3	Female	56	\$358,366	3.0%
	Male	64	\$369,380	

Note: The percentage difference between genders is the difference between male and female median Base Salaries expressed as a percentage of male earnings.

⁷ Remuneration survey data used within this chapter does not include employees who identify as indeterminate/intersex/unspecified due to these numbers being statistically small.



APS gender pay gap

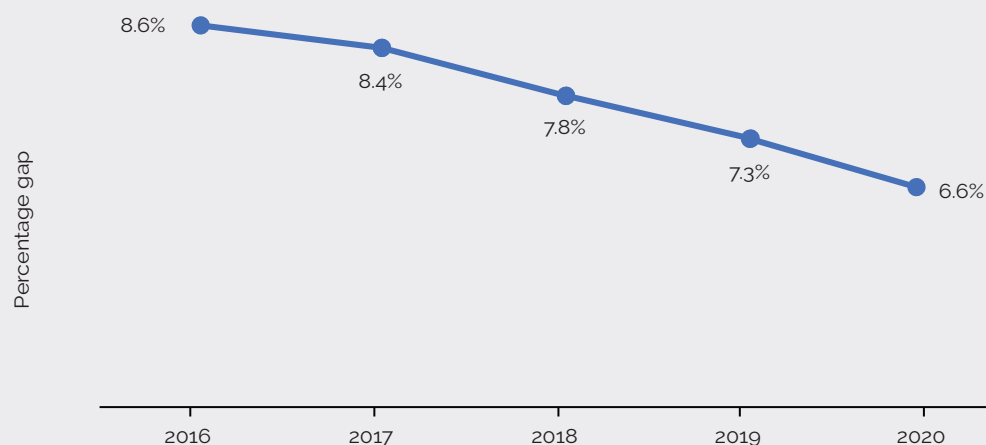
The APS gender pay gap looks at gender remuneration results for the whole of the APS. The gender pay gap is the difference between male and female employees' average weekly full-time equivalent earnings, expressed as a percentage of male earnings.

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

In 2020, the average Base Salary for males in the APS was \$99,082 while the average Base Salary for females was \$92,536. This represents a 6.6% gender pay gap for the APS and continues the improvement shown since 2016 (Figure 8.2).

Note, as the data is annualised the higher proportion of women working part time hours is not reflected in the APS gender pay gap.

Figure 8.2 Average gender pay gap trends with data table, 2016 to 2020

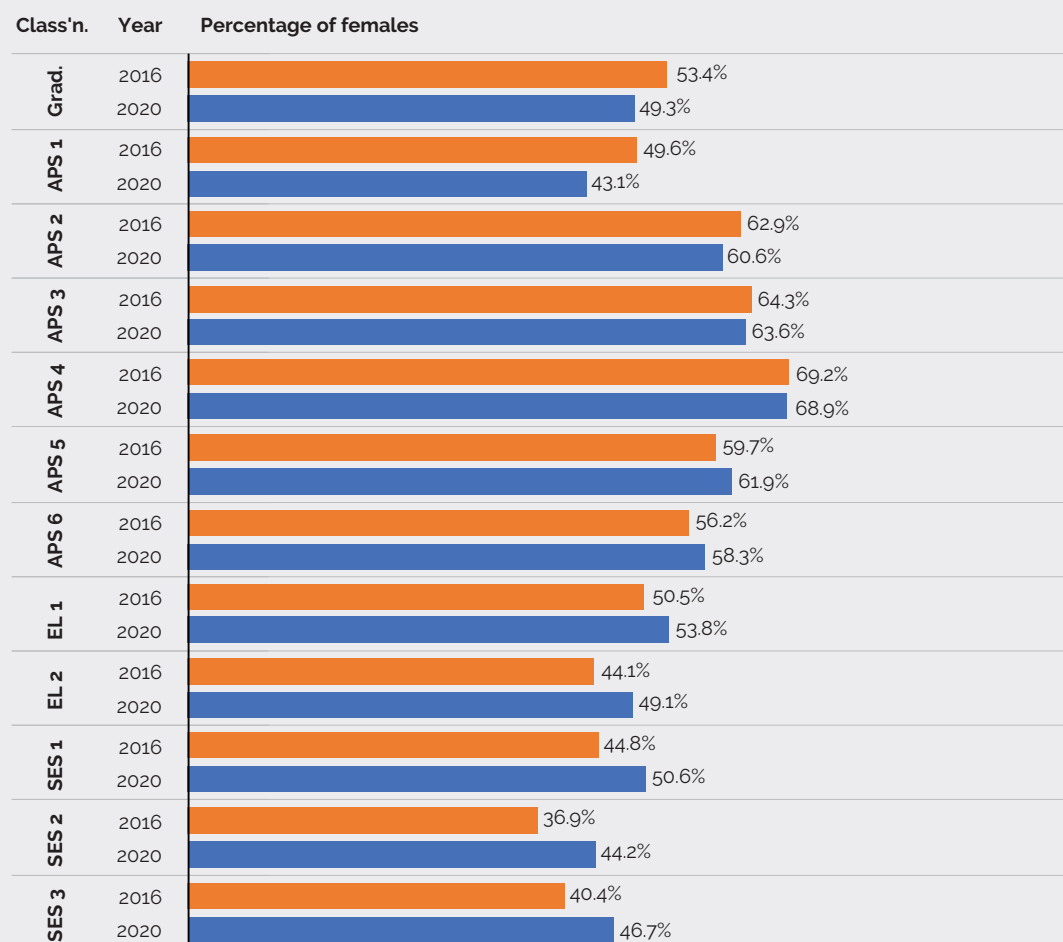


Female	2016	2017	2018	2019	2020
Average Base Salary	\$84,104	\$86,529	\$88,896	\$91,016	\$92,536
Headcount	81,318	81,358	79,860	78,789	81,049
Male	2016	2017	2018	2019	2020
Average Base Salary	\$92,036	\$94,428	\$96,391	\$98,149	\$99,082
Headcount	58,561	57,949	55,928	54,500	55,622

The gender pay gap across the APS may be primarily due to differences in the representation of males and females within each classification level. The data shows that women have been underrepresented at higher classification levels (EL 2 and above) and overrepresented at lower classification levels (APS 2–6). From 2019 to 2020 the representation of male and female employees at the highest classification levels moved further towards parity.

Figure 8.3 shows how the proportion of females in each classification has changed over time. The data shows there has been a consistent proportional increase in females at higher classification levels (EL 2 and above) since 2016.

Figure 8.3 Females as a percentage of APS population by classification, 2016 and 2020



Chapter 9: Employment instruments and Individual Flexibility Arrangements

Primary employment instruments

A primary employment instrument is a comprehensive arrangement used to set the majority of the terms and conditions of an employee.

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

- Enterprise Agreements (EA) ^{8 9}
- Public Service Act Determinations (s24 (1) and (3)) (PSAD)
- Common Law Agreements (CLA)
- Australian Workplace Agreements (AWA).

From 2019 to 2020 the number of employees covered by an EA decreased from 129,219 to 105,232. At the same time the number of employees covered by a PSAD increased from 3,513 to 30,815. This follows machinery of government changes on 1 February 2020 which reduced the number of government departments from 18 to 14. Employees covered by an EA in an abolished department, who did not transfer to the coverage of another agency's employment instrument, had their terms and conditions preserved in a s.24(3) determination made under the *Public Service Act 1999* (PS Act). The vast majority of these were employees from the former Department of Human Services, now Services Australia (an Executive Agency).

Only 0.5% of employees are covered by a CLA or AWA that operates as the primary employment instrument.

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

9 As at 31 December 2020 the Department of Home Affairs was covered by a Workplace Determination established by the Fair Work Commission. It is included under Enterprise Agreements for the purposes of this report.

Table 9.1 provides a breakdown by classification of primary employment instrument coverage.

Table 9.1 Employees by employment instrument and classification, 2020

Classification	Primary Employment Instrument			
	AWA	CLA	EA	PSAD
Grad.			1,482	55
APS 1			266	77
APS 2		2	1,959	72
APS 3		7	8,612	3,356
APS 4		58	13,574	11,747
APS 5		51	16,921	3,482
APS 6	1	70	27,829	5,669
EL 1	5	87	23,744	2,925
EL 2	1	65	10,821	1,044
SES 1	6	242	19	1,771
SES 2	4	71	5	508
SES 3		11		109
ALL	17	664	105,232	30,815

Public Service Act Determinations providing wage increases

In recent years the Australian Government's workplace relations policies have allowed agencies to adopt new workplace arrangements to suit business needs.

Many agencies have put in place a s.24(1) determination made under the PS Act to provide new wage increases on top of an EA that has passed its nominal expiry date (refer Figure 9.1). Agencies that were satisfied with the operation of an existing EA, and gained the support of employees, have been able to provide new wage increases to employees through a determination instead of negotiating a new EA. As at 31 December 2020, 57 agencies including Services Australia¹⁰, the Department of Defence and the Australian Taxation Office had used a determination as a secondary employment instrument to provide wage increases. Around 85,500¹¹ employees, or 63% of APS employees, have had their salary set in this way.

¹⁰ Services Australia put in place a s.24(1) determination as a secondary employment instrument to provide wage increases on top of a s.24(3) determination that preserved a former EA.

¹¹ This number includes employees covered by a new s.24(1) determination as at 31 December 2020 who had not received the initial wage increase as a result of Australian Government's six month wage deferral decision. For further information on the wage deferral decision refer to Chapters 1 and 3.



Figure 9.1 Supplementation of salaries in an Enterprise Agreement using a determination

Individual Flexibility Arrangements

A small percentage (2.1%) of employees have additional terms and conditions provided under a secondary agreement known as an Individual Flexibility Arrangement (IFA). Table 9.2 shows that 71% of employees using an IFA were at the EL 1 or EL 2 classification.

An IFA can be used to provide for a range of conditions such as pay and allowances, leave, income maintenance, flexible working arrangements, superannuation and subscriptions or memberships. In 2020, the majority of IFAs (83.9%) were used to provide pay and allowances. The second highest usage was for flexible working arrangements (10.4%).

Table 9.2 Number of employees with an IFA and distribution by classification¹²

Classification	Headcount	Percentage
Grad.	2	0.1%
APS 1	0	0.0%
APS 2	2	0.1%
APS 3	22	0.8%
APS 4	150	5.3%
APS 5	169	6.0%
APS 6	466	16.6%
EL 1	873	31.1%
EL 2	1,121	40.0%
SES 1	0	0.0%
SES 2	0	0.0%
SES 3	0	0.0%
ALL	2,805	100.0%

¹² These numbers do not include IFAs made under abolished enterprise agreements that have been preserved through the operation of a s24(3) determination made under the PS Act.

Appendixes

A.1 Guide to interpreting figures and tables in this report

Average

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

Median and weighted median

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

In some cases a weighted median is quoted. This is an adjusted midpoint taking into account the number of employees at each classification level. The larger the population of a classification the greater impact it will have on the overall weighted median.

Weighted median is an historical measure from successive APS remuneration reports.

'Weighted median' is labelled throughout this report where relevant.

Percentiles, quartiles and box plots

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

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

Table A.1 Percentiles used in this report

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



Example box plot elements

Figure A.1 shows box plots of base salaries paid to employees at a given classification level in two consecutive years. The horizontal axis shows the years, A (left column) and B (right column) and the vertical axis represents the amount of money paid.

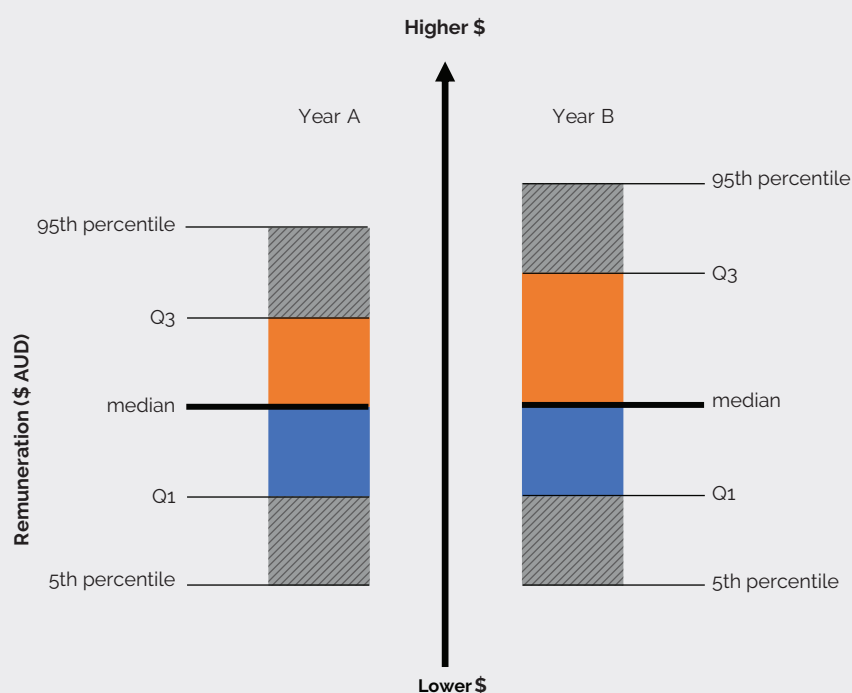
In each set of 4 boxes (one set for each year), the percentiles are represented by horizontal lines and are labelled at their appropriate positions for P5, Q1, Q3 and P95. The median is represented by the thicker middle line.

The box colours are different to distinguish between intervals and focus your eye on the spread of data from the first to third quartile (Q1 to Q3), where the majority of data lies. They have no other meaning.

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

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

Figure A.1 Example box plots



Additional notes on interpreting this report

- Some columns in the tables may not add up because TRP and TR are calculated separately for each employee. These are the values that 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 2020, please refer to the 31 December 2020 Employment Data Release, which is available from the APSC website: <https://www.apsc.gov.au/employment-data/aps-employment-data-31-december-2020-release>
- Data is analysed and tabulated using several different propriety software packages which may lead to minor variances in data reported between tables. These differences are also evident when trying to recalculate values based on the data in the reports in common programs like Microsoft Excel.
- Changes in software used to analyse and produce the APS Remuneration Report occurred in 2017, from SAS to Tableau. This has resulted in minor changes to how the reported distribution data is calculated due to the two programs using different, patented methods for calculating percentiles when even numbers of observations occur. Such differences in calculations have had a minor impact on the position of percentiles that were reported in previous years.
- Therefore it should be noted that the data reported for previous years as presented in the current edition of the APS Remuneration Report will differ from reports published prior to 2017.
- Population data used for analysis in this report is based on data from the Remuneration Survey unless stated otherwise. This may differ from APS Employment Database data due to a different collection scope.



A.2 Methods

Data Collection and validation

All APS agencies were required to report data for all employees that were employed under s22(a), s22(b) and s72 of the *Public Service Act 1999* as at 31 December 2020.

Raw data was collected from agencies using standard guidelines set out in the APSC Remuneration Data Specifications: <https://www.apsc.gov.au/initiatives-and-programs/workplace-relations/aps-remuneration-survey>. Data submissions were validated by the APSC against the APS Employment Database, current agency pay points (from employment instruments) and approved, clean data submitted by agencies in the previous year.

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

Data Standardisation

The following steps were taken to standardise the collected data:

- For part-time employees, data was recalculated into the full time equivalent (FTE). Figures were annualised for employees who worked for only part of the year (though active as at 31 December 2020).
- Employees who were in a graduate program in 2020, for more than 90 days during the year, were categorised as 'Graduates', even if they had advanced to other classifications by 31 December 2020. 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.

A.3 Data tables

Table 1: Summary of median key remuneration components by classification, 2020

Classification	Median Base Salary	% change from 2019	Median TRP	% change from 2019	Median TR	% change from 2019
Graduate	\$66,313	-0.2%	\$76,230	-0.5%	\$76,230	-0.5%
APS 1	\$51,484	6.1%	\$59,430	4.0%	\$59,430	4.0%
APS 2	\$57,122	-1.4%	\$66,340	-2.5%	\$66,354	-2.8%
APS 3	\$65,270	0.7%	\$76,524	0.0%	\$76,524	0.0%
APS 4	\$73,472	0.3%	\$84,787	0.0%	\$84,787	0.0%
APS 5	\$79,725	1.1%	\$93,021	0.9%	\$93,026	0.7%
APS 6	\$93,112	1.0%	\$108,705	0.1%	\$108,793	0.2%
EL 1	\$115,762	0.7%	\$136,598	0.7%	\$136,693	0.8%
EL 2	\$144,837	1.6%	\$170,148	0.6%	\$170,592	0.1%
SES 1	\$202,910	0.0%	\$254,739	0.0%	\$254,996	-0.1%
SES 2	\$263,750	-0.5%	\$322,733	-0.3%	\$322,740	-0.5%
SES 3	\$361,501	-0.2%	\$439,777	0.8%	\$442,155	1.2%
All employees	\$88,114	1.9%	\$102,717	2.1%	\$102,871	2.2%



Table 1a: Summary of median and average remuneration components, non-SES^(a) and SES^(b), 2020

Classification	Median Base Salary	Average Base Salary	Median TRP	Average TRP	Median TR	Average TR
Non-SES	\$86,715	\$92,531	\$101,445	\$108,830	\$101,640	\$109,070
SES	\$212,242	\$225,126	\$263,682	\$279,483	\$264,088	\$281,026
All employees	\$88,114	\$95,194	\$102,717	\$112,257	\$102,871	\$112,523

(a) Non-SES includes Graduates, APS1 to APS6, EL1 and EL2

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

Table 1b: Proportional change in weighted median remuneration components^(a), non-SES^(b) and SES^(c), 2019 to 2020

Classification	Base Salary	TRP	TR
Non-SES	0.8	0.3	0.3
SES	-0.1	0.0	-0.1
All employees	0.8	0.3	0.3

(a) 2020 median remuneration weighted by average headcount 2019-2020

(b) Non-SES includes Graduates, APS1 to APS6, EL1 and EL2

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



Table 2: Composition of median Total Reward (TR) by classification, 2020

Classification	Median TR	Median Base Salary	Base Salary component %	Benefit Component \$	Benefit component %	Bonus Component \$	Bonus component %
Graduate	\$76,230	\$66,313	87.0%	\$9,917	13.0%	\$0	0.0%
APS 1	\$59,430	\$51,484	86.6%	\$7,946	13.4%	\$0	0.0%
APS 2	\$66,354	\$57,122	86.1%	\$9,218	13.9%	\$14	0.0%
APS 3	\$76,524	\$65,270	85.3%	\$11,254	14.7%	\$0	0.0%
APS 4	\$84,787	\$73,472	86.7%	\$11,315	13.3%	\$0	0.0%
APS 5	\$93,026	\$79,725	85.7%	\$13,296	14.3%	\$5	0.0%
APS 6	\$108,793	\$93,112	85.6%	\$15,593	14.3%	\$88	0.1%
EL 1	\$136,693	\$115,762	84.7%	\$20,836	15.2%	\$95	0.1%
EL 2	\$170,592	\$144,837	84.9%	\$25,311	14.8%	\$444	0.3%
SES 1	\$254,996	\$202,910	79.6%	\$51,829	20.3%	\$257	0.1%
SES 2	\$322,740	\$263,750	81.7%	\$58,983	18.3%	\$7	0.0%
SES 3	\$442,155	\$361,501	81.8%	\$78,276	17.7%	\$2,378	0.5%
All employees	\$102,871	\$88,114	85.7%	\$14,603	14.2%	\$153	0.1%



Table 3: Summary of average key remuneration components by classification, 2020

Classification	Average Base Salary	% change from 2019	Average TRP	% change from 2019	Average TR	% change from 2019
Graduate	\$65,588	0.1%	\$75,825	-0.3%	\$75,828	-0.3%
APS 1	\$50,617	5.3%	\$59,474	5.4%	\$59,589	5.4%
APS 2	\$55,952	-1.8%	\$66,027	-2.0%	\$66,168	-2.2%
APS 3	\$64,253	0.2%	\$75,921	0.2%	\$75,988	0.1%
APS 4	\$72,363	0.7%	\$85,087	0.7%	\$85,144	0.7%
APS 5	\$79,495	1.1%	\$93,317	1.1%	\$93,489	1.0%
APS 6	\$92,285	0.6%	\$108,378	0.5%	\$108,558	0.4%
EL 1	\$115,878	1.1%	\$136,164	0.9%	\$136,438	0.9%
EL 2	\$145,389	0.8%	\$171,885	0.6%	\$172,951	0.5%
SES 1	\$204,550	-0.2%	\$255,732	-0.5%	\$256,655	-0.5%
SES 2	\$266,890	-0.3%	\$328,320	-0.4%	\$331,010	-0.7%
SES 3	\$369,935	1.4%	\$443,542	0.9%	\$449,999	0.2%
All employees	\$95,194	1.3%	\$112,257	1.2%	\$112,523	1.2%



Table 4: Motor Vehicle Allowance (MVA) recipients by classification, 2020

Classification	Total Employees	Employees with MVA ^(a)	% with MVA	Percentile (5) of MVA	Percentile (25) of MVA	Median MVA	Percentile (75) of MVA	Percentile (95) of MVA	Average MVA
Graduate	1,537	0	0.0%						
APS 1	343	0	0.0%						
APS 2	2,033	0	0.0%						
APS 3	11,975	0	0.0%						
APS 4	25,379	0	0.0%						
APS 5	20,454	0	0.0%						
APS 6	33,569	0	0.0%						
EL 1	26,761	20	0.1%	\$0	\$402	\$1,635	\$5,426	\$12,002	\$4,101
EL 2	11,931	207	1.7%	\$1,118	\$20,000	\$25,000	\$25,208	\$26,102	\$20,794
SES 1	2,038	1,007	49.4%	\$20,000	\$25,000	\$25,208	\$27,880	\$29,205	\$25,417
SES 2	588	268	45.6%	\$20,017	\$25,000	\$27,000	\$28,000	\$30,501	\$26,183
SES 3	120	45	37.5%	\$22,083	\$26,600	\$28,646	\$30,000	\$34,600	\$27,828
All employees	136,728	1,547	1.1%	\$7,658	\$24,300	\$25,208	\$27,880	\$29,205	\$24,498

(a) Values have been removed for the APS 4, APS 5 and APS 6 classifications due to low amounts. These values are reflected in Tables 25, 26 and 27.



Table 5: Performance bonus recipients by classification, 2020

				Distribution of performance bonuses					
Classification	Total Employees	Employees with performance bonuses	% with performance bonuses	Percentile (5)	Percentile (25)	Median	Percentile (75)	Percentile (95)	Average
Graduate	1,537	2	0.1%	\$2,000	\$2,000	\$2,000	\$2,000	\$2,000	\$2,000
APS 1	343	35	10.2%	\$455	\$672	\$725	\$725	\$725	\$668
APS 2	2,033	338	16.6%	\$435	\$725	\$725	\$725	\$725	\$711
APS 3	11,975	878	7.3%	\$464	\$725	\$725	\$725	\$1,880	\$843
APS 4	25,379	1,095	4.3%	\$440	\$733	\$733	\$733	\$4,047	\$1,260
APS 5	20,454	2,245	11.0%	\$674	\$789	\$789	\$1,405	\$4,337	\$1,461
APS 6	33,569	3,355	10.0%	\$737	\$922	\$922	\$922	\$1,925	\$1,584
EL 1	26,761	3,309	12.4%	\$460	\$1,150	\$1,150	\$2,196	\$2,384	\$1,933
EL 2	11,931	1,481	12.4%	\$1,150	\$1,421	\$1,421	\$2,908	\$14,727	\$7,135
SES 1	2,038	88	4.3%	\$1,717	\$3,649	\$9,449	\$15,996	\$23,437	\$10,321
SES 2	588	22	3.7%	\$7,521	\$20,000	\$23,361	\$29,552	\$237,662	\$59,175
SES 3	120	4	3.3%	\$4,635	\$18,289	\$29,265	\$183,150	\$539,782	\$172,173
All employees	136,728	12,852	9.4%	\$609	\$789	\$922	\$1,421	\$3,801	\$2,400



Table 6: Employees by superannuation fund and age group, 2020

Age group	CSS		PSS		PSS-AP		Other	
	N	%	N	%	N	%	N	%
Under 20					123	84.8%	22	15.2%
20-24					2,861	75.4%	934	24.6%
25-29					8,454	74.0%	2,970	26.0%
30-34			71	0.5%	11,929	78.3%	3,232	21.2%
35-39			2,287	11.8%	14,002	72.2%	3,107	16.0%
40-44			7,801	39.2%	9,826	49.3%	2,284	11.5%
45-49	46	0.2%	11,094	53.5%	7,541	36.3%	2,073	10.0%
50-54	731	3.8%	11,039	57.2%	5,742	29.7%	1,796	9.3%
55-59	352	2.2%	9,262	58.8%	4,461	28.3%	1,688	10.7%
60 & over	478	4.3%	5,293	48.1%	3,752	34.1%	1,477	13.4%
All employees	1,607	1.2%	46,847	34.3%	68,691	50.2%	19,583	14.3%



Table 7: Employer superannuation contribution as a proportion of superannuation salary by classification, 2019 and 2020

	Total 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	2019	2020	2019	2020	2019	2020	2019	2020	2019	2020	2019	2020	2019	2020
Graduate	1,337	1,537	15.4	12.1	15.4	15.4	15.4	15.4	17.3	15.4	18.4	18.5	16.2	15.7
APS 1	482	343	15.4	15.4	15.4	15.4	15.4	15.4	18.9	19.5	20.5	20.6	16.5	16.6
APS 2	1,858	2,033	15.4	12.6	15.4	15.4	18.5	15.4	19.9	19.5	20.1	20.2	17.8	17.0
APS 3	12,024	11,975	15.2	12.1	15.4	15.4	15.4	15.4	19.3	18.5	19.9	19.9	16.8	16.7
APS 4	26,354	25,379	15.4	15.4	15.4	15.4	15.4	15.4	19.5	19.5	19.8	19.8	17.1	16.9
APS 5	19,915	20,454	15.1	15.3	15.4	15.4	15.4	15.4	19.5	19.5	19.9	19.9	16.9	16.8
APS 6	31,920	33,569	15.3	15.3	15.4	15.4	15.4	15.4	19.5	19.5	19.9	19.9	17.2	17.0
EL 1	25,601	26,761	15.4	15.4	15.4	15.4	18.1	18.1	19.4	19.5	19.6	19.7	17.4	17.3
EL 2	11,167	11,931	15.4	15.4	15.4	15.4	18.8	18.8	19.0	19.0	19.5	19.5	17.7	17.6
SES 1	2,022	2,038	15.4	15.4	17.4	15.4	18.8	18.8	18.8	18.8	19.5	19.5	18.0	17.9
SES 2	553	588	15.4	15.4	17.9	17.4	18.8	18.8	18.8	18.8	19.5	19.5	17.9	17.9
SES 3	123	120	15.3	15.4	16.7	18.1	18.7	18.8	18.8	18.8	19.5	19.5	17.7	17.8
All employees	133,356	136,728	15.4	15.4	15.4	15.4	16.6	15.4	19.5	19.5	19.8	19.8	17.2	17.0



Table 8: Employees by superannuation fund and classification, 2020

	CSS		PSS		PSS-AP		Other	
Classification	N	%	N	%	N	%	N	%
Graduate			1	0.1%	1,051	68.4%	485	31.6%
APS 1	8	2.3%	74	21.6%	187	54.5%	74	21.6%
APS 2	29	1.4%	490	24.1%	1,096	53.9%	418	20.6%
APS 3	81	0.7%	2,528	21.1%	7,322	61.1%	2,044	17.1%
APS 4	176	0.7%	8,000	31.5%	14,002	55.2%	3,201	12.6%
APS 5	149	0.7%	5,553	27.1%	11,361	55.5%	3,391	16.6%
APS 6	337	1.0%	10,639	31.7%	17,507	52.2%	5,086	15.2%
EL 1	345	1.3%	11,100	41.5%	11,984	44.8%	3,332	12.5%
EL 2	305	2.6%	6,632	55.6%	3,730	31.3%	1,264	10.6%
SES 1	112	5.5%	1,361	66.8%	364	17.9%	201	9.9%
SES 2	47	8.0%	394	67.0%	80	13.6%	67	11.4%
SES 3	18	15.0%	75	62.5%	7	5.8%	20	16.7%
All employees	1,607	1.2%	46,847	34.3%	68,691	50.2%	19,583	14.3%



Table 9: Acting classification Base Salary by classification, 2020

Acting classification	Number of employees	Acting classification Base Salary					
		Percentile (5)	Percentile (25)	Median	Percentile (75)	Percentile (95)	Average
APS 2	32	\$49,975	\$49,975	\$49,975	\$49,975	\$57,423	\$51,076
APS 3	149	\$57,064	\$60,102	\$61,825	\$63,534	\$66,200	\$61,871
APS 4	898	\$66,313	\$68,301	\$68,871	\$71,048	\$74,748	\$69,562
APS 5	2,695	\$73,309	\$74,472	\$76,770	\$78,608	\$81,394	\$76,809
APS 6	3,832	\$80,669	\$82,500	\$84,306	\$87,271	\$93,530	\$85,412
EL 1	3,508	\$100,482	\$102,402	\$106,183	\$110,468	\$116,090	\$107,139
EL 2	1,705	\$118,376	\$121,762	\$127,501	\$133,176	\$143,308	\$128,481
SES 1	280	\$167,600	\$172,102	\$178,718	\$197,991	\$209,389	\$185,236
SES 2	48	\$199,189	\$223,700	\$244,077	\$260,069	\$268,200	\$240,054
SES 3	7	\$265,638	\$307,522	\$315,300	\$316,725	\$326,159	\$305,892
All employees	13,154	\$68,871	\$79,172	\$87,271	\$108,113	\$135,208	\$96,400



Table 10: Geographical allowance recipients by classification, 2020

				Distribution of geographic allowances					
Classification	Total Employees	Employees with geographic allowances	% with geographic allowances	Percentile (5)	Percentile (25)	Median	Percentile (75)	Percentile (95)	Average
Graduate	1,537	190	12.4%	\$419	\$600	\$850	\$1,337	\$3,614	\$1,370
APS 1	343	62	18.1%	\$513	\$2,710	\$9,157	\$13,081	\$27,715	\$9,604
APS 2	2,033	407	20.0%	\$68	\$303	\$505	\$2,228	\$14,197	\$2,787
APS 3	11,975	1,693	14.1%	\$140	\$375	\$454	\$1,265	\$13,269	\$2,463
APS 4	25,379	1,171	4.6%	\$155	\$432	\$1,170	\$5,230	\$15,157	\$3,738
APS 5	20,454	1,700	8.3%	\$105	\$424	\$738	\$5,748	\$29,095	\$5,559
APS 6	33,569	1,525	4.5%	\$89	\$495	\$1,838	\$6,650	\$40,905	\$8,055
EL 1	26,761	1,110	4.1%	\$80	\$1,049	\$7,043	\$32,714	\$76,090	\$20,863
EL 2	11,931	577	4.8%	\$179	\$2,222	\$24,091	\$67,847	\$208,821	\$49,862
SES 1	2,038	172	8.4%	\$2,081	\$26,050	\$50,984	\$89,862	\$256,749	\$77,553
SES 2	588	53	9.0%	\$1,384	\$12,942	\$40,338	\$70,613	\$411,422	\$83,465
SES 3	120	22	18.3%	\$6,450	\$16,742	\$30,251	\$55,393	\$109,441	\$40,712
All employees	136,728	8,682	6.3%	\$117	\$430	\$1,246	\$8,347	\$58,045	\$11,847



Table 11: Hardship allowance recipients by classification, 2020

				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	1,537	11	0.7%	\$41	\$210	\$458	\$5,397	\$37,718	\$8,037
APS 1	343	19	5.5%	\$193	\$1,570	\$2,853	\$2,936	\$2,936	\$2,195
APS 2	2,033	40	2.0%	\$16	\$50	\$293	\$1,613	\$18,698	\$3,524
APS 3	11,975	784	6.5%	\$128	\$488	\$2,936	\$44,959	\$51,732	\$19,060
APS 4	25,379	684	2.7%	\$25	\$232	\$422	\$907	\$31,100	\$3,557
APS 5	20,454	608	3.0%	\$61	\$630	\$10,489	\$49,821	\$61,106	\$23,338
APS 6	33,569	467	1.4%	\$20	\$1,178	\$8,596	\$44,401	\$68,097	\$21,952
EL 1	26,761	566	2.1%	\$63	\$5,850	\$24,079	\$65,914	\$89,288	\$37,811
EL 2	11,931	300	2.5%	\$1,044	\$11,134	\$29,842	\$64,991	\$93,764	\$41,234
SES 1	2,038	103	5.1%	\$5,855	\$23,487	\$42,684	\$78,856	\$107,199	\$56,063
SES 2	588	31	5.3%	\$6,191	\$17,950	\$23,920	\$72,241	\$94,272	\$40,122
SES 3	120	14	11.7%	\$6,526	\$17,816	\$33,982	\$44,658	\$83,531	\$36,766
All employees	136,728	3,627	2.7%	\$50	\$478	\$6,345	\$45,513	\$77,231	\$22,992



Table 12: Additional duties/responsibilities allowance recipients by classification, 2020

				Distribution of additional duties allowances					
Classification	Total Employees	Employees with additional duties allowances	% with additional duties allowances	Percentile (5)	Percentile (25)	Median	Percentile (75)	Percentile (95)	Average
Graduate	1,537	15	1.0%	\$294	\$447	\$634	\$672	\$785	\$572
APS 1	343	22	6.4%	\$455	\$522	\$548	\$722	\$995	\$638
APS 2	2,033	116	5.7%	\$387	\$522	\$615	\$656	\$1,919	\$724
APS 3	11,975	1,261	10.5%	\$356	\$575	\$666	\$2,353	\$2,353	\$1,206
APS 4	25,379	2,622	10.3%	\$333	\$530	\$666	\$723	\$1,346	\$734
APS 5	20,454	2,222	10.9%	\$356	\$531	\$665	\$728	\$2,353	\$845
APS 6	33,569	3,133	9.3%	\$356	\$529	\$655	\$723	\$2,353	\$797
EL 1	26,761	2,054	7.7%	\$356	\$532	\$665	\$728	\$1,681	\$897
EL 2	11,931	645	5.4%	\$356	\$530	\$666	\$806	\$20,933	\$3,777
SES 1	2,038	66	3.2%	\$524	\$3,141	\$6,530	\$10,000	\$28,216	\$9,064
SES 2	588	11	1.9%	\$773	\$2,919	\$32,617	\$43,382	\$50,015	\$26,548
SES 3	120	3	2.5%	\$39,340	\$47,987	\$58,796	\$60,913	\$62,607	\$53,001
All employees	136,728	12,170	8.9%	\$356	\$536	\$666	\$763	\$2,353	\$1,089



Table 13: Base Salary by primary employment instrument and classification, 2020

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	1,482	\$61,170	\$61,825	\$66,454	\$68,436	\$71,641
	PSA	55	\$59,498	\$59,498	\$66,313	\$66,313	\$66,313
APS 1	EA	266	\$45,459	\$47,759	\$51,458	\$51,583	\$59,179
	PSA	77	\$50,750	\$51,499	\$51,499	\$51,499	\$51,499
APS 2	CLA	2	\$54,877	\$57,982	\$61,863	\$65,744	\$68,849
	EA	1,959	\$49,975	\$53,368	\$56,405	\$58,463	\$60,202
	PSA	72	\$57,849	\$57,925	\$57,925	\$57,925	\$57,925
APS 3	CLA	7	\$62,700	\$68,976	\$72,969	\$78,014	\$84,375
	EA	8,612	\$58,759	\$61,825	\$65,270	\$66,670	\$66,744
	PSA	3,356	\$59,498	\$59,498	\$66,312	\$66,312	\$66,312
APS 4	CLA	58	\$77,927	\$86,807	\$93,605	\$101,845	\$115,065
	EA	13,574	\$66,443	\$70,427	\$72,890	\$73,721	\$75,638
	PSA	11,747	\$68,137	\$73,472	\$73,472	\$73,472	\$73,472
APS 5	CLA	51	\$88,206	\$108,502	\$128,133	\$137,949	\$158,428
	EA	16,921	\$74,285	\$77,960	\$79,010	\$81,394	\$83,793
	PSA	3,482	\$75,993	\$79,806	\$79,806	\$79,806	\$79,806
APS 6	AWA	1	\$90,249	\$90,249	\$90,249	\$90,249	\$90,249
	CLA	70	\$97,928	\$114,483	\$165,390	\$191,327	\$224,890
	EA	27,829	\$82,898	\$89,693	\$92,540	\$95,181	\$99,680
	PSA	5,669	\$84,122	\$91,256	\$94,670	\$94,670	\$94,670
EL 1	AWA	5	\$113,644	\$132,656	\$134,771	\$136,077	\$137,938
	CLA	87	\$136,016	\$207,667	\$230,349	\$230,349	\$300,734
	EA	23,744	\$105,829	\$112,500	\$115,762	\$119,208	\$125,312
	PSA	2,925	\$105,219	\$113,471	\$113,471	\$113,471	\$120,410
EL 2	AWA	1	\$205,020	\$205,020	\$205,020	\$205,020	\$205,020
	CLA	65	\$194,035	\$255,944	\$292,243	\$381,328	\$518,813
	EA	10,821	\$126,593	\$139,170	\$144,837	\$148,907	\$161,065
	PSA	1,044	\$121,762	\$132,250	\$140,926	\$140,926	\$149,230
SES 1	AWA	6	\$226,125	\$230,471	\$243,507	\$243,507	\$243,507
	CLA	242	\$167,810	\$190,102	\$206,324	\$223,572	\$237,499
	EA	19	\$172,238	\$172,238	\$172,238	\$172,238	\$172,238
	PSA	1,771	\$171,645	\$193,800	\$202,356	\$219,320	\$239,528
SES 2	AWA	4	\$278,180	\$278,180	\$289,371	\$300,561	\$300,561
	CLA	71	\$218,060	\$248,716	\$260,501	\$274,928	\$298,434
	EA	5	\$209,936	\$209,936	\$209,936	\$209,936	\$209,936
	PSA	508	\$227,311	\$247,393	\$263,861	\$281,610	\$311,944
SES 3	CLA	11	\$326,074	\$356,500	\$389,171	\$389,823	\$558,226
	PSA	109	\$317,750	\$336,600	\$361,446	\$386,483	\$434,801
All employees		136,728	\$62,817	\$73,472	\$88,114	\$113,471	\$147,521



Table 14: Base salary by classification and gender, 2020

Classification	Gender	Number of employees ^(a)	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	775	\$61,170	\$61,825	\$66,881		\$68,436	\$72,498	\$65,823
	Female	758	\$61,170	\$61,825	\$65,778	98.4%	\$67,777	\$70,718	\$65,335
APS 1	Male	193	\$45,856	\$49,577	\$51,499		\$51,583	\$56,991	\$50,814
	Female	148	\$44,681	\$48,398	\$51,458	99.9%	\$51,499	\$55,532	\$50,355
APS 2	Male	800	\$49,975	\$52,004	\$55,154		\$58,463	\$60,202	\$55,376
	Female	1,232	\$49,975	\$54,321	\$57,361	104.0%	\$58,463	\$60,202	\$56,327
APS 3	Male	4,356	\$59,334	\$61,825	\$65,270		\$66,382	\$66,701	\$64,250
	Female	7,612	\$59,498	\$61,825	\$65,270	100.0%	\$66,382	\$66,701	\$64,259
APS 4	Male	7,866	\$66,616	\$70,988	\$73,256		\$73,472	\$75,283	\$72,380
	Female	17,496	\$67,009	\$71,097	\$73,472	100.3%	\$73,472	\$74,929	\$72,358
APS 5	Male	7,794	\$73,959	\$78,043	\$78,873		\$80,879	\$83,248	\$79,323
	Female	12,651	\$74,628	\$78,043	\$79,806	101.2%	\$81,394	\$83,793	\$79,602
APS 6	Male	14,005	\$82,898	\$90,219	\$92,540		\$94,670	\$99,680	\$92,303
	Female	19,556	\$83,599	\$89,718	\$93,112	100.6%	\$94,995	\$97,710	\$92,273
EL 1	Male	12,366	\$105,829	\$113,471	\$115,762		\$118,340	\$125,312	\$116,130
	Female	14,388	\$105,575	\$112,241	\$115,762	100.0%	\$119,208	\$125,312	\$115,662
EL 2	Male	6,069	\$127,022	\$140,411	\$144,837		\$148,907	\$164,599	\$146,563
	Female	5,860	\$125,312	\$137,493	\$144,429	99.7%	\$147,700	\$158,120	\$144,176
SES 1	Male	1,006	\$171,917	\$195,764	\$203,015		\$221,804	\$241,775	\$206,544
	Female	1,032	\$170,820	\$189,353	\$201,408	99.2%	\$218,180	\$238,033	\$202,606
SES 2	Male	328	\$224,279	\$247,393	\$266,347		\$283,459	\$317,909	\$269,419
	Female	260	\$223,349	\$247,393	\$260,501	97.8%	\$277,861	\$304,615	\$263,699
SES 3	Male	64	\$323,478	\$344,051	\$369,380		\$387,645	\$478,370	\$377,392
	Female	56	\$315,300	\$335,838	\$358,366	97.0%	\$389,500	\$414,577	\$361,413
All employees		136,671	\$62,817	\$73,472	\$88,114		\$113,471	\$147,521	\$95,200

(a) Gender comparison does not include employees who identify as indeterminate/intersex/unspecified due to these numbers being statistically small.



Table 15: Total Remuneration Package (TRP) by classification and gender, 2020

Classification	Gender	Number of employees ^(a)	Percentile (5) of TRP	Percentile (25) of TRP	Median TRP	Percentile (75) of TRP	Percentile (95) of TRP	Average TRP
Graduate	Male	775	\$69,330	\$73,287	\$76,525	\$78,701	\$83,707	\$76,128
	Female	758	\$69,330	\$72,231	\$75,908	\$78,212	\$81,609	\$75,499
APS 1	Male	193	\$52,918	\$57,408	\$59,430	\$62,224	\$68,189	\$59,919
	Female	148	\$51,555	\$55,814	\$59,430	\$61,541	\$66,443	\$58,902
APS 2	Male	800	\$57,696	\$60,026	\$65,134	\$69,728	\$73,460	\$65,367
	Female	1,232	\$58,004	\$63,568	\$66,837	\$70,263	\$73,607	\$66,457
APS 3	Male	4,356	\$68,436	\$73,029	\$76,524	\$80,040	\$85,873	\$76,492
	Female	7,612	\$68,661	\$72,339	\$76,511	\$78,974	\$83,347	\$75,600
APS 4	Male	7,866	\$77,136	\$82,619	\$84,787	\$87,864	\$92,763	\$85,259
	Female	17,496	\$77,136	\$82,739	\$84,787	\$87,799	\$90,952	\$85,014
APS 5	Male	7,794	\$85,349	\$90,682	\$92,793	\$96,370	\$100,576	\$93,338
	Female	12,651	\$85,822	\$90,447	\$93,075	\$96,128	\$99,954	\$93,306
APS 6	Male	14,005	\$95,842	\$104,352	\$108,506	\$112,694	\$119,241	\$108,479
	Female	19,556	\$96,257	\$104,213	\$108,904	\$112,954	\$118,006	\$108,305
EL 1	Male	12,366	\$122,127	\$131,586	\$136,717	\$139,730	\$149,433	\$136,564
	Female	14,388	\$121,929	\$130,946	\$136,564	\$139,706	\$147,697	\$135,820
EL 2	Male	6,069	\$147,399	\$163,370	\$170,446	\$177,210	\$201,948	\$173,408
	Female	5,860	\$146,577	\$161,131	\$169,558	\$175,928	\$192,190	\$170,315
SES 1	Male	1,006	\$226,216	\$243,214	\$256,812	\$268,854	\$290,222	\$257,737
	Female	1,032	\$225,397	\$239,527	\$253,349	\$265,214	\$287,999	\$253,778
SES 2	Male	328	\$292,483	\$311,842	\$324,089	\$344,248	\$385,742	\$331,483
	Female	260	\$288,013	\$306,087	\$320,179	\$340,033	\$369,312	\$324,330
SES 3	Male	64	\$391,995	\$418,309	\$442,855	\$460,046	\$547,513	\$449,997
	Female	56	\$391,151	\$412,416	\$432,170	\$457,962	\$490,031	\$436,164
All employees		136,671	\$73,287	\$87,557	\$102,753	\$132,133	\$174,834	\$112,265

(a) Gender comparison does not include employees who identify as indeterminate/intersex/unspecified due to these numbers being statistically small.



Table 16: Total Reward (TR) by classification and gender, 2020

Classification	Gender	Number of employees ^(a)	Percentile (5) of TR	Percentile (25) of TR	Median TR	Percentile (75) of TR	Percentile (95) of TR	Average TR
Graduate	Male	775	\$69,330	\$73,287	\$76,525	\$78,701	\$83,707	\$76,131
	Female	758	\$69,330	\$72,231	\$75,908	\$78,212	\$81,609	\$75,501
APS 1	Male	193	\$52,918	\$57,766	\$59,430	\$62,949	\$68,189	\$60,069
	Female	148	\$51,555	\$55,814	\$59,430	\$61,541	\$66,443	\$58,971
APS 2	Male	800	\$57,696	\$60,069	\$65,212	\$69,728	\$73,717	\$65,522
	Female	1,232	\$58,004	\$63,568	\$66,837	\$70,657	\$74,014	\$66,590
APS 3	Male	4,356	\$68,436	\$73,127	\$76,524	\$80,040	\$85,880	\$76,554
	Female	7,612	\$68,661	\$72,487	\$76,524	\$78,974	\$83,462	\$75,669
APS 4	Male	7,866	\$77,136	\$82,637	\$85,074	\$88,098	\$92,817	\$85,318
	Female	17,496	\$77,136	\$82,739	\$84,787	\$87,799	\$91,041	\$85,070
APS 5	Male	7,794	\$85,437	\$90,691	\$92,882	\$96,370	\$100,866	\$93,537
	Female	12,651	\$85,822	\$90,478	\$93,102	\$96,350	\$100,428	\$93,462
APS 6	Male	14,005	\$95,865	\$104,425	\$108,590	\$112,907	\$119,415	\$108,711
	Female	19,556	\$96,285	\$104,274	\$109,029	\$113,131	\$118,257	\$108,449
EL 1	Male	12,366	\$122,127	\$131,586	\$136,717	\$140,122	\$149,855	\$136,910
	Female	14,388	\$121,936	\$130,946	\$136,564	\$140,122	\$148,338	\$136,032
EL 2	Male	6,069	\$147,744	\$163,443	\$170,823	\$177,896	\$203,558	\$174,734
	Female	5,860	\$146,583	\$161,182	\$170,307	\$176,619	\$194,289	\$171,110
SES 1	Male	1,006	\$226,367	\$243,620	\$256,950	\$270,887	\$294,587	\$258,600
	Female	1,032	\$226,282	\$239,806	\$253,890	\$266,043	\$290,557	\$254,759
SES 2	Male	328	\$292,483	\$312,772	\$324,408	\$346,327	\$404,401	\$334,689
	Female	260	\$288,013	\$306,087	\$320,179	\$340,201	\$370,411	\$326,370
SES 3	Male	64	\$391,995	\$418,792	\$443,753	\$460,046	\$547,513	\$461,461
	Female	56	\$391,151	\$413,332	\$432,170	\$457,962	\$500,786	\$436,900
All employees		136,671	\$73,396	\$87,602	\$102,893	\$132,169	\$175,312	\$112,532

(a) Gender comparison does not include employees who identify as indeterminate/intersex/unspecified due to these numbers being statistically small.



Table 17: Base Salary by employment category and classification, 2020

	Number of employees		Percentile (5) of Base Salary		Percentile (25) of Base Salary		Median of Base Salary		Percentile (75) of Base Salary		Percentile (95) of Base Salary		Average Base Salary	
Classification	Ongoing	Non-ongoing	Ongoing	Non-ongoing	Ongoing	Non-ongoing	Ongoing	Non-ongoing	Ongoing	Non-ongoing	Ongoing	Non-ongoing	Ongoing	Non-ongoing
Graduate	1,532	5	\$61,170	\$61,653	\$61,825	\$67,763	\$66,313	\$67,763	\$68,153	\$74,958	\$71,641	\$74,958	\$65,576	\$69,113
APS 1	260	83	\$45,856	\$44,921	\$50,351	\$47,378	\$51,499	\$49,649	\$51,583	\$51,458	\$59,179	\$51,458	\$50,990	\$49,450
APS 2	1,508	525	\$50,801	\$49,975	\$54,321	\$50,451	\$57,925	\$52,325	\$58,463	\$54,321	\$60,202	\$57,361	\$57,016	\$52,896
APS 3	9,718	2,257	\$59,510	\$58,123	\$63,422	\$59,498	\$66,312	\$60,666	\$66,382	\$61,825	\$66,701	\$66,319	\$64,967	\$61,179
APS 4	23,699	1,680	\$67,687	\$65,395	\$71,667	\$66,335	\$73,472	\$68,859	\$73,472	\$70,988	\$74,929	\$74,117	\$72,592	\$69,145
APS 5	19,251	1,203	\$74,628	\$73,141	\$78,043	\$74,881	\$79,806	\$76,920	\$81,394	\$79,798	\$83,793	\$82,928	\$79,633	\$77,283
APS 6	32,255	1,314	\$83,600	\$80,665	\$90,362	\$83,624	\$93,112	\$88,127	\$95,000	\$93,530	\$99,095	\$96,837	\$92,425	\$88,851
EL 1	25,921	840	\$105,829	\$101,373	\$113,471	\$106,570	\$115,762	\$112,214	\$119,208	\$117,535	\$125,312	\$131,799	\$115,899	\$115,220
EL 2	11,525	406	\$126,402	\$123,747	\$138,996	\$136,924	\$144,837	\$142,728	\$148,000	\$148,997	\$161,065	\$183,462	\$145,367	\$146,004
SES 1	1,986	52	\$171,645	\$167,810	\$192,888	\$178,914	\$202,910	\$198,447	\$220,882	\$216,487	\$239,614	\$235,860	\$204,692	\$199,107
SES 2	558	30	\$223,700	\$218,054	\$247,393	\$247,284	\$263,750	\$250,883	\$279,330	\$284,718	\$307,800	\$360,479	\$266,830	\$268,006
SES 3	109	11	\$317,750	\$323,478	\$346,443	\$323,478	\$362,100	\$323,478	\$389,500	\$394,992	\$420,780	\$515,634	\$369,437	\$374,869
All employees	128,322	8,406	\$65,270	\$53,895	\$73,472	\$61,825	\$90,492	\$71,641	\$113,730	\$86,630	\$147,580	\$137,146	\$96,171	\$80,272



Table 18: Median Base Salary by classification 2016 to 2020

	2016		2017		2018		2019		2020	
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	\$62,493	3.9%	\$62,698	0.3%	\$63,030	0.5%	\$66,443	5.4%	\$66,313	-0.2%
APS 1	\$47,567	-0.4%	\$48,194	1.3%	\$49,460	2.6%	\$48,521	-1.9%	\$51,484	6.1%
APS 2	\$54,588	0.0%	\$56,220	3.0%	\$56,694	0.8%	\$57,925	2.2%	\$57,122	-1.4%
APS 3	\$61,512	0.0%	\$61,970	0.7%	\$63,952	3.2%	\$64,799	1.3%	\$65,270	0.7%
APS 4	\$69,239	0.0%	\$71,317	3.0%	\$72,531	1.7%	\$73,256	1.0%	\$73,472	0.3%
APS 5	\$74,451	0.0%	\$76,561	2.8%	\$78,092	2.0%	\$78,873	1.0%	\$79,725	1.1%
APS 6	\$87,263	0.4%	\$89,449	2.5%	\$91,238	2.0%	\$92,150	1.0%	\$93,112	1.0%
EL 1	\$108,796	0.4%	\$111,633	2.6%	\$113,866	2.0%	\$115,005	1.0%	\$115,762	0.7%
EL 2	\$135,583	1.3%	\$138,195	1.9%	\$140,680	1.8%	\$142,556	1.3%	\$144,837	1.6%
SES 1	\$184,626	2.0%	\$189,353	2.6%	\$196,609	3.8%	\$202,910	3.2%	\$202,910	0.0%
SES 2	\$239,272	2.8%	\$245,348	2.5%	\$256,491	4.5%	\$265,091	3.4%	\$263,750	-0.5%
SES 3	\$327,000	4.8%	\$336,876	3.0%	\$350,000	3.9%	\$362,100	3.5%	\$361,501	-0.2%
All employees	\$78,457	2.1%	\$81,206	3.5%	\$83,347	2.6%	\$86,436	3.7%	\$88,114	1.9%



Table 19: Median Total Remuneration Package (TRP) by classification 2016 to 2020

	2016		2017	2018		2019		2020		
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	\$72,974	5.1%	\$72,354	-0.9%	\$72,862	0.7%	\$76,643	5.2%	\$76,230	-0.5%
APS 1	\$55,371	0.0%	\$56,275	1.6%	\$57,077	1.4%	\$57,136	0.1%	\$59,430	4.0%
APS 2	\$63,581	0.0%	\$65,488	3.0%	\$65,559	0.1%	\$68,052	3.8%	\$66,340	-2.5%
APS 3	\$72,116	0.0%	\$73,206	1.5%	\$74,576	1.9%	\$76,525	2.6%	\$76,524	0.0%
APS 4	\$80,031	-0.2%	\$82,300	2.8%	\$83,947	2.0%	\$84,787	1.0%	\$84,787	0.0%
APS 5	\$87,762	0.4%	\$89,679	2.2%	\$91,254	1.8%	\$92,151	1.0%	\$93,021	0.9%
APS 6	\$103,305	0.9%	\$106,046	2.7%	\$107,136	1.0%	\$108,603	1.4%	\$108,705	0.1%
EL 1	\$128,987	1.3%	\$131,714	2.1%	\$133,609	1.4%	\$135,598	1.5%	\$136,598	0.7%
EL 2	\$160,578	1.2%	\$164,067	2.2%	\$166,891	1.7%	\$169,070	1.3%	\$170,148	0.6%
SES 1	\$243,083	1.3%	\$247,732	1.9%	\$251,141	1.4%	\$254,739	1.4%	\$254,739	0.0%
SES 2	\$305,066	1.7%	\$310,641	1.8%	\$316,953	2.0%	\$323,857	2.2%	\$322,733	-0.3%
SES 3	\$410,874	3.9%	\$420,420	2.3%	\$426,771	1.5%	\$436,338	2.2%	\$439,777	0.8%
All employees	\$92,736	0.7%	\$95,287	2.8%	\$97,586	2.4%	\$100,557	3.0%	\$102,717	2.1%



Table 20: Median Total Reward (TR) by classification 2016 to 2020

	2016		2017		2018		2019		2020	
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	\$72,974	5.1%	\$72,354	-0.9%	\$72,862	0.7%	\$76,643	5.2%	\$76,230	-0.5%
APS 1	\$55,550	-0.1%	\$56,511	1.7%	\$57,077	1.0%	\$57,136	0.1%	\$59,430	4.0%
APS 2	\$64,306	0.0%	\$66,091	2.8%	\$65,729	-0.5%	\$68,286	3.9%	\$66,354	-2.8%
APS 3	\$72,116	-0.1%	\$73,839	2.4%	\$74,995	1.6%	\$76,525	2.0%	\$76,524	0.0%
APS 4	\$80,395	0.0%	\$82,300	2.4%	\$83,947	2.0%	\$84,787	1.0%	\$84,787	0.0%
APS 5	\$87,952	0.5%	\$89,807	2.1%	\$91,344	1.7%	\$92,370	1.1%	\$93,026	0.7%
APS 6	\$103,305	0.6%	\$106,046	2.7%	\$107,463	1.3%	\$108,603	1.1%	\$108,793	0.2%
EL 1	\$129,433	1.4%	\$131,946	1.9%	\$133,825	1.4%	\$135,598	1.3%	\$136,693	0.8%
EL 2	\$162,103	1.7%	\$165,446	2.1%	\$168,298	1.7%	\$170,397	1.2%	\$170,592	0.1%
SES 1	\$243,467	1.1%	\$248,251	2.0%	\$251,519	1.3%	\$255,317	1.5%	\$254,996	-0.1%
SES 2	\$305,616	1.6%	\$311,013	1.8%	\$317,159	2.0%	\$324,212	2.2%	\$322,740	-0.5%
SES 3	\$411,667	3.8%	\$421,800	2.5%	\$430,080	2.0%	\$436,856	1.6%	\$442,155	1.2%
All employees	\$92,881	0.7%	\$95,416	2.7%	\$97,847	2.5%	\$100,700	2.9%	\$102,871	2.2%



Table 21: Remuneration findings by classification, 2020
Graduate

	Number of employees	Min	P5	Q1	Median	Q3	P95	Max	Average
Base Salary	1537	\$56,630	\$61,170	\$61,825	\$66,313	\$68,153	\$71,641	\$83,086	\$65,588
Agency superannuation contribution	1537	\$5,022	\$7,505	\$9,620	\$10,333	\$10,696	\$11,462	\$20,666	\$10,208
Cost of motor vehicle	0								
Cash in lieu of motor vehicle	0								
Motor vehicle parking	91	\$285	\$285	\$285	\$285	\$285	\$285	\$285	\$285
Personal benefits	31	\$100	\$100	\$177	\$299	\$299	\$2,147	\$3,500	\$479
Other supplementary payments	7	\$157	\$181	\$327	\$425	\$487	\$1,705	\$2,213	\$632
Total Remuneration Package (TRP)	1537	\$65,265	\$69,330	\$73,287	\$76,230	\$78,439	\$82,973	\$95,881	\$75,825
Performance bonus paid	2	\$2,000	\$2,000	\$2,000	\$2,000	\$2,000	\$2,000	\$2,000	\$2,000
Retention bonus paid	0								
Productivity bonus	0								
Sign on bonus	0								
Group or whole of agency performance bonuses	0								
Total Reward (TR)	1537	\$65,265	\$69,330	\$73,287	\$76,230	\$78,439	\$82,973	\$95,881	\$75,828
Additional duties/responsibilities allowances	15	\$226	\$294	\$447	\$634	\$672	\$785	\$835	\$572
Qualifications and/or skills based allowances	13	\$314	\$339	\$533	\$2,849	\$4,712	\$9,077	\$9,087	\$3,387
Market related allowances – specific job	0								
Market related allowances – specific individual	0								
Superannuation allowances	0								
Income maintenance allowance	0								
Hours of duty allowances	272	\$26	\$31	\$32	\$82	\$219	\$811	\$5,806	\$285
Expense allowances	63	\$17	\$110	\$146	\$185	\$332	\$866	\$1,856	\$320
Geographic/locality allowances	190	\$15	\$419	\$600	\$850	\$1,337	\$3,614	\$23,849	\$1,370
Hardship allowances	11	\$36	\$41	\$210	\$458	\$5,397	\$37,718	\$63,601	\$8,037
Health and lifestyle allowances	213	\$101	\$200	\$291	\$500	\$600	\$600	\$600	\$418
Individual performance related allowances	5	\$943	\$977	\$1,114	\$1,657	\$2,229	\$2,800	\$2,943	\$1,777
Annual leave loading	0								
TR + Allowances	1537	\$65,265	\$69,330	\$73,287	\$76,656	\$78,878	\$83,983	\$178,683	\$76,216



Table 22: Remuneration findings by classification, 2020

APS 1

	Number of employees	Min	P5	Q1	Median	Q3	P95	Max	Average
Base Salary	343	\$44,028	\$45,680	\$49,511	\$51,484	\$51,583	\$55,532	\$59,179	\$50,617
Agency superannuation contribution	343	\$3,761	\$6,814	\$7,472	\$7,931	\$10,294	\$13,203	\$17,936	\$8,857
Cost of motor vehicle	0								
Cash in lieu of motor vehicle	0								
Motor vehicle parking	0								
Personal benefits	0								
Other supplementary payments	0								
Total Remuneration Package (TRP)	343	\$50,808	\$52,715	\$57,063	\$59,430	\$61,992	\$68,048	\$74,351	\$59,474
Performance bonus paid	35	\$406	\$455	\$672	\$725	\$725	\$725	\$725	\$668
Retention bonus paid	8	\$1,489	\$1,549	\$1,904	\$1,986	\$2,234	\$2,242	\$2,246	\$1,978
Productivity bonus	0								
Sign on bonus	0								
Group or whole of agency performance bonuses	0								
Total Reward (TR)	343	\$50,808	\$52,715	\$57,063	\$59,430	\$62,306	\$68,048	\$74,351	\$59,589
Additional duties/responsibilities allowances	22	\$387	\$455	\$522	\$548	\$722	\$995	\$1,037	\$638
Qualifications and/or skills based allowances	3	\$1,467	\$1,533	\$1,798	\$2,130	\$2,130	\$2,130	\$2,130	\$1,909
Market related allowances – specific job	0								
Market related allowances – specific individual	0								
Superannuation allowances	0								
Income maintenance allowance	1	\$11,469	\$11,469	\$11,469	\$11,469	\$11,469	\$11,469	\$11,469	\$11,469
Hours of duty allowances	41	\$30	\$31	\$63	\$459	\$7,937	\$11,208	\$12,447	\$3,396
Expense allowances	0								
Geographic/locality allowances	62	\$314	\$513	\$2,710	\$9,157	\$13,081	\$27,715	\$33,231	\$9,604
Hardship allowances	19	\$58	\$193	\$1,570	\$2,853	\$2,936	\$2,936	\$2,936	\$2,195
Health and lifestyle allowances	4	\$40	\$57	\$123	\$175	\$324	\$620	\$694	\$271
Individual performance related allowances	0								
Annual leave loading	0								
TR + Allowances	343	\$50,808	\$52,920	\$58,143	\$59,430	\$63,148	\$82,381	\$104,109	\$61,946



Table 23: Remuneration findings by classification, 2020
APS 2

	Number of employees	Min	P5	Q1	Median	Q3	P95	Max	Average
Base Salary	2033	\$49,975	\$49,975	\$53,895	\$57,122	\$58,463	\$60,202	\$69,625	\$55,952
Agency superannuation contribution	2033	\$900	\$7,228	\$8,241	\$9,280	\$11,678	\$14,789	\$27,460	\$10,070
Cost of motor vehicle	0								
Cash in lieu of motor vehicle	0								
Motor vehicle parking	0								
Personal benefits	38	\$112	\$124	\$149	\$275	\$289	\$299	\$299	\$232
Other supplementary payments	11	\$0	\$0	\$2	\$5	\$67	\$201	\$334	\$51
Total Remuneration Package (TRP)	2033	\$54,715	\$57,696	\$62,293	\$66,340	\$70,093	\$73,541	\$87,662	\$66,027
Performance bonus paid	338	\$213	\$435	\$725	\$725	\$725	\$725	\$5,367	\$711
Retention bonus paid	19	\$1,779	\$1,852	\$2,319	\$2,475	\$2,537	\$2,821	\$2,895	\$2,438
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)	2033	\$54,715	\$57,696	\$62,293	\$66,354	\$70,289	\$73,779	\$87,662	\$66,168
Additional duties/responsibilities allowances	116	\$356	\$387	\$522	\$615	\$656	\$1,919	\$3,855	\$724
Qualifications and/or skills based allowances	3	\$2,130	\$2,130	\$2,130	\$2,130	\$2,130	\$2,130	\$2,130	\$2,130
Market related allowances – specific job	0								
Market related allowances – specific individual	0								
Superannuation allowances	0								
Income maintenance allowance	1	\$6,807	\$6,807	\$6,807	\$6,807	\$6,807	\$6,807	\$6,807	\$6,807
Hours of duty allowances	419	\$13	\$31	\$63	\$128	\$500	\$2,531	\$24,509	\$704
Expense allowances	8	\$19	\$56	\$254	\$356	\$438	\$519	\$521	\$325
Geographic/locality allowances	407	\$2	\$68	\$303	\$505	\$2,228	\$14,197	\$63,309	\$2,787
Hardship allowances	40	\$6	\$16	\$50	\$293	\$1,613	\$18,698	\$60,779	\$3,524
Health and lifestyle allowances	73	\$100	\$199	\$320	\$320	\$320	\$534	\$600	\$341
Individual performance related allowances	0								
Annual leave loading	1	\$1,100	\$1,100	\$1,100	\$1,100	\$1,100	\$1,100	\$1,100	\$1,100
TR + Allowances	2033	\$54,734	\$58,649	\$62,588	\$66,837	\$70,988	\$75,311	\$132,026	\$67,002



Table 24: Remuneration findings by classification, 2020
APS 3

	Number of employees	Min	P5	Q1	Median	Q3	P95	Max	Average
Base Salary	11975	\$55,359	\$59,498	\$61,825	\$65,270	\$66,382	\$66,701	\$85,399	\$64,253
Agency superannuation contribution	11975	\$1,432	\$8,004	\$9,620	\$10,493	\$12,931	\$18,570	\$31,081	\$11,634
Cost of motor vehicle	0								
Cash in lieu of motor vehicle	0								
Motor vehicle parking	41	\$285	\$285	\$285	\$285	\$285	\$2,496	\$2,564	\$450
Personal benefits	209	\$27	\$98	\$149	\$285	\$289	\$299	\$564	\$231
Other supplementary payments	539	\$0	\$16	\$120	\$287	\$555	\$2,923	\$9,674	\$643
Total Remuneration Package (TRP)	11975	\$61,470	\$68,661	\$72,491	\$76,524	\$79,241	\$85,073	\$99,596	\$75,921
Performance bonus paid	878	\$73	\$464	\$725	\$725	\$725	\$1,880	\$7,685	\$843
Retention bonus paid	20	\$156	\$156	\$2,097	\$2,812	\$2,970	\$3,404	\$6,537	\$2,522
Productivity bonus	0								
Sign on bonus	0								
Group or whole of agency performance bonuses	12	\$300	\$300	\$300	\$300	\$300	\$300	\$300	\$300
Total Reward (TR)	11975	\$61,470	\$68,661	\$72,491	\$76,524	\$79,243	\$85,096	\$99,596	\$75,988
Additional duties/responsibilities allowances	1261	\$3	\$356	\$575	\$666	\$2,353	\$2,353	\$5,418	\$1,206
Qualifications and/or skills based allowances	171	\$358	\$666	\$1,014	\$1,014	\$2,079	\$3,203	\$17,009	\$1,730
Market related allowances – specific job	0								
Market related allowances – specific individual	3	\$1,316	\$1,316	\$1,316	\$1,316	\$1,316	\$1,316	\$1,316	\$1,316
Superannuation allowances	0								
Income maintenance allowance	1	\$1,033	\$1,033	\$1,033	\$1,033	\$1,033	\$1,033	\$1,033	\$1,033
Hours of duty allowances	4342	\$1	\$31	\$64	\$192	\$600	\$3,299	\$29,979	\$803
Expense allowances	154	\$0	\$42	\$171	\$407	\$413	\$1,096	\$3,504	\$401
Geographic/locality allowances	1693	\$3	\$140	\$375	\$454	\$1,265	\$13,269	\$51,715	\$2,463
Hardship allowances	784	\$11	\$128	\$488	\$2,936	\$44,959	\$51,732	\$75,922	\$19,060
Health and lifestyle allowances	253	\$21	\$83	\$220	\$320	\$500	\$653	\$1,496	\$363
Individual performance related allowances	0								
Annual leave loading	66	\$20	\$39	\$90	\$228	\$460	\$1,115	\$1,368	\$336
TR + Allowances	11975	\$62,854	\$68,661	\$72,953	\$76,555	\$80,040	\$89,430	\$164,246	\$78,041



Table 25: Remuneration findings by classification, 2020

APS 4

	Number of employees	Min	P5	Q1	Median	Q3	P95	Max	Average
Base Salary	25379	\$61,698	\$67,009	\$71,048	\$73,472	\$73,472	\$74,929	\$119,291	\$72,363
Agency superannuation contribution	25379	\$640	\$10,093	\$11,078	\$11,539	\$14,327	\$17,411	\$45,209	\$12,706
Cost of motor vehicle	1	\$698	\$698	\$698	\$698	\$698	\$698	\$698	\$698
Cash in lieu of motor vehicle	0								
Motor vehicle parking	81	\$285	\$285	\$285	\$285	\$1,495	\$2,564	\$4,138	\$770
Personal benefits	345	\$43	\$100	\$149	\$270	\$299	\$444	\$6,620	\$295
Other supplementary payments	372	\$0	\$28	\$223	\$558	\$870	\$2,736	\$8,571	\$770
Total Remuneration Package (TRP)	25379	\$69,582	\$77,136	\$82,704	\$84,787	\$87,799	\$91,365	\$137,400	\$85,087
Performance bonus paid	1095	\$20	\$440	\$733	\$733	\$733	\$4,047	\$16,065	\$1,260
Retention bonus paid	23	\$131	\$146	\$1,831	\$3,085	\$3,364	\$3,662	\$3,887	\$2,389
Productivity bonus	1	\$806	\$806	\$806	\$806	\$806	\$806	\$806	\$806
Sign on bonus	0								
Group or whole of agency performance bonuses	6	\$300	\$300	\$300	\$300	\$300	\$300	\$300	\$300
Total Reward (TR)	25379	\$69,582	\$77,136	\$82,707	\$84,787	\$87,799	\$91,484	\$141,701	\$85,144
Additional duties/responsibilities allowances	2622	\$25	\$333	\$530	\$666	\$723	\$1,346	\$4,888	\$734
Qualifications and/or skills based allowances	445	\$81	\$1,014	\$1,126	\$2,702	\$2,702	\$2,702	\$9,188	\$2,213
Market related allowances – specific job	0								
Market related allowances – specific individual	15	\$1,428	\$1,459	\$1,473	\$1,473	\$1,473	\$1,858	\$2,756	\$1,555
Superannuation allowances	2	\$567	\$572	\$591	\$616	\$640	\$660	\$664	\$616
Income maintenance allowance	9	\$58	\$169	\$335	\$401	\$950	\$3,942	\$4,115	\$1,190
Hours of duty allowances	10819	\$11	\$31	\$94	\$254	\$723	\$2,145	\$21,979	\$639
Expense allowances	448	\$2	\$55	\$150	\$289	\$490	\$911	\$4,655	\$399
Geographic/locality allowances	1171	\$7	\$155	\$432	\$1,170	\$5,230	\$15,157	\$39,031	\$3,738
Hardship allowances	684	\$4	\$25	\$232	\$422	\$907	\$31,100	\$65,004	\$3,557
Health and lifestyle allowances	1211	\$13	\$100	\$200	\$275	\$346	\$821	\$4,089	\$336
Individual performance related allowances	3	\$1,395	\$1,570	\$2,268	\$3,140	\$3,633	\$4,027	\$4,126	\$2,887
Annual leave loading	409	\$2	\$24	\$117	\$300	\$603	\$1,154	\$2,391	\$419
TR + Allowances	25379	\$69,582	\$77,328	\$83,015	\$85,498	\$88,502	\$93,118	\$194,104	\$85,831



Table 26: Remuneration findings by classification, 2020

APS 5

	Number of employees	Min	P5	Q1	Median	Q3	P95	Max	Average
Base Salary	20454	\$61,488	\$74,472	\$78,043	\$79,725	\$81,394	\$83,766	\$167,140	\$79,495
Agency superannuation contribution	20454	\$0	\$11,194	\$12,057	\$12,663	\$15,562	\$19,340	\$55,899	\$13,776
Cost of motor vehicle	5	\$0	\$3	\$12	\$823	\$838	\$7,700	\$9,416	\$2,218
Cash in lieu of motor vehicle	0								
Motor vehicle parking	740	\$285	\$285	\$285	\$285	\$285	\$285	\$3,273	\$340
Personal benefits	565	\$38	\$109	\$249	\$299	\$299	\$720	\$10,500	\$412
Other supplementary payments	440	\$0	\$29	\$234	\$552	\$957	\$4,513	\$11,960	\$989
Total Remuneration Package (TRP)	20454	\$70,957	\$85,606	\$90,498	\$93,021	\$96,280	\$100,234	\$183,018	\$93,317
Performance bonus paid	2245	\$81	\$674	\$789	\$789	\$1,405	\$4,337	\$52,879	\$1,461
Retention bonus paid	51	\$95	\$133	\$2,000	\$3,435	\$3,942	\$4,338	\$4,570	\$2,782
Productivity bonus	11	\$1,159	\$1,390	\$2,637	\$8,756	\$11,445	\$20,071	\$26,288	\$8,564
Sign on bonus	0								
Group or whole of agency performance bonuses	23	\$300	\$300	\$300	\$300	\$300	\$930	\$1,000	\$361
Total Reward (TR)	20454	\$70,957	\$85,709	\$90,542	\$93,026	\$96,370	\$100,601	\$235,897	\$93,489
Additional duties/responsibilities allowances	2222	\$58	\$356	\$531	\$665	\$728	\$2,353	\$9,612	\$845
Qualifications and/or skills based allowances	249	\$94	\$714	\$1,014	\$2,500	\$4,084	\$9,188	\$19,622	\$3,145
Market related allowances – specific job	0								
Market related allowances – specific individual	51	\$1,252	\$1,612	\$1,612	\$1,612	\$1,612	\$2,828	\$8,776	\$1,909
Superannuation allowances	0								
Income maintenance allowance	13	\$390	\$1,233	\$2,347	\$6,000	\$7,000	\$9,660	\$13,650	\$5,169
Hours of duty allowances	4952	\$1	\$31	\$63	\$219	\$688	\$4,813	\$35,983	\$1,031
Expense allowances	372	\$4	\$49	\$225	\$308	\$590	\$1,424	\$8,399	\$521
Geographic/locality allowances	1700	\$2	\$105	\$424	\$738	\$5,748	\$29,095	\$89,126	\$5,559
Hardship allowances	608	\$11	\$61	\$630	\$10,489	\$49,821	\$61,106	\$157,979	\$23,338
Health and lifestyle allowances	1544	\$6	\$150	\$200	\$215	\$300	\$600	\$1,859	\$283
Individual performance related allowances	24	\$876	\$1,546	\$3,944	\$4,338	\$4,338	\$4,757	\$6,134	\$3,977
Annual leave loading	124	\$6	\$48	\$253	\$404	\$554	\$1,397	\$1,695	\$487
TR + Allowances	20454	\$73,636	\$85,903	\$90,959	\$93,708	\$96,909	\$103,359	\$273,243	\$95,071



Table 27: Remuneration findings by classification, 2020

APS 6

	Number of employees	Min	P5	Q1	Median	Q3	P95	Max	Average
Base Salary	33569	\$67,100	\$83,000	\$89,936	\$93,112	\$94,815	\$98,816	\$253,961	\$92,285
Agency superannuation contribution	33569	\$0	\$12,383	\$14,024	\$14,810	\$18,305	\$22,026	\$43,081	\$16,027
Cost of motor vehicle	9	\$0	\$0	\$0	\$0	\$170	\$1,189	\$1,500	\$277
Cash in lieu of motor vehicle	0								
Motor vehicle parking	729	\$285	\$285	\$285	\$285	\$285	\$1,524	\$7,688	\$404
Personal benefits	1233	\$3	\$109	\$268	\$299	\$626	\$3,055	\$48,779	\$899
Other supplementary payments	524	\$1	\$70	\$334	\$668	\$1,597	\$5,829	\$17,658	\$1,489
Total Remuneration Package (TRP)	33569	\$77,433	\$96,250	\$104,278	\$108,705	\$112,796	\$118,474	\$275,655	\$108,378
Performance bonus paid	3355	\$20	\$737	\$922	\$922	\$922	\$1,925	\$119,458	\$1,584
Retention bonus paid	103	\$39	\$105	\$659	\$2,456	\$4,606	\$5,068	\$10,965	\$2,678
Productivity bonus	41	\$150	\$402	\$2,299	\$7,343	\$17,903	\$25,882	\$36,920	\$10,910
Sign on bonus	0								
Group or whole of agency performance bonuses	38	\$300	\$300	\$300	\$300	\$300	\$1,000	\$1,000	\$374
Total Reward (TR)	33569	\$77,433	\$96,250	\$104,278	\$108,793	\$113,078	\$118,769	\$375,231	\$108,558
Additional duties/responsibilities allowances	3133	\$22	\$356	\$529	\$655	\$723	\$2,353	\$43,287	\$797
Qualifications and/or skills based allowances	308	\$649	\$995	\$1,277	\$2,226	\$4,084	\$10,000	\$26,562	\$3,528
Market related allowances – specific job	0								
Market related allowances – specific individual	76	\$1,849	\$1,849	\$1,849	\$1,849	\$1,849	\$5,722	\$20,047	\$2,562
Superannuation allowances	1	\$222	\$222	\$222	\$222	\$222	\$222	\$222	\$222
Income maintenance allowance	21	\$9	\$61	\$1,091	\$3,055	\$7,056	\$12,376	\$14,441	\$4,615
Hours of duty allowances	6452	\$1	\$31	\$63	\$220	\$887	\$7,891	\$83,020	\$1,449
Expense allowances	568	\$2	\$40	\$164	\$300	\$480	\$1,509	\$5,712	\$470
Geographic/locality allowances	1525	\$1	\$89	\$495	\$1,838	\$6,650	\$40,905	\$122,613	\$8,055
Hardship allowances	467	\$11	\$20	\$1,178	\$8,596	\$44,401	\$68,097	\$94,254	\$21,952
Health and lifestyle allowances	3180	\$13	\$143	\$200	\$200	\$300	\$600	\$1,980	\$285
Individual performance related allowances	48	\$133	\$434	\$1,662	\$3,915	\$5,068	\$9,968	\$10,411	\$4,012
Annual leave loading	74	\$25	\$118	\$198	\$404	\$584	\$1,249	\$1,960	\$493
TR + Allowances	33569	\$77,433	\$96,474	\$104,807	\$109,249	\$113,287	\$120,464	\$375,231	\$109,665



Table 28: Remuneration findings by classification, 2020

EL 1

	Number of employees	Min	P5	Q1	Median	Q3	P95	Max	Average
Base Salary	26761	\$90,308	\$105,664	\$113,057	\$115,762	\$119,208	\$125,312	\$363,747	\$115,878
Agency superannuation contribution	26761	\$0	\$15,611	\$17,594	\$19,479	\$22,640	\$25,885	\$65,615	\$20,141
Cost of motor vehicle	19	\$0	\$0	\$335	\$1,378	\$4,503	\$10,323	\$11,370	\$3,054
Cash in lieu of motor vehicle	1	\$24,000	\$24,000	\$24,000	\$24,000	\$24,000	\$24,000	\$24,000	\$24,000
Motor vehicle parking	1314	\$285	\$285	\$285	\$285	\$285	\$285	\$7,688	\$362
Personal benefits	830	\$35	\$100	\$249	\$299	\$911	\$10,449	\$296,794	\$2,911
Other supplementary payments	386	\$9	\$120	\$484	\$1,092	\$2,450	\$8,986	\$39,861	\$2,304
Total Remuneration Package (TRP)	26761	\$101,955	\$122,127	\$131,190	\$136,598	\$139,730	\$148,397	\$438,449	\$136,164
Performance bonus paid	3309	\$11	\$460	\$1,150	\$1,150	\$2,196	\$2,384	\$202,686	\$1,933
Retention bonus paid	119	\$56	\$212	\$955	\$4,065	\$6,325	\$11,378	\$16,528	\$4,157
Productivity bonus	46	\$300	\$700	\$2,936	\$5,710	\$11,190	\$32,230	\$37,721	\$8,959
Sign on bonus	1	\$5,000	\$5,000	\$5,000	\$5,000	\$5,000	\$5,000	\$5,000	\$5,000
Group or whole of agency performance bonuses	55	\$300	\$300	\$300	\$300	\$300	\$1,000	\$1,000	\$440
Total Reward (TR)	26761	\$101,955	\$122,127	\$131,190	\$136,693	\$140,122	\$149,048	\$525,614	\$136,438
Additional duties/responsibilities allowances	2054	\$16	\$356	\$532	\$665	\$728	\$1,681	\$22,753	\$897
Qualifications and/or skills based allowances	366	\$105	\$838	\$2,226	\$4,084	\$6,126	\$13,783	\$40,064	\$5,177
Market related allowances – specific job	6	\$4,650	\$4,820	\$5,864	\$7,767	\$9,542	\$10,034	\$10,034	\$7,597
Market related allowances – specific individual	57	\$2,281	\$2,281	\$3,280	\$10,000	\$16,879	\$30,195	\$40,000	\$11,554
Superannuation allowances	4	\$218	\$244	\$346	\$537	\$793	\$1,054	\$1,119	\$603
Income maintenance allowance	38	\$395	\$819	\$2,326	\$4,877	\$7,018	\$20,727	\$36,586	\$6,874
Hours of duty allowances	2814	\$0	\$31	\$125	\$630	\$2,853	\$11,872	\$48,966	\$2,581
Expense allowances	519	\$3	\$25	\$227	\$338	\$480	\$1,820	\$9,723	\$508
Geographic/locality allowances	1110	\$5	\$80	\$1,049	\$7,043	\$32,714	\$76,090	\$349,065	\$20,863
Hardship allowances	566	\$11	\$63	\$5,850	\$24,079	\$65,914	\$89,288	\$231,090	\$37,811
Health and lifestyle allowances	3152	\$13	\$150	\$200	\$200	\$300	\$600	\$1,595	\$291
Individual performance related allowances	69	\$200	\$643	\$1,891	\$4,951	\$6,038	\$14,469	\$14,952	\$4,934
Annual leave loading	6	\$128	\$135	\$155	\$287	\$483	\$989	\$1,150	\$419
TR + Allowances	26761	\$101,955	\$122,127	\$131,592	\$136,834	\$141,184	\$153,494	\$525,614	\$138,607



Table 29: Remuneration findings by classification, 2020
EL2

	Number of employees	Min	P5	Q1	Median	Q3	P95	Max	Average
Base Salary	11931	\$105,582	\$126,402	\$138,658	\$144,837	\$148,115	\$161,065	\$568,489	\$145,389
Agency superannuation contribution	11931	\$0	\$18,867	\$22,279	\$26,229	\$27,951	\$32,609	\$87,495	\$25,572
Cost of motor vehicle	42	\$0	\$4	\$1,113	\$5,532	\$9,092	\$25,667	\$26,000	\$6,871
Cash in lieu of motor vehicle	165	\$5,159	\$20,000	\$24,300	\$25,000	\$25,780	\$26,102	\$35,000	\$24,338
Motor vehicle parking	704	\$52	\$285	\$285	\$285	\$285	\$6,006	\$16,474	\$1,152
Personal benefits	1760	\$8	\$295	\$1,740	\$1,740	\$1,740	\$4,219	\$143,400	\$2,632
Other supplementary payments	362	\$54	\$273	\$668	\$1,500	\$2,597	\$16,273	\$51,346	\$3,567
Total Remuneration Package (TRP)	11931	\$121,841	\$147,059	\$162,389	\$170,148	\$176,643	\$196,129	\$593,489	\$171,885
Performance bonus paid	1481	\$14	\$1,150	\$1,421	\$1,421	\$2,908	\$14,727	\$512,092	\$7,135
Retention bonus paid	138	\$50	\$522	\$2,876	\$7,480	\$11,847	\$31,735	\$94,719	\$10,313
Productivity bonus	54	\$65	\$745	\$3,182	\$7,057	\$17,006	\$32,144	\$57,183	\$11,404
Sign on bonus	6	\$7,815	\$7,963	\$8,510	\$9,409	\$10,000	\$10,000	\$10,000	\$9,173
Group or whole of agency performance bonuses	29	\$300	\$300	\$300	\$1,000	\$1,000	\$9,400	\$15,000	\$1,676
Total Reward (TR)	11931	\$121,841	\$147,083	\$162,541	\$170,592	\$177,050	\$198,853	\$1,105,581	\$172,951
Additional duties/responsibilities allowances	645	\$54	\$356	\$530	\$666	\$806	\$20,933	\$99,153	\$3,777
Qualifications and/or skills based allowances	244	\$434	\$1,316	\$3,152	\$5,898	\$10,500	\$28,628	\$63,236	\$8,538
Market related allowances – specific job	6	\$11,047	\$11,950	\$14,659	\$14,659	\$17,663	\$58,496	\$71,774	\$24,244
Market related allowances – specific individual	117	\$2,281	\$2,789	\$11,000	\$20,000	\$32,635	\$65,449	\$195,928	\$25,979
Superannuation allowances	1	\$1,528	\$1,528	\$1,528	\$1,528	\$1,528	\$1,528	\$1,528	\$1,528
Income maintenance allowance	30	\$671	\$886	\$3,504	\$7,975	\$12,997	\$17,876	\$20,317	\$8,564
Hours of duty allowances	783	\$9	\$32	\$313	\$1,476	\$3,761	\$11,966	\$43,589	\$3,180
Expense allowances	374	\$6	\$58	\$300	\$412	\$911	\$4,996	\$25,169	\$1,300
Geographic/locality allowances	577	\$5	\$179	\$2,222	\$24,091	\$67,847	\$208,821	\$678,096	\$49,862
Hardship allowances	300	\$13	\$1,044	\$11,134	\$29,842	\$64,991	\$93,764	\$252,067	\$41,234
Health and lifestyle allowances	1394	\$5	\$150	\$200	\$275	\$300	\$600	\$1,396	\$306
Individual performance related allowances	121	\$375	\$600	\$3,000	\$7,104	\$10,329	\$24,920	\$55,000	\$9,113
Annual leave loading	3	\$194	\$220	\$324	\$454	\$584	\$688	\$714	\$454
TR + Allowances	11931	\$121,841	\$147,185	\$162,740	\$171,308	\$179,345	\$218,877	\$1,105,581	\$177,444



Table 30: Remuneration findings by classification, 2020
SES 1

	Number of employees	Min	P5	Q1	Median	Q3	P95	Max	Average
Base Salary	2038	\$153,774	\$171,645	\$192,657	\$202,910	\$220,245	\$239,408	\$332,183	\$204,550
Agency superannuation contribution	2038	\$13,777	\$27,459	\$33,021	\$37,039	\$40,312	\$45,402	\$58,549	\$36,702
Cost of motor vehicle	27	\$2,792	\$3,188	\$4,081	\$12,233	\$26,000	\$26,558	\$29,947	\$14,781
Cash in lieu of motor vehicle	980	\$1,004	\$21,086	\$25,000	\$25,208	\$27,880	\$29,205	\$36,625	\$25,710
Motor vehicle parking	658	\$202	\$919	\$2,698	\$2,789	\$3,746	\$8,289	\$22,483	\$3,589
Personal benefits	138	\$41	\$111	\$295	\$720	\$2,975	\$68,036	\$194,420	\$10,108
Other supplementary payments	53	\$70	\$199	\$410	\$753	\$3,343	\$14,982	\$18,731	\$2,979
Total Remuneration Package (TRP)	2038	\$185,656	\$225,904	\$241,929	\$254,739	\$266,756	\$289,204	\$416,492	\$255,732
Performance bonus paid	88	\$738	\$1,717	\$3,649	\$9,449	\$15,996	\$23,437	\$32,700	\$10,321
Retention bonus paid	6	\$2,656	\$3,345	\$6,550	\$10,273	\$13,301	\$19,363	\$21,081	\$10,650
Productivity bonus	61	\$258	\$1,722	\$6,067	\$12,208	\$22,032	\$32,970	\$61,395	\$14,896
Sign on bonus	0								
Group or whole of agency performance bonuses	0								
Total Reward (TR)	2038	\$185,656	\$226,282	\$242,576	\$254,996	\$267,394	\$291,719	\$416,492	\$256,655
Additional duties/responsibilities allowances	66	\$299	\$524	\$3,141	\$6,530	\$10,000	\$28,216	\$51,994	\$9,064
Qualifications and/or skills based allowances	73	\$372	\$1,158	\$3,833	\$8,931	\$15,000	\$44,746	\$56,427	\$14,151
Market related allowances – specific job	0								
Market related allowances – specific individual	3	\$16,687	\$16,943	\$17,967	\$19,248	\$24,674	\$29,015	\$30,100	\$22,012
Superannuation allowances	0								
Income maintenance allowance	1	\$27,880	\$27,880	\$27,880	\$27,880	\$27,880	\$27,880	\$27,880	\$27,880
Hours of duty allowances	39	\$344	\$460	\$1,102	\$1,567	\$3,722	\$6,657	\$8,962	\$2,523
Expense allowances	130	\$29	\$107	\$300	\$349	\$1,809	\$12,398	\$25,670	\$2,172
Geographic/locality allowances	172	\$60	\$2,081	\$26,050	\$50,984	\$89,862	\$256,749	\$574,490	\$77,553
Hardship allowances	103	\$901	\$5,855	\$23,487	\$42,684	\$78,856	\$107,199	\$269,925	\$56,063
Health and lifestyle allowances	14	\$80	\$125	\$200	\$295	\$436	\$599	\$600	\$321
Individual performance related allowances	2	\$645	\$1,113	\$2,984	\$5,323	\$7,661	\$9,532	\$10,000	\$5,323
Annual leave loading	0								
TR + Allowances	2038	\$197,183	\$227,358	\$243,619	\$258,152	\$273,342	\$351,214	\$924,824	\$267,074



Table 31: Remuneration findings by classification, 2020
SES 2

	Number of employees	Min	P5	Q1	Median	Q3	P95	Max	Average
Base Salary	588	\$199,189	\$223,472	\$247,393	\$263,750	\$280,752	\$310,991	\$607,055	\$266,890
Agency superannuation contribution	588	\$21,694	\$35,220	\$42,932	\$47,355	\$52,105	\$57,771	\$93,085	\$47,440
Cost of motor vehicle	13	\$2,782	\$3,561	\$5,436	\$9,475	\$16,758	\$27,570	\$28,000	\$13,215
Cash in lieu of motor vehicle	255	\$18,641	\$22,155	\$25,000	\$27,000	\$28,000	\$30,501	\$35,000	\$26,844
Motor vehicle parking	178	\$44	\$572	\$2,698	\$3,120	\$4,357	\$13,051	\$22,274	\$3,982
Personal benefits	32	\$114	\$167	\$504	\$1,277	\$4,219	\$64,763	\$137,105	\$11,788
Other supplementary payments	20	\$55	\$69	\$393	\$993	\$8,344	\$21,405	\$45,567	\$6,156
Total Remuneration Package (TRP)	588	\$255,008	\$289,109	\$309,475	\$322,733	\$341,928	\$379,438	\$642,222	\$328,320
Performance bonus paid	22	\$6,923	\$7,521	\$20,000	\$23,361	\$29,552	\$237,662	\$421,997	\$59,175
Retention bonus paid	2	\$11,904	\$12,116	\$12,965	\$14,026	\$15,087	\$15,936	\$16,148	\$14,026
Productivity bonus	13	\$141	\$1,385	\$7,300	\$20,666	\$29,694	\$37,007	\$37,634	\$19,380
Sign on bonus	0								
Group or whole of agency performance bonuses	0								
Total Reward (TR)	588	\$255,008	\$289,109	\$309,475	\$322,740	\$343,705	\$387,126	\$1,064,219	\$331,010
Additional duties/responsibilities allowances	11	\$704	\$773	\$2,919	\$32,617	\$43,382	\$50,015	\$56,648	\$26,548
Qualifications and/or skills based allowances	20	\$827	\$1,048	\$3,403	\$7,777	\$14,248	\$49,841	\$49,868	\$12,774
Market related allowances – specific job	0								
Market related allowances – specific individual	2	\$6,126	\$6,570	\$8,345	\$10,563	\$12,782	\$14,556	\$15,000	\$10,563
Superannuation allowances	1	\$10,762	\$10,762	\$10,762	\$10,762	\$10,762	\$10,762	\$10,762	\$10,762
Income maintenance allowance	1	\$29,880	\$29,880	\$29,880	\$29,880	\$29,880	\$29,880	\$29,880	\$29,880
Hours of duty allowances	6	\$331	\$533	\$1,225	\$1,481	\$2,838	\$6,673	\$7,800	\$2,587
Expense allowances	23	\$65	\$65	\$300	\$345	\$1,820	\$6,964	\$26,845	\$2,143
Geographic/locality allowances	53	\$64	\$1,384	\$12,942	\$40,338	\$70,613	\$411,422	\$808,372	\$83,465
Hardship allowances	31	\$3,524	\$6,191	\$17,950	\$23,920	\$72,241	\$94,272	\$107,250	\$40,122
Health and lifestyle allowances	1	\$273	\$273	\$273	\$273	\$273	\$273	\$273	\$273
Individual performance related allowances	1	\$9,968	\$9,968	\$9,968	\$9,968	\$9,968	\$9,968	\$9,968	\$9,968
Annual leave loading	0								
TR + Allowances	588	\$255,008	\$291,694	\$311,611	\$327,175	\$350,600	\$428,592	\$1,079,292	\$341,813



Table 32: Remuneration findings by classification, 2020
SES 3

	Number of employees	Min	P5	Q1	Median	Q3	P95	Max	Average
Base Salary	120	\$287,323	\$317,750	\$336,806	\$361,501	\$389,500	\$443,636	\$703,306	\$369,935
Agency superannuation contribution	120	\$21,694	\$32,453	\$57,647	\$66,372	\$70,251	\$75,384	\$85,041	\$62,152
Cost of motor vehicle	2	\$4,081	\$5,377	\$10,561	\$17,040	\$23,520	\$28,704	\$30,000	\$17,040
Cash in lieu of motor vehicle	43	\$10,000	\$22,647	\$26,600	\$28,646	\$30,000	\$34,800	\$35,000	\$28,329
Motor vehicle parking	33	\$53	\$552	\$2,012	\$3,120	\$3,746	\$5,339	\$16,474	\$3,247
Personal benefits	2	\$114	\$135	\$218	\$323	\$427	\$511	\$532	\$323
Other supplementary payments	4	\$77	\$156	\$473	\$2,192	\$5,334	\$9,067	\$10,000	\$3,615
Total Remuneration Package (TRP)	120	\$353,370	\$391,499	\$415,117	\$439,777	\$459,079	\$530,174	\$725,000	\$443,542
Performance bonus paid	4	\$1,222	\$4,635	\$18,289	\$29,265	\$183,150	\$539,782	\$628,940	\$172,173
Retention bonus paid	1	\$40,000	\$40,000	\$40,000	\$40,000	\$40,000	\$40,000	\$40,000	\$40,000
Productivity bonus	1	\$46,214	\$46,214	\$46,214	\$46,214	\$46,214	\$46,214	\$46,214	\$46,214
Sign on bonus	0								
Group or whole of agency performance bonuses	0								
Total Reward (TR)	120	\$353,370	\$391,499	\$415,423	\$442,155	\$459,079	\$530,174	\$1,353,940	\$449,999
Additional duties/responsibilities allowances	3	\$37,178	\$39,340	\$47,987	\$58,796	\$60,913	\$62,607	\$63,030	\$53,001
Qualifications and/or skills based allowances	3	\$1,791	\$2,020	\$2,938	\$4,084	\$27,042	\$45,408	\$50,000	\$18,625
Market related allowances – specific job	0								
Market related allowances – specific individual	0								
Superannuation allowances	0								
Income maintenance allowance	0								
Hours of duty allowances	1	\$2,776	\$2,776	\$2,776	\$2,776	\$2,776	\$2,776	\$2,776	\$2,776
Expense allowances	8	\$65	\$89	\$181	\$360	\$708	\$20,255	\$30,696	\$4,166
Geographic/locality allowances	22	\$5,513	\$6,450	\$16,742	\$30,251	\$55,393	\$109,441	\$112,668	\$40,712
Hardship allowances	14	\$5,658	\$6,526	\$17,816	\$33,982	\$44,658	\$83,531	\$93,019	\$36,766
Health and lifestyle allowances	0								
Individual performance related allowances	0								
Annual leave loading	0								
TR + Allowances	120	\$353,370	\$393,840	\$423,530	\$453,140	\$472,614	\$565,502	\$1,353,940	\$463,844



A.4 Agencies covered in the 2020 report

This list reflects the names of APS agencies employing staff under the *Public Service Act 1999* as at 31 December 2020. Some agencies may have changed name or have been affected by Machinery of Government changes since then.

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

National Capital Authority
 National Disability Insurance Agency
 National Drought and North Queensland Flood Response and Recovery Agency
 National Faster Rail Agency
 National Film and Sound Archive of Australia
 National Health and Medical Research Council
 National Health Funding Body
 National Indigenous Australians Agency
 National Library of Australia
 National Mental Health Commission
 National Museum of Australia
 National Offshore Petroleum Safety and Environmental Management Authority
 National Portrait Gallery of Australia
 NDIS Quality and Safeguards Commission
 North Queensland Water Infrastructure Authority
 Office of the Director of Public Prosecutions
 Office of National Intelligence
 Office of Parliamentary Counsel
 Office of the Australian Information Commissioner
 Office of the Commonwealth Ombudsman
 Office of the Inspector General of Intelligence and Security
 Office of the Inspector General of Taxation
 Old Parliament House (Museum of Australian Democracy)
 Organ and Tissue Authority
 Productivity Commission
 Professional Services Review
 Royal Australian Mint
 Safe Work Australia
 Screen Australia
 Services Australia
 Sport Integrity Australia
 Tertiary Education Quality and Standards Agency
 Torres Strait Regional Authority
 Workplace Gender Equality Agency



