



Australian Government  
Australian Public Service Commission

# AUSTRALIAN PUBLIC SERVICE REMUNERATION REPORT 2021



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## Foreword

The Australian Public Service (APS) Remuneration Report 2021 presents a summary of remuneration paid to APS employees under the *Public Service Act 1999* as at 31 December 2021. 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.

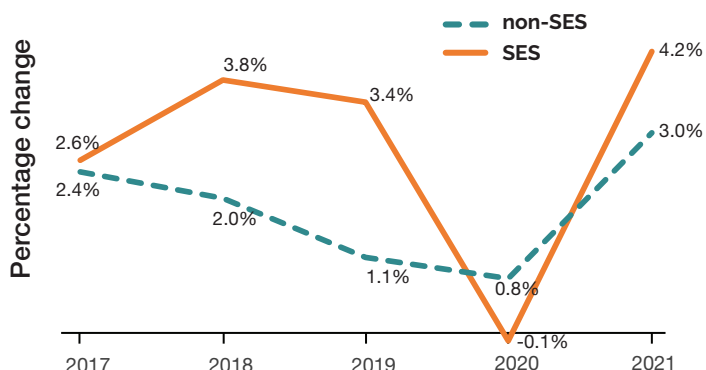
A handwritten signature in black ink, appearing to read 'Peter Woolcott', followed by a long, sweeping horizontal line that extends to the right.

Peter Woolcott AO  
Australian Public Service Commissioner  
August 2022

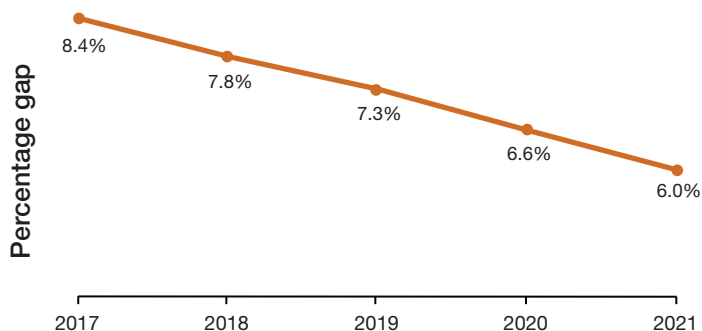


# 2021 APS Remuneration at a glance

Percentage change in weighted median Base Salary 2017 to 2021



Average gender pay gap trends, 2017 to 2021



All remuneration components, weighted median change 2020 to 2021

Classification	non-SES	SES	ALL
Base Salary	3.0%	4.2%	3.0%
Total Rem. Package	2.6%	2.2%	2.5%
Total Reward	2.7%	2.1%	2.7%

Average Base Salary comparison by gender

Classification	Gender	Average Base Salary	% difference between genders
APS 4	Female	\$74,511	-0.2%
	Male	\$74,382	
APS 5	Female	\$81,719	-0.3%
	Male	\$81,478	
APS 6	Female	\$94,710	0.2%
	Male	\$94,915	
EL 1	Female	\$118,661	0.5%
	Male	\$119,312	

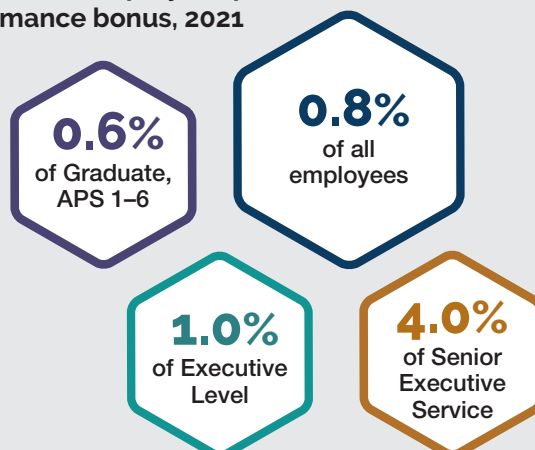
Note: % difference between genders is the difference between male and female average Base Salaries expressed as a % of male earnings. APS 4 – APS 6 and EL 1 classifications make up 77.4% of employees.

Salary set in a determination while an enterprise agreement continued to operate



of employees received remuneration increases in a determination while an underpinning enterprise agreement continued to operate

Proportions of employees paid a performance bonus, 2021



# Executive summary

## Key findings for 2021

- The weighted<sup>1</sup> median Base Salary increase across the APS was 3%. This reflects a weighted median increase of 3% for non-Senior Executive Service (SES) employees and 4.2% for SES employees.
- The weighted median Total Reward increase was 2.7% for non-SES employees and 2.1% for SES employees.
- The difference in overall average remuneration between genders decreased from 6.6% in 2020 to 6% in 2021. A continuing increase in female representation at most senior classifications has influenced this change.
- Over 100,000 employees, or 71% 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 employment instrument) that had passed its nominal expiry date. Sixty-five agencies provided remuneration increases to employees through a determination rather than bargaining new enterprise agreements.
- 1,100 employees, or 0.8% of employees, were paid a performance bonus. Changes to reporting (which are outlined in the next section) dramatically reduced the number of non-SES performance bonuses reported.
- The number of SES performance bonuses reported remained relatively stable at 115, or 4% of SES employees (compared to 4.2% in 2020).

## Influences on the 2021 results

- In 2020 the Australian Government made a decision to defer non-SES general wage increases by six months in response to the COVID-19 pandemic.
- The deferral of non-SES wage increases resulted in the majority of non-SES employees (61%) receiving two wage increases in 2021—the deferred 2020 increase and the scheduled 2021 increase. These employees received total wage increases of between 3.7% and 4% in 2021.
- In June 2021, the Government lifted a suspension of SES remuneration increases that had been in effect from March 2020. This allowed agencies to resume general wage increases and performance-based increment progression (where available) for SES employees.

<sup>1</sup> For the purposes of determining whole-of-APS, non-SES and SES median percentage changes, medians of classifications are weighted to account for the number of employees at each classification and calculate an overall value for each group. These are referred to as 'weighted median' throughout this report. A 'weighted median' differs from a 'median' which is the actual midpoint of all values.



- There was a continued trend to repackage motor vehicle related allowances into SES Base Salaries in some agencies. During 2021, the proportion of SES employees paid a motor vehicle related allowance declined by over 10%. This continued a trend seen in previous remuneration reports.
- The reporting of performance bonuses for 2021 was changed to exclude fixed payments made to employees at the top of their salary scale in lieu of increment progression. Almost all of these payments were made to non-SES employees covered by enterprise agreements.



# 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 2021. The 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](http://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.

Irregular and intermittent (casual) employees, locally-engaged overseas 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 2021 report was received for 143,110 APS employees.<sup>2</sup> This includes 2,859 Senior Executive Service (SES) employees and 140,251 non-SES employees. Total headcount increased by 6,382 (or 4.7%) compared to December 2020 when it was 136,728. This is in line with the increase in APS headcount reported in the 31 December 2021 APS Employment Data Release, which is available from the APSC website:

<https://www.apsc.gov.au/employment-data/aps-employment-data-31-december-2021>

## 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.

## 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](http://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.

<sup>2</sup> Headcount used in this report is based on data from the APS Remuneration Survey which differs from APS Employment Database data due to a different collection scope.



## Australian Government remuneration 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.

A suspension that had been placed on SES remuneration increases was lifted on 25 June 2021. The suspension had applied to general wage increases and, where applicable, performance-based increment progression plus payment of discretionary SES bonuses.

The Australian Government's 2020 decision to defer non-SES general wage increases by six months from the scheduled date of the increase remained in effect until all agencies had applied a six-month deferral. By 31 December 2021 all agencies covered in this report had implemented the decision.

## Workplace Relations Policies

APS agencies negotiate their own workplace arrangements within a policy framework established by the Australian Government. During the coverage period of this report, workplace relations policies<sup>3</sup> allowed for remuneration increases up to an average of 2% per annum in continuing employment instruments or remuneration adjustments capped in line with the Wage Price Index (WPI) for the Private Sector in new employment instruments. The relevant WPI caps that applied during 2021 were 1.7% and 1.9%.

## Performance Bonuses

The Australian Government published the *Performance Bonus Guidance—Principles governing performance bonus use in Commonwealth entities and companies* (the guidance) on 13 August 2021. The reporting of performance bonuses was changed to align with the definition used in the guidance, that is, payments that are genuinely 'at risk' and variable based on performance. Fixed payments made to employees at the top of their salary range in lieu of increment progression, which had previously been reported as performance bonuses, were reported separately for 2021.

<sup>3</sup> During the coverage period of this report, pre-existing employment instruments continued to operate under a policy framework established by the *Workplace Bargaining Policy 2018* which allowed for average remuneration increases of up to 2% per annum. New employment instruments operated under a policy framework established by the *Public Sector Workplace Relations Policy 2020*, which allowed for general remuneration adjustments capped in line with the year-to-June WPI for the Private Sector. Depending on when the new instruments were established, agencies could provide general remuneration adjustments of up to 1.7% (June 2020 WPI) or 1.9% (June 2021 WPI).

## 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, 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, performance by the employee's group or whole agency and fixed top-of-salary-range payments.

### 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, increment progression through salary scales, promotions, engagements and transfers between agencies.

The 31 December 2021 APS Employment Data Release reported that 28.4% of ongoing employees took up initial employment, transferred at level to another agency or were promoted during 2021. The majority of these were newly engaged or promoted employees. High numbers of engagements and promotions can affect median values as newly engaged or promoted employees tend to commence on salaries at the bottom of their salary scale.

Differences in agencies' salary scales may also impact the data where there is significant movement of employees between agencies or changing recruitment patterns between agencies.



The population of each classification can affect median percentage changes. A change in headcount can easily shift the median value in a salary scale for classifications with a small population such as the APS 1, APS 2, Graduate and SES levels.

Large agencies have a significant impact on remuneration movement. Services Australia, the Australian Taxation Office, the Department of Defence and the Department of Home Affairs make up 53% of employees covered in this report. Wage increases and recruitment patterns at these agencies can have a substantial impact on median percentage changes.

Figure 2.1 shows the annual proportional change in weighted median Base Salaries for non-SES and SES employees over the last five years. There were significant increases in non-SES and SES Base Salaries in 2021. This follows very low or negative movement in 2020 due the deferral of remuneration increases.

**Figure 2.1 Percentage change in weighted median Base Salary by classification group 2017 to 2021**

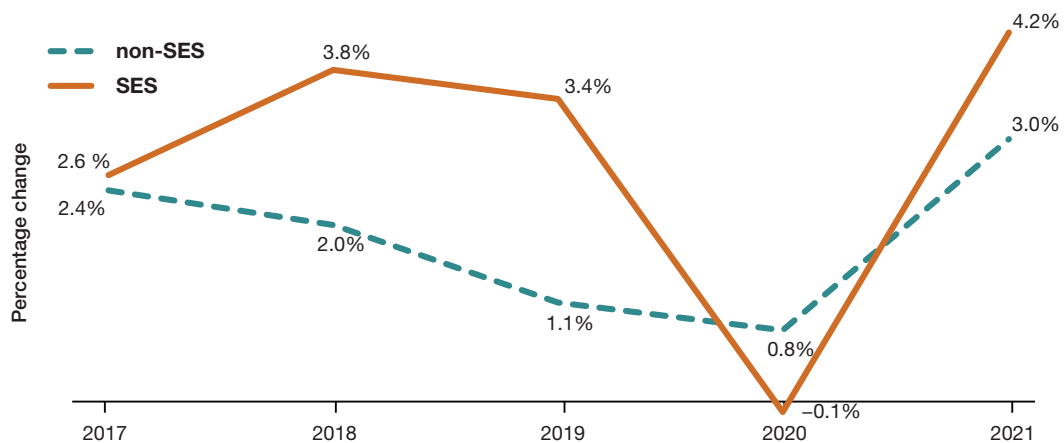
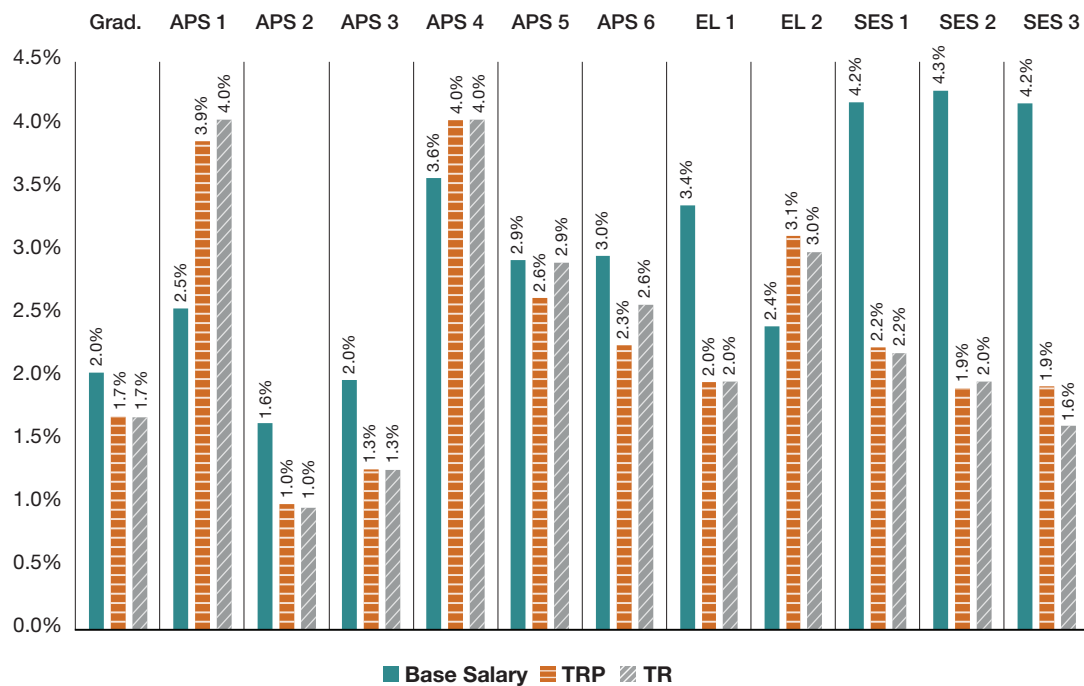


Figure 2.2 shows movement in median remuneration between 2020 and 2021 for Base Salary, TRP and TR. There were increases across all remuneration components and classifications.

Movement in SES TRP and TR was more modest than SES Base Salary movement, suggesting some repackaging of entitlements into Base Salaries.

**Figure 2.2 Percentage change in median remuneration components, 2020 to 2021**



## Chapter 3: Base Salary

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

The weighted median Base Salary increase from 2020 to 2021 was 3% for the whole of the APS. This reflects weighted median increases of 3% for non-SES employees and 4.2% for SES (see Appendix A.3: Table 1b).

The Australian Government's decision in 2020 to defer non-SES wage increases by six months in response to the COVID-19 pandemic had a substantial influence on non-SES Base Salary movement. Forty-two agencies, covering 61% of non-SES employees, had a 2020 increase deferred to 2021. These employees received two wage adjustments in 2021 with total increases ranging between 3.7% and 4% (most receiving 4%). Employees outside of this group received wage increases of up to 2%.

The weighted median SES Base Salary increase was 4.2%. This followed a decrease of 0.1% in 2020 after a Government decision to suspend all SES remuneration increases in response to the pandemic. A number of factors contributed to the 2021 increase including the following:

- SES employees are employed under individual arrangements negotiated directly with their agency. Employees may be offered, or negotiate, higher levels of remuneration or a different remuneration package on transfer or promotion to another agency.
- In June 2021, the Government lifted the suspension of SES remuneration increases. This allowed agencies to resume annual wage increases of 1.7% or 1.9% and performance-based salary progression (where available) for SES employees.
- There was a continued trend to incorporate motor vehicle related allowances into SES Base Salary in some agencies. From 2020 to 2021 the proportion of SES employees paid a motor vehicle related allowance decreased from 48.1% to 35.5%. Since 2017 the proportion of SES paid a motor vehicle related allowance has decreased from 68%. Movement in median Total Remuneration Package and Total Reward for SES employees was significantly lower than SES Base Salary movement, suggesting some repackaging of entitlements.
- One large agency moved staff onto new pay scales to align salaries of employees who moved to the agency, following a 2020 Machinery of Government change, with an existing SES salary scale.
- Given the small size of the SES cohort, population changes can easily impact median values. Almost one quarter of SES employees covered in this report were promoted, engaged or transferred at level during 2021 giving one in four SES employees the opportunity to negotiate a new individual arrangement.

## Base Salary movement by classification

Table 3.1 shows percentage changes in median Base Salary by classification from 2020 to 2021. The median Base Salary increased across all classifications.

The highest median increase was 4.3% at the SES 2 classification followed by 4.2% for both the SES 1 and SES 3 classifications.

The highest non-SES median increase was 3.6% at the APS 4 classification.

The lowest median increase was 1.6% at the APS 2 classification.

**Table 3.1 Base Salary by classification, 2020 and 2021**

	P5		Q1		Median		% change	Q3		P95	
	2020	2021	2020	2021	2020	2021		2020	2021	2020	2021
<b>Grad.</b>	\$61,170	\$62,394	\$61,825	\$64,323	\$66,313	\$67,661	2.0%	\$68,153	\$69,836	\$71,641	\$73,575
<b>APS 1</b>	\$45,680	\$47,526	\$49,511	\$49,977	\$51,484	\$52,792	2.5%	\$51,583	\$53,580	\$55,532	\$55,195
<b>APS 2</b>	\$49,975	\$50,975	\$53,895	\$54,284	\$57,122	\$58,059	1.6%	\$58,463	\$60,825	\$60,202	\$62,634
<b>APS 3</b>	\$59,498	\$59,934	\$61,825	\$61,902	\$65,270	\$66,563	2.0%	\$66,382	\$68,992	\$66,701	\$69,396
<b>APS 4</b>	\$67,009	\$68,915	\$71,048	\$72,407	\$73,472	\$76,103	3.6%	\$73,472	\$76,441	\$74,929	\$77,768
<b>APS 5</b>	\$74,472	\$76,260	\$78,043	\$79,604	\$79,725	\$82,059	2.9%	\$81,394	\$83,658	\$83,766	\$85,469
<b>APS 6</b>	\$83,000	\$85,179	\$89,936	\$91,000	\$93,112	\$95,873	3.0%	\$94,815	\$98,496	\$98,816	\$100,792
<b>EL 1</b>	\$105,664	\$107,571	\$113,057	\$115,550	\$115,762	\$119,651	3.4%	\$119,208	\$121,592	\$125,312	\$128,791
<b>EL 2</b>	\$126,402	\$129,699	\$138,658	\$141,820	\$144,837	\$148,315	2.4%	\$148,115	\$153,543	\$161,065	\$167,324
<b>SES 1</b>	\$171,645	\$179,249	\$192,657	\$199,258	\$202,910	\$211,395	4.2%	\$220,245	\$227,039	\$239,408	\$246,012
<b>SES 2</b>	\$223,472	\$232,539	\$247,393	\$255,055	\$263,750	\$275,000	4.3%	\$280,752	\$290,180	\$310,991	\$319,216
<b>SES 3</b>	\$317,750	\$325,999	\$336,806	\$353,513	\$361,501	\$376,578	4.2%	\$389,500	\$396,122	\$443,636	\$444,581

The relatively low APS 2 median increase of 1.6% may be explained by a high proportion of newly engaged or promoted employees commencing in the classification at the bottom of a salary scale. Due to the small number of employees at the classification the median value is easily impacted.

There were consistently higher median increases across SES classifications compared to non-SES. These median movements were influenced by the factors outlined on page 6.

Other factors that may impact percentage changes are noted at Chapter 2. These include general wage increases, increment progression through salary scales, promotions, engagements and transfers between agencies.



## Base Salary trends

Figure 3.1 presents a comparison of median Base Salary by classification in 2017 and 2021. These are nominal figures, not adjusted for inflation. While all classification levels have seen Base Salary increases over the period, the pace of change continues to vary. Increases ranged from 3.3% at the APS 2 classification to 12.1% at the SES 2 classification.

Over the period, movement in Base Salary for SES classifications has remained higher than for non-SES. This reflects repackaging of allowances into SES Base Salaries over time. 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, 2017 and 2021**

				% increase since 2017
Grad.	2017	\$62,698		
	2021	\$67,661		7.9%
APS 1	2017	\$48,194		
	2021	\$52,792		9.5%
APS 2	2017	\$56,220		
	2021	\$58,059		3.3%
APS 3	2017	\$61,970		
	2021	\$66,563		7.4%
APS 4	2017	\$71,317		
	2021	\$76,103		6.7%
APS 5	2017	\$76,561		
	2021	\$82,059		7.2%
APS 6	2017	\$89,449		
	2021	\$95,873		7.2%
EL 1	2017	\$111,633		
	2021	\$119,651		7.2%
EL 2	2017	\$138,195		
	2021	\$148,315		7.3%
SES 1	2017	\$189,353		
	2021	\$211,395		11.6%
SES 2	2017	\$245,348		
	2021	\$275,000		12.1%
SES 3	2017	\$336,876		
	2021	\$376,578		11.8%



## Base Salary range

Figures 3.2a to 3.2c show changes in Base Salary ranges by classification from 2020 to 2021. See Appendix A.1 for notes on interpreting these figures.

There were increases across all non-SES classifications at all percentiles (except at the APS 1 level).

The APS 1 Base Salary range narrowed with a 4% increase at the 5<sup>th</sup> percentile and slight decrease of 0.6% at the 95<sup>th</sup> percentile. The increase at the 5<sup>th</sup> percentile is due to the promotion of a small number of employees on relatively low salary scales, out of the classification. As the APS 1 classification makes up only 0.2% of all employees it is subject to greater variations from population changes.

The range of values between the APS 4 median and 75<sup>th</sup> percentile (also known as Q3) increased slightly compared to 2020 when these values were identical. However, the distance between the median and 75<sup>th</sup> percentile remained smaller than other classifications reflecting the concentration of APS 4 employees in one large agency.

**Figure 3.2a Base Salary range by classification, 2020 and 2021 (Graduate, APS 1–6)**

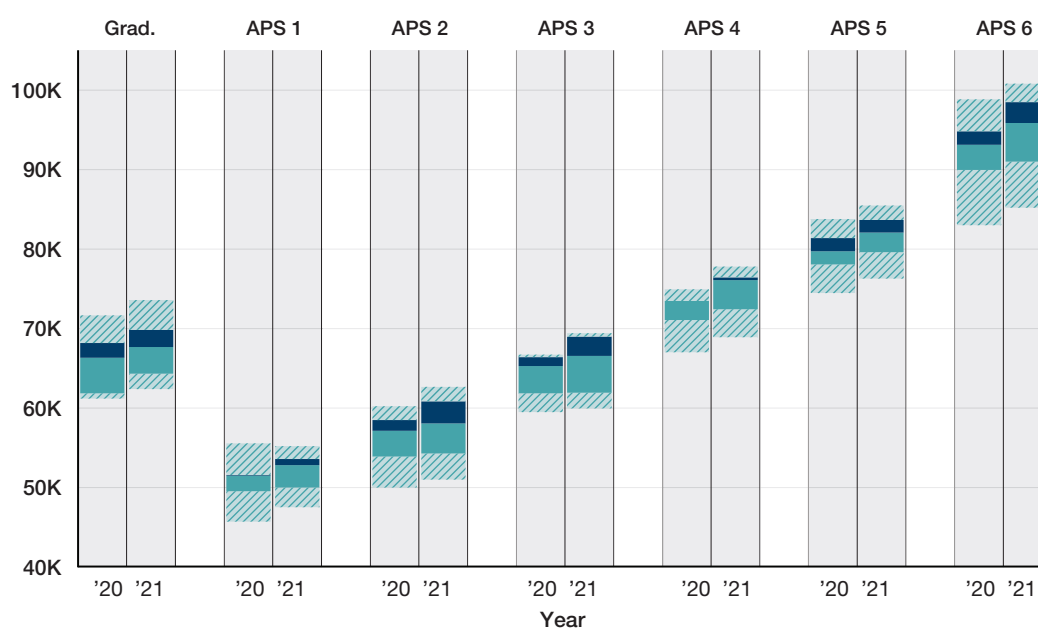
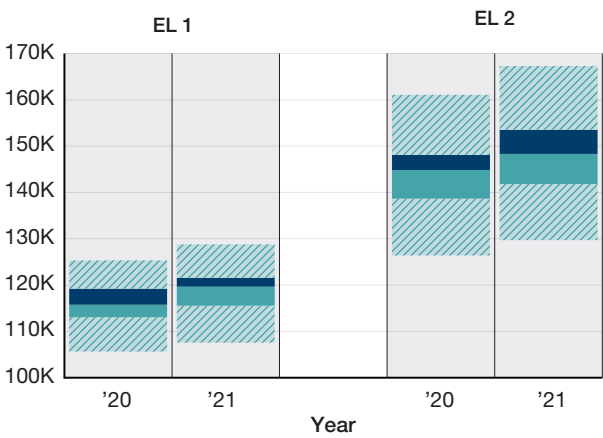
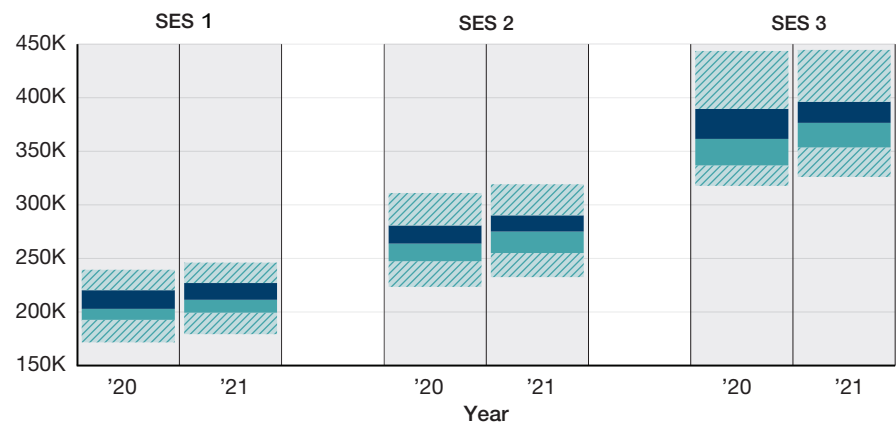


Figure 3.2b Base Salary range by classification, 2020 and 2021 (ELs)



The EL 1 and EL 2 Base Salary ranges widened slightly with the greatest increases occurring at the higher end of the range.

Figure 3.2c Base Salary range by classification, 2020 and 2021 (SES)



For SES classifications, Base Salary ranges narrowed slightly. The highest percentile movements were in the lower half of the salary range. There was virtually no movement at the 95<sup>th</sup> percentile of the SES 3 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/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 weighted median TRP increase from 2020 to 2021 was 2.5% for the whole of the APS. This reflects weighted median increases of 2.6% for non-SES employees and 2.2% for SES (see Appendix A.3: Table 1b).

### Total Remuneration Package movement by classification

Table 4.1 shows percentage changes in median TRP by classification from 2020 to 2021.

The median TRP increased across all classifications.

The highest median increase was 4% at the APS 4 classification. The lowest median increase was 1% at the APS 2 classification.

SES TRP increases were consistently lower than SES Base Salary increases. Median TRP for the SES 1 classification increased by 2.2% and by 1.9% for both the SES 2 and SES 3 classifications.

**Table 4.1 Total Remuneration Package by classification, 2020 and 2021**

	P5		Q1		Median		% change	Q3		P95	
	2020	2021	2020	2021	2020	2021		2020	2021	2020	2021
<b>Grad.</b>	\$69,330	\$72,002	\$73,287	\$74,228	\$76,229	\$77,514	1.7%	\$78,438	\$80,682	\$82,973	\$84,905
<b>APS 1</b>	\$52,714	\$54,724	\$57,063	\$57,673	\$59,430	\$61,729	3.9%	\$61,991	\$63,695	\$68,047	\$66,898
<b>APS 2</b>	\$57,695	\$59,796	\$62,293	\$62,980	\$66,340	\$67,000	1.0%	\$70,093	\$71,932	\$73,540	\$75,460
<b>APS 3</b>	\$68,661	\$69,163	\$72,491	\$71,685	\$76,524	\$77,494	1.3%	\$79,241	\$80,202	\$85,072	\$86,297
<b>APS 4</b>	\$77,135	\$79,528	\$82,703	\$84,028	\$84,787	\$88,212	4.0%	\$87,799	\$90,768	\$91,365	\$94,077
<b>APS 5</b>	\$85,606	\$88,034	\$90,497	\$92,181	\$93,021	\$95,468	2.6%	\$96,280	\$98,359	\$100,233	\$102,416
<b>APS 6</b>	\$96,249	\$98,336	\$104,277	\$105,923	\$108,705	\$111,154	2.3%	\$112,796	\$115,012	\$118,474	\$121,471
<b>EL 1</b>	\$122,126	\$124,136	\$131,190	\$134,224	\$136,598	\$139,277	2.0%	\$139,730	\$143,712	\$148,397	\$151,877
<b>EL 2</b>	\$147,058	\$150,475	\$162,388	\$165,561	\$170,148	\$175,452	3.1%	\$176,643	\$181,452	\$196,129	\$200,669
<b>SES 1</b>	\$225,903	\$230,995	\$241,929	\$246,197	\$254,739	\$260,432	2.2%	\$266,756	\$272,584	\$289,204	\$295,837
<b>SES 2</b>	\$289,109	\$296,235	\$309,475	\$316,139	\$322,733	\$328,890	1.9%	\$341,927	\$347,178	\$379,438	\$380,007
<b>SES 3</b>	\$391,499	\$387,816	\$415,117	\$421,772	\$439,777	\$448,253	1.9%	\$459,078	\$467,415	\$530,173	\$512,612



## Total Remuneration Package trends

Figure 4.1 presents a comparison of median TRP by classification in 2017 and 2021. These are nominal figures, not adjusted for inflation. Increases ranged from 2.3% at the APS 2 classification to 9.7% at the APS 1 classification. Movement in SES TRP was 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, 2017 and 2021**

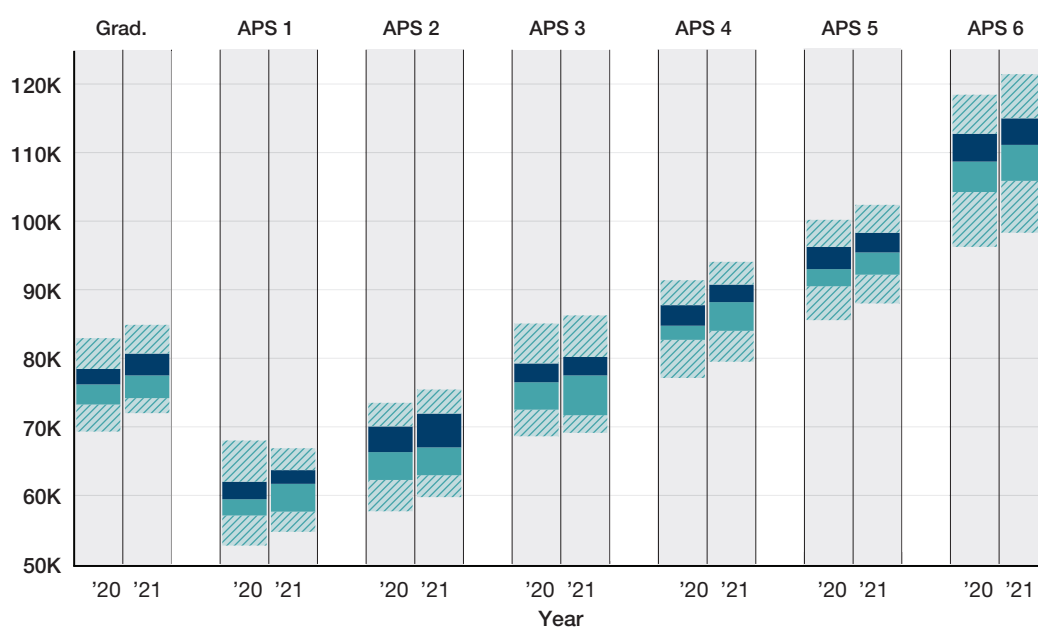
				% increase since 2017
Grad.	2017	\$72,353		
	2021	\$77,514		7.1%
APS 1	2017	\$56,274		
	2021	\$61,729		9.7%
APS 2	2017	\$65,488		
	2021	\$67,000		2.3%
APS 3	2017	\$73,206		
	2021	\$77,494		5.9%
APS 4	2017	\$82,299		
	2021	\$88,212		7.2%
APS 5	2017	\$89,679		
	2021	\$95,468		6.5%
APS 6	2017	\$106,045		
	2021	\$111,154		4.8%
EL 1	2017	\$131,713		
	2021	\$139,277		5.7%
EL 2	2017	\$164,067		
	2021	\$175,452		6.9%
SES 1	2017	\$247,732		
	2021	\$260,432		5.1%
SES 2	2017	\$310,641		
	2021	\$328,890		5.9%
SES 3	2017	\$420,420		
	2021	\$448,253		6.6%

## Total Remuneration Package range

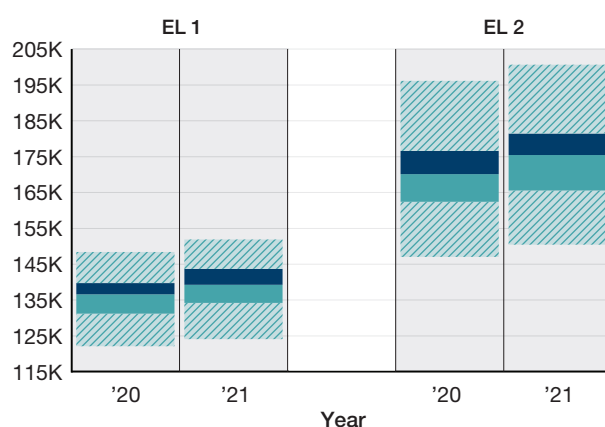
Figures 4.2a to 4.2c show changes in TRP ranges by classification from 2020 to 2021. See Appendix A.1 for notes on interpreting these figures.

There were increases across all classifications at most percentiles. For non-SES classifications, percentile movements were similar to Base Salary.

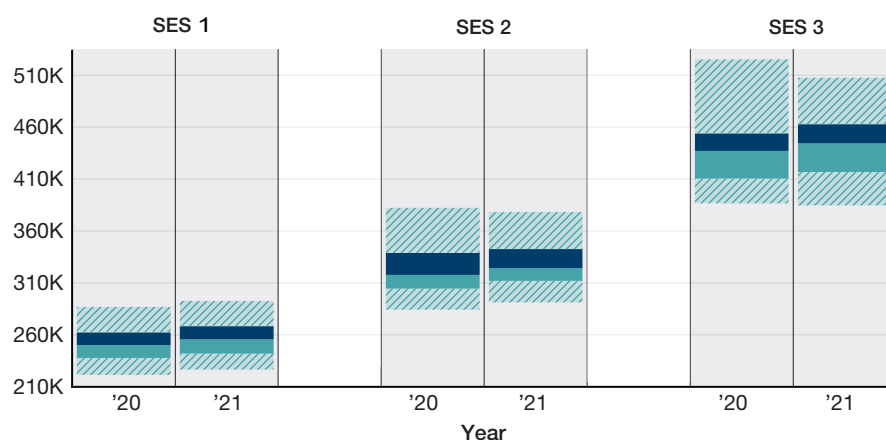
**Figure 4.2a Total Remuneration Package range by classification, 2020 and 2021 (Graduate, APS 1–6)**



**Figure 4.2b Total Remuneration Package range by classification, 2020 and 2021 (ELs)**



**Figure 4.2c Total Remuneration Package range by classification, 2020 and 2021 (SES)**



SES classifications had lower increases across all percentiles compared to SES Base Salary movement. At the SES 3 level, there was a 3% decrease at the 95<sup>th</sup> percentile. This is due to an increase in headcount which shifted the value of the 95<sup>th</sup> percentile. Given the very small population, SES 3 percentile values are subject to greater variations than other classifications.

## Superannuation

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

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

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

For most of the coverage period of this report, the PSSAP was the default fund assigned to employees engaged under the *Public Service Act 1999* who did 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 use of PSSAP as the automatic default fund changed from November 2021. The *Your Future, Your Super* reforms introduced at that time require agencies to make superannuation contributions to an employee's pre-existing 'stapled' fund (where one exists) rather than a default Commonwealth fund, unless the employee chooses otherwise. The full impact of this legislation will be more apparent in the 2022 APS Remuneration Report.

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 (see Appendix A.3: Table 8). This is consistent with 15.4% representing the median employer superannuation contribution rate up to and including EL 1 (see Appendix A.3: 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, 2021**

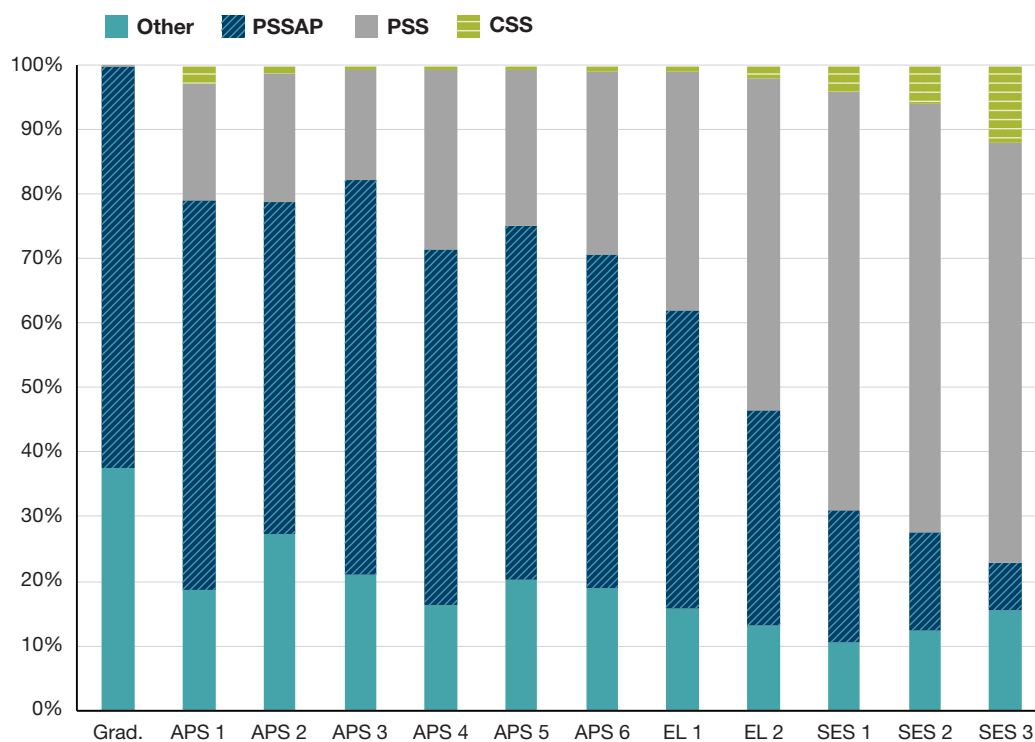
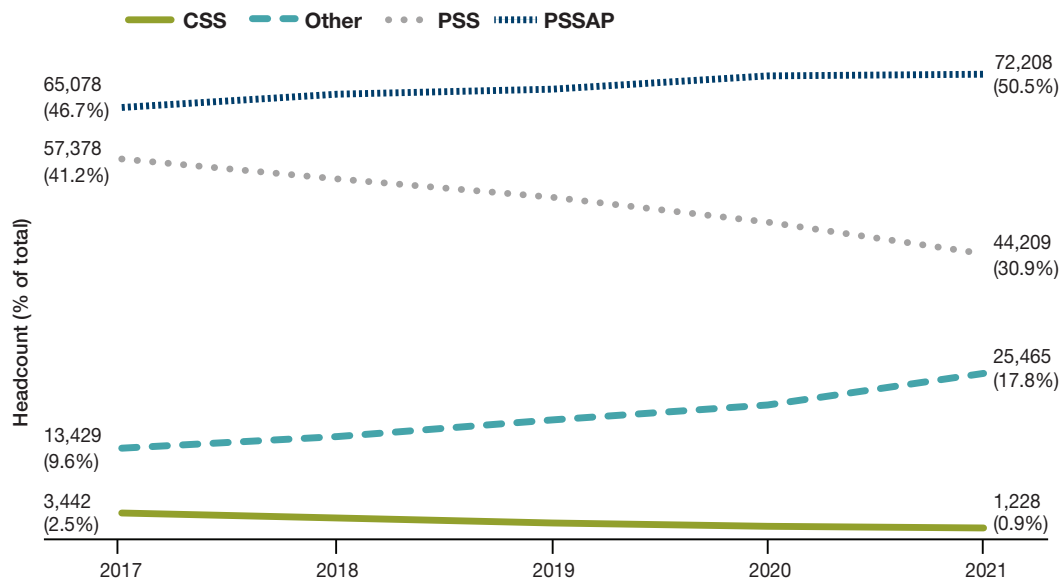


Figure 4.4 shows a continued overall decrease in PSS and CSS membership as members of these funds leave the APS. While PSSAP membership remained stable from 2020 to 2021 the proportion of employees in 'Other' superannuation funds increased.

Membership in 'Other' funds has increased over the last five years from 9.6% of employees in 2017 to 17.8% of employees in 2021. This reflects increased use of non-Commonwealth superannuation funds, possibly retained from prior employment. Membership in 'Other' funds was most evident at the Graduate classification where 37.7% of employees belonged to an 'Other' fund.

**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, less allowances.

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
- fixed top-of-salary-range payments in lieu of increment progression.<sup>4</sup>

The weighted median TR increase from 2020 to 2021 was 2.7% for the whole of the APS. This reflects weighted increases of 2.7% for non-SES employees and 2.1% for SES (see Appendix A.3: Table 1b).

### Total Reward movement by classification

Table 5.1 shows percentage changes in median TR by classification from 2020 to 2021.

The median TR increased across all classifications and was similar to TRP movement.

The highest median increase was 4% at both the APS 1 and APS 4 classifications.

The SES 1, SES 2 and SES 3 medians increased by 2.2%, 2% and 1.6% respectively.

The lowest increase was 1% at the APS 2 classification.

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, 2020 and 2021**

	P5		Q1		Median		% change	Q3		P95	
	2020	2021	2020	2021	2020	2021		2020	2021	2020	2021
<b>Grad.</b>	\$69,330	\$72,003	\$73,287	\$74,229	\$76,230	\$77,515	1.7%	\$78,439	\$80,682	\$82,973	\$84,906
<b>APS 1</b>	\$52,715	\$54,724	\$57,063	\$57,673	\$59,430	\$61,831	4.0%	\$62,306	\$63,695	\$68,048	\$67,281
<b>APS 2</b>	\$57,696	\$59,797	\$62,293	\$62,990	\$66,354	\$67,000	1.0%	\$70,289	\$72,018	\$73,779	\$75,841
<b>APS 3</b>	\$68,661	\$69,164	\$72,491	\$71,686	\$76,524	\$77,496	1.3%	\$79,243	\$80,232	\$85,096	\$86,330
<b>APS 4</b>	\$77,136	\$79,528	\$82,707	\$84,028	\$84,787	\$88,213	4.0%	\$87,799	\$90,768	\$91,484	\$94,135
<b>APS 5</b>	\$85,709	\$88,042	\$90,542	\$92,182	\$93,026	\$95,733	2.9%	\$96,370	\$98,624	\$100,601	\$102,741
<b>APS 6</b>	\$96,250	\$98,368	\$104,278	\$105,930	\$108,793	\$111,596	2.6%	\$113,078	\$115,502	\$118,769	\$121,563
<b>EL 1</b>	\$122,127	\$124,150	\$131,190	\$134,230	\$136,693	\$139,382	2.0%	\$140,122	\$144,113	\$149,048	\$152,137
<b>EL 2</b>	\$147,083	\$150,554	\$162,541	\$165,636	\$170,592	\$175,706	3.0%	\$177,050	\$181,846	\$198,853	\$202,500
<b>SES 1</b>	\$226,282	\$231,387	\$242,576	\$246,801	\$254,996	\$260,601	2.2%	\$267,394	\$273,250	\$291,719	\$297,553
<b>SES 2</b>	\$289,109	\$296,235	\$309,475	\$316,807	\$322,740	\$329,099	2.0%	\$343,705	\$347,620	\$387,126	\$383,199
<b>SES 3</b>	\$391,499	\$389,653	\$415,423	\$421,772	\$442,155	\$449,310	1.6%	\$459,079	\$467,871	\$530,174	\$512,612

<sup>4</sup> Fixed top-of-salary-range payments in lieu of increment progression were previously reported as performance bonuses. These have been reported separately for 2021 (see Appendix A3: Table 5a)



## Total Reward trends

Figure 5.1 presents a comparison of median TR by classification in 2017 and 2021. These are nominal figures, not adjusted for inflation. Increases in TR are similar to those for TRP. Increases ranged from 1.4% at the APS 2 classification to 9.4% at the APS 1 classification. As with TRP, movement in TR for SES levels was lower than movement in SES Base Salaries, reflecting repackaging of remuneration components in previous years.

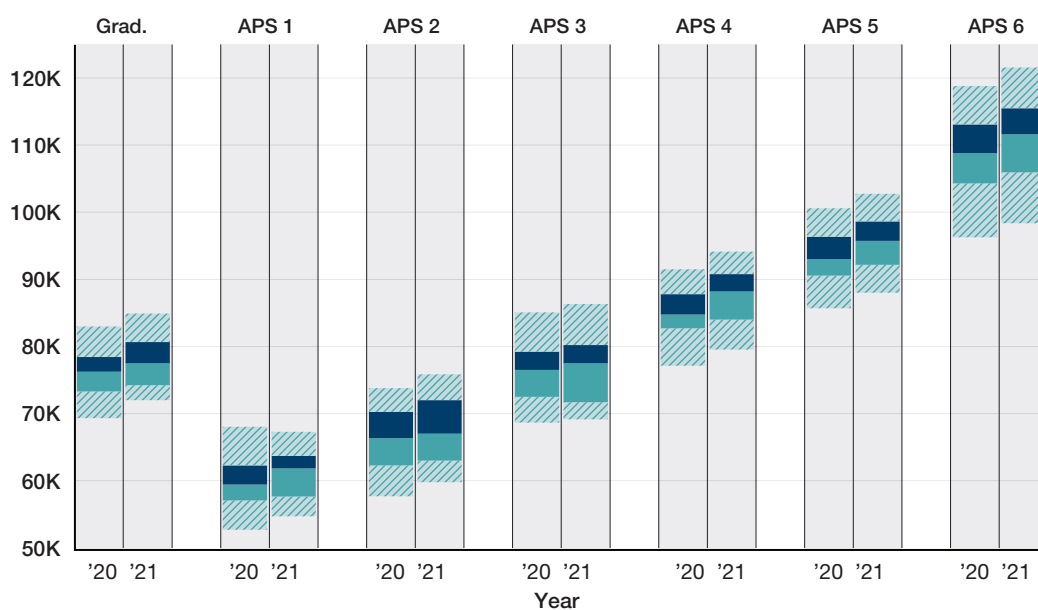
**Figure 5.1 Median Total Reward by classification, 2017 and 2021**

				% increase since 2017
Grad.	2017	\$72,354		
	2021	\$77,515		7.1%
APS 1	2017	\$56,511		
	2021	\$61,831		9.4%
APS 2	2017	\$66,091		
	2021	\$67,000		1.4%
APS 3	2017	\$73,839		
	2021	\$77,496		5.0%
APS 4	2017	\$82,300		
	2021	\$88,213		7.2%
APS 5	2017	\$89,807		
	2021	\$95,733		6.6%
APS 6	2017	\$106,046		
	2021	\$111,596		5.2%
EL 1	2017	\$131,946		
	2021	\$139,382		5.6%
EL 2	2017	\$165,446		
	2021	\$175,706		6.2%
SES 1	2017	\$248,251		
	2021	\$260,601		5.0%
SES 2	2017	\$311,013		
	2021	\$329,099		5.8%
SES 3	2017	\$421,800		
	2021	\$449,310		6.5%

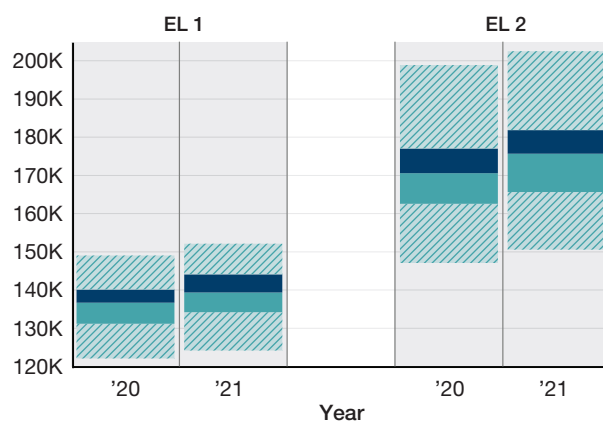
## Total Reward range

Figures 5.2a to 5.2c show changes in TR ranges by classification. Movement across percentiles was consistent with TRP movement. See Appendix A.1 for notes on interpreting these figures.

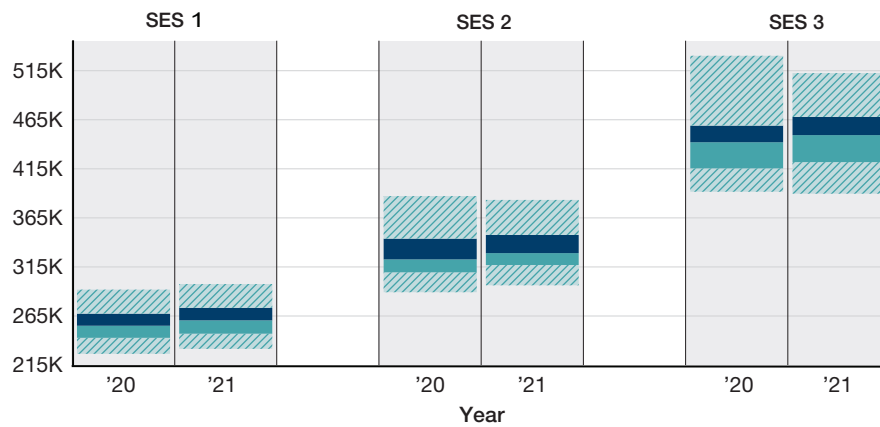
**Figure 5.2a Total Reward range by classification, 2020 and 2021 (Graduate, APS 1–6)**



**Figure 5.2b Total Reward range by classification, 2020 and 2021 (ELs)**



**Figure 5.2c Total Reward range by classification, 2020 and 2021 (SES)**



## Performance bonuses

Reporting of performance bonuses was changed in 2021 to exclude payments that are not genuinely 'at risk' and variable based on performance.<sup>5</sup> The change in reporting reduced the number of payments reported as a performance bonus by 91%.

Some agencies have a provision in their enterprise agreement to make a fixed payment in lieu of salary progression to employees at the top increment of their salary range. These have made up the vast majority of payments reported as performance bonuses in previous reports. Almost all fixed top-of-salary-range payments are paid to non-SES employees. Fixed top-of-salary-range payments have been reported separately in 2021 (See Appendix A.3: Table 5a).

The overall median performance bonus paid in 2021 was \$1,674, increasing from \$922 in 2020. The increase in the median reflects the removal of modest fixed top-of-salary-range payments from the data.

<sup>5</sup> The reporting of performance bonuses was changed to align with the definition used in the *Performance Bonus Guidance –Principles governing performance bonus use in Commonwealth entities and companies* published on 13 August 2021.

The change in reporting has significantly impacted performance bonus numbers for non-SES employees. As a result, comparison to previous years' non-SES performance bonus data is not meaningful.

Only 0.7% of non-SES employees (or 985 employees) were paid a performance bonus. Broken down by classification groups this represents 0.6% of Graduate and APS-level employees and 1% of Executive Level employees. The median non-SES performance bonus paid was \$1,631.

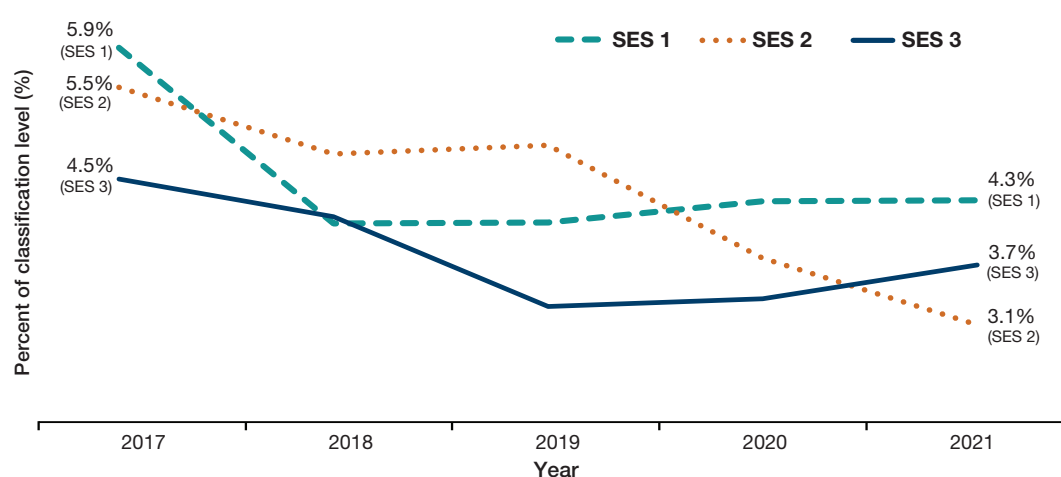
**Figure 5.3 Proportions of employees paid a performance bonus, 2021**



The proportion of SES employees paid a performance bonus remained relatively stable at 4% (115 employees) compared to 4.2% in 2020. The median SES performance bonus paid was \$10,249.

Figure 5.4 shows the proportion of SES employees that received a performance bonus over a five year period broken down by classification. The overall proportion of SES employees that received a performance bonus decreased from 2017.

**Figure 5.4 Proportions of SES employees paid a performance bonus, 2017–2021**



## Chapter 6: Allowances

Allowances are payments that sit outside of Total Reward (TR) 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 of payments and changes in the size of the population covered.

The payment of allowances is also subject to the circumstances of individual employees who may qualify for a particular allowance in one year but not in another. Changes to employees' circumstances can cause significant fluctuations in the median value of allowances from year to year.

**Figure 6.1 Median allowance paid, 2017 and 2021**

Allowance type	Year	Median allowance payment
Market related: Specific job	2017	\$14,433
	2021	\$11,599
Income Maintenance	2017	\$7,000
	2021	\$1,886
Superannuation Allowance	2017	\$607
	2021	\$9,056
Individual Performance-related	2017	\$6,423
	2021	\$4,794
Expenses	2017	\$338
	2021	\$406
Market related: Specific individual	2017	\$7,400
	2021	\$13,819
Qualifications and Skills-based	2017	\$2,194
	2021	\$2,812
Health and Lifestyle	2017	\$300
	2021	\$266
Additional Duties and Responsibilities	2017	\$645
	2021	\$692
Hours of Duty	2017	\$278
	2021	\$344
Geographic Locality	2017	\$2,510
	2021	\$1,880
Hardship/Difficult environment	2017	\$6,762
	2021	\$16,346

## 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.

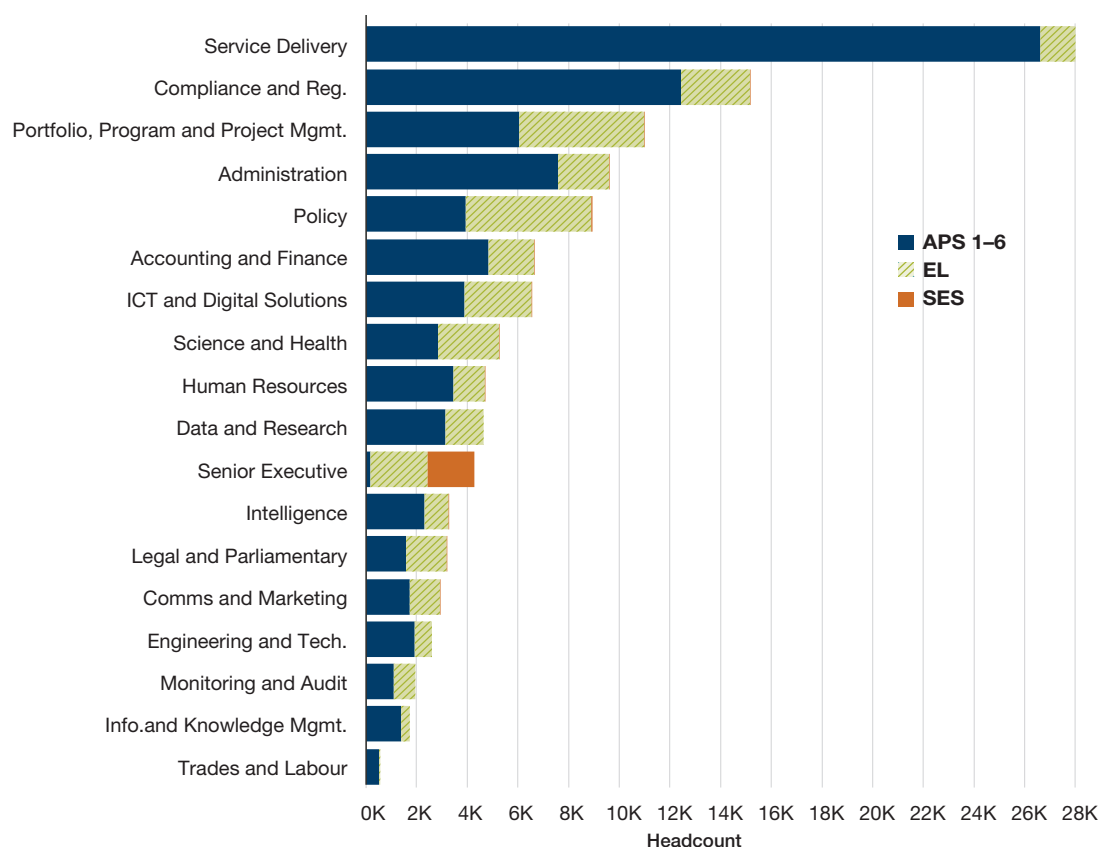
The job family framework was updated in 2021 to be more aligned with the principles of an occupational taxonomy, by removing duplicate and obsolete roles and adding new relevant job roles aligned with the APS Professions. As a result, the job family model in previous reports will not be directly comparable in all cases.

As at 31 December 2021, data relating to job families had been provided for 84.8% 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 (23.3%), with the overwhelming majority of employees in this job family engaged at an APS level. This is followed by Compliance and Regulation (12.5%), Portfolio, Program and Project Management (9.1%) and Administration (7.9%). Larger proportions of EL employees are in the Policy, Legal and Parliamentary and Senior Executive job families.<sup>6</sup> SES employees reside almost exclusively within the Senior Executive job family.

**Figure 7.1 Headcount of employees by APS job family and classification group, 2021**



<sup>6</sup> The Senior Executive job family contains leadership and executive support roles at all classification levels.



## 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 Senior Executive, Policy and Legal and Parliamentary 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, 2021**

APS Job Family	Base Salary \$	TRP \$	TR \$	Headcount	Median Class'n.
Senior Executive	\$155,675	\$186,413	\$186,963	4,294	EL2
Policy	\$112,003	\$129,214	\$129,248	8,944	EL1
Legal and Parliamentary	\$106,074	\$122,963	\$122,997	3,190	EL1
Science and Health	\$101,673	\$120,611	\$120,693	5,282	APS6
Monitoring and Audit	\$98,832	\$115,011	\$115,875	1,947	APS6
Comms and Marketing	\$98,496	\$114,277	\$114,277	2,920	APS6
ICT and Digital Solutions	\$98,496	\$114,543	\$115,136	6,537	APS6
Portfolio, Program and Project Mgmt.	\$98,496	\$117,154	\$117,297	10,998	APS6
Engineering and Tech.	\$95,873	\$110,637	\$111,596	2,604	APS6
Data and Research	\$95,401	\$110,092	\$110,093	4,639	APS6
Intelligence	\$94,252	\$109,565	\$109,600	3,269	APS6
Human Resources	\$92,687	\$108,318	\$108,318	4,699	APS6
Accounting and Finance	\$88,362	\$103,046	\$103,139	6,638	APS6
Info.and Knowledge Mgmt.	\$84,600	\$100,059	\$100,279	1,732	APS5
Administration	\$82,059	\$96,288	\$96,339	9,609	APS5
Compliance and Reg.	\$79,604	\$95,054	\$95,055	15,153	APS5
Service Delivery	\$76,441	\$88,616	\$88,622	28,324	APS4
Trades and Labour	\$72,727	\$85,026	\$85,026	579	APS4



## Chapter 8: Remuneration by gender

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

- The first measure 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.

In this chapter the median Base Salary is used for reporting differences in remuneration between genders by classification. The average Base Salary is used for reporting the overall difference in remuneration between genders in the APS to allow for comparison to other benchmarks such as the National Gender Pay Gap.

### Remuneration by gender<sup>7</sup> 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 +/-0.5%. A negative value indicates that females in this classification received a higher median Base Salary than males.

**Figure 8.1 Median Base Salary by gender and classification, 2021**

Class'n.		Headcount	Median Base Salary	% difference between genders
Grad.	Female	855	\$66,563	2.4%
	Male	798	\$68,219	
APS 1	Female	125	\$53,468	-1.8%
	Male	167	\$52,514	
APS 2	Female	1,204	\$58,059	-2.7%
	Male	785	\$56,515	
APS 3	Female	7,926	\$66,646	-0.1%
	Male	4,651	\$66,563	
APS 4	Female	17,718	\$76,103	-0.4%
	Male	7,996	\$75,835	
APS 5	Female	13,223	\$82,059	0.0%
	Male	7,952	\$82,059	
APS 6	Female	20,004	\$95,859	0.0%
	Male	14,093	\$95,873	
EL 1	Female	16,365	\$119,651	0.0%
	Male	13,233	\$119,651	
EL 2	Female	6,555	\$147,828	0.3%
	Male	6,411	\$148,315	
SES 1	Female	1,124	\$211,531	0.0%
	Male	979	\$211,429	
SES 2	Female	287	\$274,940	0.2%
	Male	332	\$275,378	
SES 3	Female	60	\$375,028	1.6%
	Male	76	\$381,062	

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

<sup>7</sup> 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

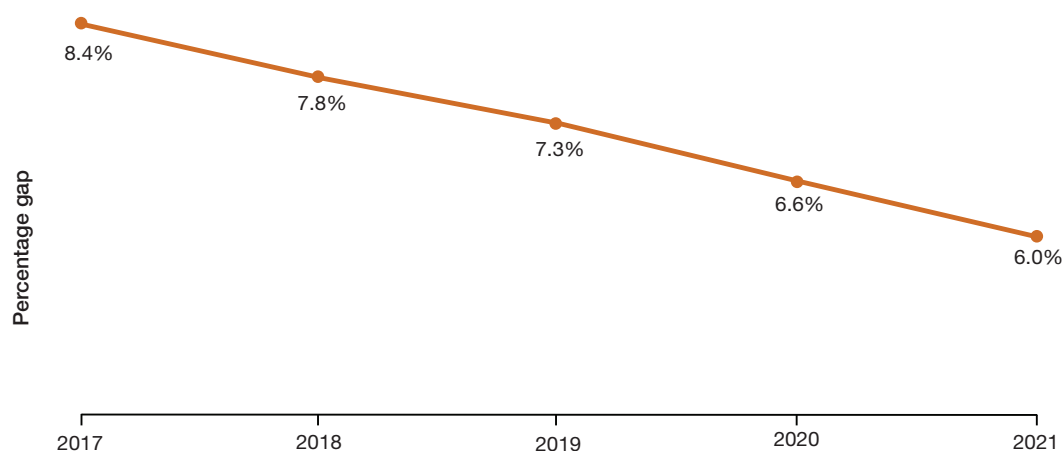
The APS gender pay gap looks at gender remuneration results for the whole of the APS. The gender pay gap is the difference between male and female employees' average weekly full-time equivalent earnings, expressed as a percentage of male earnings.

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 2021, the average Base Salary for males in the APS was \$102,112 while the average Base Salary for females was \$96,006. This represents a 6% gender pay gap for the APS and continues the improvement shown since 2017 (Figure 8.2).

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, 2017 to 2021**



Female	2017	2018	2019	2020	2021
Average Base Salary	\$86,529	\$88,896	\$91,016	\$92,536	\$96,006
Headcount	81,358	79,860	78,789	81,049	85,446
Male	2017	2018	2019	2020	2021
Average Base Salary	\$94,428	\$96,391	\$98,149	\$99,082	\$102,112
Headcount	57,949	55,928	54,500	55,622	57,473

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 historically been underrepresented at higher classification levels (EL 2 and above) and overrepresented at lower classification levels (APS 2–6). From 2020 to 2021, the representation of male and female employees at most senior classification levels moved further towards parity. In 2021, females represented over 50% of EL 2 and SES 1 employees.

Figure 8.3 shows how the proportion of females in each classification has changed over time. The data shows there has been a consistent increase in the proportion of females at higher classification levels (EL 2 and above) since 2017.

**Figure 8.3 Females as a percentage of APS population by classification, 2017 and 2021**

Class'n.	Year	Percentage of females
Grad.	2017	51.7%
	2021	51.5%
APS 1	2017	52.3%
	2021	42.7%
APS 2	2017	63.2%
	2021	60.4%
APS 3	2017	64.4%
	2021	62.8%
APS 4	2017	69.4%
	2021	68.8%
APS 5	2017	59.8%
	2021	62.4%
APS 6	2017	56.7%
	2021	58.6%
EL 1	2017	51.0%
	2021	55.3%
EL 2	2017	44.9%
	2021	50.5%
SES 1	2017	45.5%
	2021	53.4%
SES 2	2017	38.7%
	2021	46.4%
SES 3	2017	40.9%
	2021	44.1%



## 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 have their employment terms and conditions set by one of the following primary employment instruments:

- Enterprise Agreements (EA) <sup>8 9</sup>
- Public Service Act Determinations (s24 (1) and (3)) (PSAD)
- Common Law Agreements (CLA)
- Australian Workplace Agreements (AWA).

From 2020 to 2021 the number of employees covered by an EA increased from 105,232 to 110,697. The increase primarily reflects increased headcounts in agencies. However, one large agency established in 2019 made an EA for the first time in 2021. The overall proportion of employees covered by an EA remained at 77%.

While most non-SES employees had the majority of their terms and conditions set in an EA, a significant proportion had the majority of their terms and conditions set in a PSAD. Over 90% of these were employees of Services Australia who had the terms and conditions of a former EA preserved under a s.24(3) determination made under the *Public Service Act 1999* (PS Act), following abolition of the Department of Human Services.

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

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

<sup>8</sup> 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.

<sup>9</sup> As at 31 December 2021, 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 Employees by employment instrument and classification, 2021

Classification	Primary Employment Instrument			
	AWA	CLA	EA	PSAD
Grad.	0	0	1,566	93
APS 1	0	0	228	65
APS 2	0	0	1,930	63
APS 3	0	6	8,064	4,558
APS 4	0	45	14,050	11,667
APS 5	0	50	17,633	3,518
APS 6	0	72	28,731	5,329
EL 1	3	90	26,613	2,908
EL 2	0	58	11,859	1,052
SES 1	5	249	18	1,832
SES 2	3	73	5	538
SES 3	0	14	0	122
<b>All employees</b>	<b>11</b>	<b>657</b>	<b>110,697</b>	<b>31,745</b>

## Public Service Act Determinations providing wage increases

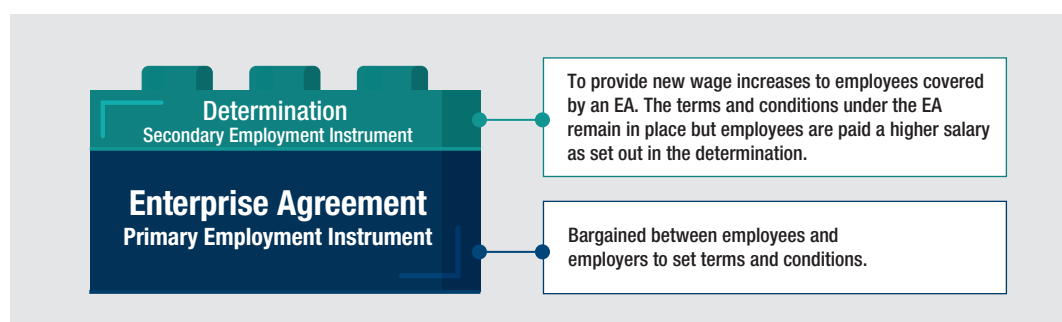
Australian Government workplace relations policies have allowed agencies to adopt secondary employment instruments to supplement a primary employment instrument where this suits business needs.

Many agencies have put in place a s.24(1) determination made under the PS Act to provide wage increases on top of an EA that has passed its nominal expiry date (see 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 wage increases to non-SES employees through a determination instead of bargaining a new EA. As at 31 December 2021, 65 agencies including Services Australia,<sup>10</sup> the Australian Taxation Office, the Department of Defence and the Department of Home Affairs had these type of arrangements in place. This represents over 100,000 employees, or 71% of the APS workforce.

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



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



## Individual Flexibility Arrangements

A small percentage (2.2%) of employees have additional terms and conditions provided under a secondary agreement known as an Individual Flexibility Arrangement (IFA). Table 9.2 shows that 74.7% of employees using an IFA were at the EL 1 or EL 2 classification.

An IFA can be used to vary the effect of an EA or award on an individual basis where agreed between the employer and employee as long as the employee is better off overall. An IFA can provide for a range of conditions such as pay and allowances, leave, income maintenance, flexible working arrangements, superannuation and subscriptions or memberships. A single IFA may cover multiple arrangements.

The majority of IFAs (88.8%) were used to provide pay and allowances. The second highest usage was for flexible working arrangements (5.9%).

**Table 9.2 Number of employees with an IFA and distribution by classification, 2021<sup>11</sup>**

Classification	Headcount	Percentage
Grad.	3	0.1%
APS 1	0	0.0%
APS 2	2	0.1%
APS 3	8	0.3%
APS 4	144	4.5%
APS 5	132	4.2%
APS 6	516	16.2%
EL 1	1,015	31.9%
EL 2	1,360	42.8%
SES 1	0	0.0%
SES 2	0	0.0%
SES 3	0	0.0%
<b>All employees</b>	<b>3,180</b>	<b>100.0%</b>

<sup>11</sup> 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 arithmetic average and mean.

#### Median

The median value is the actual midpoint of all values. It is the point for which 50% of values are below and 50% of values are above. Where any set of values has an even number, the median is the average of the two midpoint values.

#### Weighted median

The weighted median is an adjusted midpoint taking into account the number of employees at each classification. This approach allows for calculation of whole-of-APS, non-SES and SES median percentage changes in remuneration components. The larger the population of a classification or group of classifications the greater impact it will have on the result. Weighted median is an historical measure from successive remuneration reports.

#### 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. 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.1.1 shows box plots of Base Salaries paid to employees at a given classification 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.

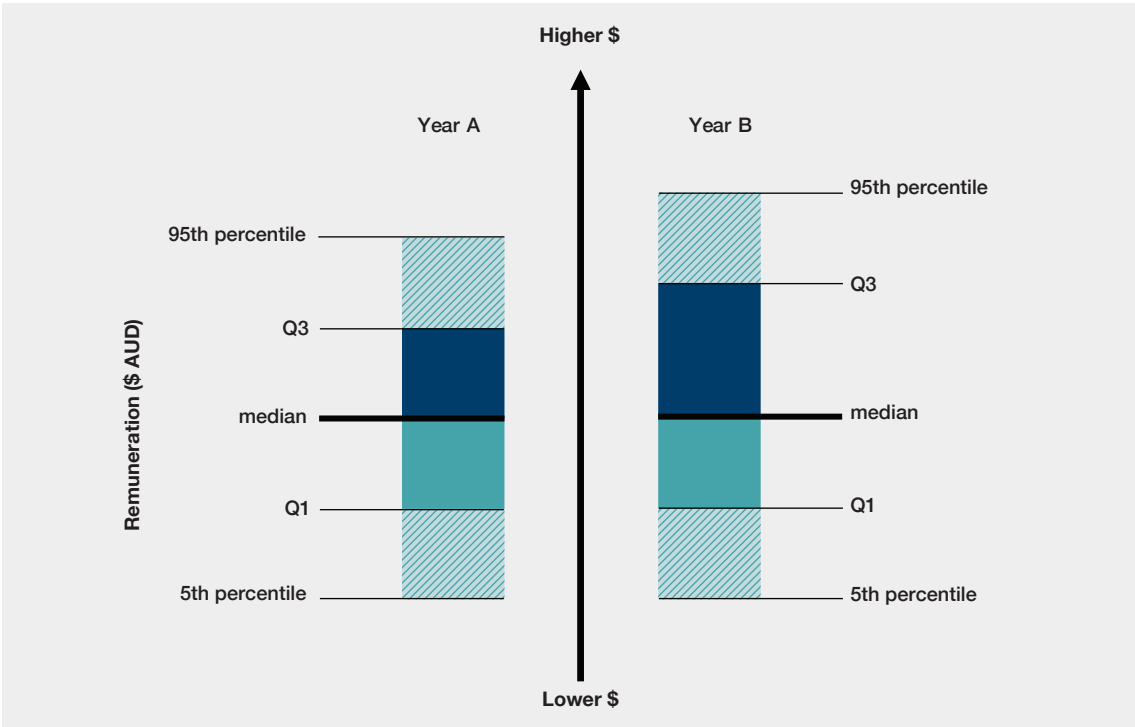
In each set of 4 boxes (one set for each year), the percentiles are represented by horizontal lines and are labelled at their appropriate positions for P5, Q1, Q3 and P95. The median is represented by the thicker middle line. The minimum and maximum values are not represented in these box plots to reduce the visual impact of outliers on the chart.

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. The colours 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 greater concentration of data points within a smaller range.

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

Figure A.1.1 Example box plots



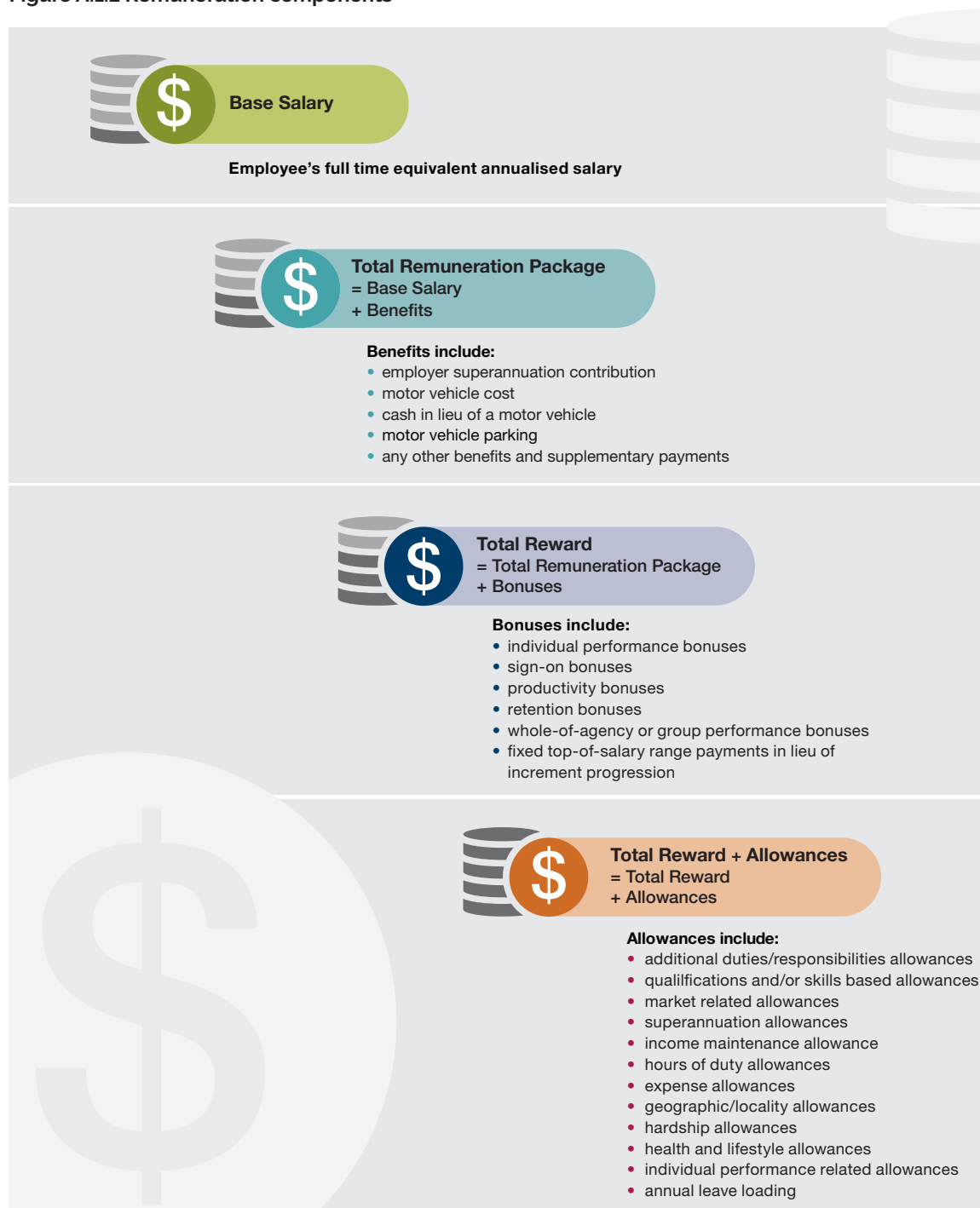


## Remuneration components

The key remuneration components covered by this report are Base Salary, Total Remuneration Package, Total Reward and Total Reward plus allowances.

Figure A.1.2 provides a visual breakdown of these remuneration components.

**Figure A.1.2 Remuneration components**



### **Additional notes on interpreting this report**

- Some columns in the data tables at Appendix A.3 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 2021, please refer to the 31 December 2021 APS Employment Data Release, which is available from the APSC website:  
<https://www.apsc.gov.au/employment-data/aps-employment-data-31-december-2021>
- Data is analysed and tabulated using several different proprietary 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 APS Remuneration Survey unless stated otherwise. This will differ from published APS Employment 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(2)(a), s22(2)(b) and s72 of the *Public Service Act 1999* as at 31 December 2021.

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 to full-time equivalent (FTE).
- Figures were annualised for employees who worked for only part of the year (though active as at 31 December 2021).
- Employees who were in a graduate program in 2021, for more than 90 days during the year, were categorised as 'Graduates', even if they had advanced to other classifications by 31 December 2021. 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, 2021**

Classification	Median Base Salary	% change from 2020	Median TRP	% change from 2020	Median TR	% change from 2020
Graduate	\$67,661	2.0%	\$77,515	1.7%	\$77,515	1.7%
APS 1	\$52,792	2.5%	\$61,729	3.9%	\$61,831	4.0%
APS 2	\$58,059	1.6%	\$67,000	1.0%	\$67,000	1.0%
APS 3	\$66,563	2.0%	\$77,495	1.3%	\$77,496	1.3%
APS 4	\$76,103	3.6%	\$88,213	4.0%	\$88,213	4.0%
APS 5	\$82,059	2.9%	\$95,468	2.6%	\$95,733	2.9%
APS 6	\$95,873	3.0%	\$111,155	2.3%	\$111,596	2.6%
EL 1	\$119,651	3.4%	\$139,278	2.0%	\$139,382	2.0%
EL 2	\$148,315	2.4%	\$175,453	3.1%	\$175,706	3.0%
SES 1	\$211,395	4.2%	\$260,432	2.2%	\$260,601	2.2%
SES 2	\$275,000	4.3%	\$328,890	1.9%	\$329,099	2.0%
SES 3	\$376,578	4.2%	\$448,253	1.9%	\$449,310	1.6%
<b>All employees</b>	<b>\$90,796</b>	<b>3.0%</b>	<b>\$105,743</b>	<b>2.9%</b>	<b>\$105,800</b>	<b>2.8%</b>

**Table 1a: Summary of median and average remuneration components, non-SES<sup>(a)</sup> and SES<sup>(b)</sup>, 2021**

Classification	Median Base Salary	Average Base Salary	Median TRP	Average TRP	Median TR	Average TR
Non-SES	\$89,929	\$95,663	\$104,533	\$112,161	\$104,677	\$112,402
SES	\$222,947	\$234,428	\$269,695	\$285,841	\$269,775	\$287,391
<b>All employees</b>	<b>\$90,796</b>	<b>\$98,436</b>	<b>\$105,743</b>	<b>\$115,631</b>	<b>\$105,800</b>	<b>\$115,898</b>

**Table 1b: Proportional change in weighted median remuneration components<sup>(a)</sup>, non-SES<sup>(b)</sup> and SES<sup>(c)</sup> 2020 to 2021**

Classification	Base Salary	TRP	TR
Non-SES	3.0	2.6	2.7
SES	4.2	2.2	2.1
<b>All employees</b>	<b>3.0</b>	<b>2.5</b>	<b>2.7</b>

(a) 2021 median remuneration weighted by average headcount 2020-2021

(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, 2021**

<b>Classification</b>	<b>Median TR</b>	<b>Median Base Salary</b>	<b>Base Salary component %</b>	<b>Benefit<sup>(a)</sup> Component \$</b>	<b>Benefit component %</b>	<b>Bonus<sup>(b)</sup> Component \$</b>	<b>Bonus component %</b>
Graduate	\$77,515	\$67,661	87.3%	\$9,854	12.7%	\$0	0.0%
APS 1	\$61,831	\$52,792	85.4%	\$8,937	14.5%	\$102	0.2%
APS 2	\$67,000	\$58,059	86.7%	\$8,941	13.3%	\$0	0.0%
APS 3	\$77,496	\$66,563	85.9%	\$10,932	14.1%	\$1	0.0%
APS 4	\$88,213	\$76,103	86.3%	\$12,110	13.7%	\$0	0.0%
APS 5	\$95,733	\$82,059	85.7%	\$13,409	14.0%	\$265	0.3%
APS 6	\$111,596	\$95,873	85.9%	\$15,282	13.7%	\$441	0.4%
EL 1	\$139,382	\$119,651	85.8%	\$19,627	14.1%	\$104	0.1%
EL 2	\$175,706	\$148,315	84.4%	\$27,138	15.4%	\$253	0.1%
SES 1	\$260,601	\$211,395	81.1%	\$49,038	18.8%	\$169	0.1%
SES 2	\$329,099	\$275,000	83.6%	\$53,890	16.4%	\$209	0.1%
SES 3	\$449,310	\$376,578	83.8%	\$71,675	16.0%	\$1,056	0.2%
<b>All employees</b>	<b>\$105,800</b>	<b>\$90,796</b>	<b>85.8%</b>	<b>\$14,947</b>	<b>14.1%</b>	<b>\$57</b>	<b>0.1%</b>

(a) Includes employer superannuation contribution, motor vehicle cost/cash in lieu of motor vehicle, motor vehicle parking and any other benefits and supplementary payments.

(b) Includes individual performance bonuses, sign-on bonuses, productivity bonuses, retention bonuses, whole-of-agency or group performance bonuses and fixed top-of-salary-range payments paid in lieu of incremental progression.

**Table 3: Summary of average key remuneration components by classification, 2021**

<b>Classification</b>	<b>Average Base Salary</b>	<b>% change from 2020</b>	<b>Average TRP</b>	<b>% change from 2020</b>	<b>Average TR</b>	<b>% change from 2020</b>
Graduate	\$67,434	2.8%	\$77,840	2.7%	\$77,843	2.7%
APS 1	\$51,842	2.4%	\$60,752	2.1%	\$60,908	2.2%
APS 2	\$57,595	2.9%	\$67,471	2.2%	\$67,593	2.2%
APS 3	\$65,684	2.2%	\$77,143	1.6%	\$77,192	1.6%
APS 4	\$74,465	2.9%	\$87,258	2.6%	\$87,295	2.5%
APS 5	\$81,625	2.7%	\$95,554	2.4%	\$95,712	2.4%
APS 6	\$94,791	2.7%	\$111,003	2.4%	\$111,185	2.4%
EL 1	\$118,951	2.7%	\$139,320	2.3%	\$139,586	2.3%
EL 2	\$149,484	2.8%	\$176,329	2.6%	\$177,443	2.6%
SES 1	\$212,890	4.1%	\$261,018	2.1%	\$261,943	2.1%
SES 2	\$275,996	3.4%	\$334,169	1.8%	\$336,604	1.7%
SES 3	\$378,435	2.3%	\$449,903	1.4%	\$457,103	1.6%
<b>All employees</b>	<b>\$98,436</b>	<b>3.4%</b>	<b>\$115,631</b>	<b>3.0%</b>	<b>\$115,898</b>	<b>3.0%</b>



**Table 4: Motor Vehicle Allowance (MVA) recipients by classification, 2021**

<b>Classification</b>	<b>Total Employees</b>	<b>Employees with MVA</b>	<b>% with MVA</b>	<b>Percentile (5) of MVA</b>	<b>Percentile (25) of MVA</b>	<b>Median MVA</b>	<b>Percentile (75) of MVA</b>	<b>Percentile (95) of MVA</b>	<b>Average MVA</b>
Graduate	1,659	0	0.0%						
APS 1	293	0	0.0%						
APS 2	1,993	0	0.0%						
APS 3	12,628	0	0.0%						
APS 4	25,762	1	0.0%	\$338	\$338	\$338	\$338	\$338	\$338
APS 5	21,201	3	0.0%	\$377	\$543	\$751	\$824	\$883	\$661
APS 6	34,132	6	0.0%	\$84	\$137	\$165	\$295	\$3,392	\$879
EL 1	29,614	10	0.0%	\$45	\$211	\$392	\$670	\$16,911	\$3,356
EL 2	12,969	182	1.4%	\$3,213	\$24,222	\$25,000	\$26,000	\$27,000	\$23,411
SES 1	2,104	771	36.6%	\$22,084	\$24,222	\$25,208	\$29,323	\$29,701	\$26,020
SES 2	619	207	33.4%	\$22,084	\$24,222	\$26,928	\$27,000	\$31,020	\$26,786
SES 3	136	36	26.5%	\$24,222	\$26,515	\$28,561	\$30,000	\$31,335	\$27,818
<b>All employees</b>	<b>143,110</b>	<b>1,216</b>	<b>0.8%</b>	<b>\$20,000</b>	<b>\$24,222</b>	<b>\$25,208</b>	<b>\$27,000</b>	<b>\$30,000</b>	<b>\$25,419</b>



**Table 5: Performance bonus recipients by classification, 2021**

Classification	Total Employees	Employees with performance bonuses	% with performance bonuses	Distribution of performance bonuses					
				Percentile (5)	Percentile (25)	Median	Percentile (75)	Percentile (95)	Average
Graduate	1,659	2	0.1%	\$2,000	\$2,000	\$2,000	\$2,000	\$2,000	\$2,000
APS 1	293	1	0.3%	\$526	\$526	\$526	\$526	\$526	\$526
APS 2	1,993	1	0.1%	\$725	\$725	\$725	\$725	\$725	\$725
APS 3	12,628	19	0.2%	\$1,076	\$1,393	\$1,636	\$1,668	\$2,316	\$1,802
APS 4	25,762	62	0.2%	\$724	\$725	\$1,498	\$7,821	\$12,205	\$4,620
APS 5	21,201	299	1.4%	\$707	\$1,263	\$1,650	\$1,739	\$16,328	\$3,769
APS 6	34,132	194	0.6%	\$694	\$821	\$1,560	\$3,739	\$75,939	\$11,493
EL 1	29,614	213	0.7%	\$715	\$959	\$1,120	\$2,000	\$44,198	\$8,717
EL 2	12,969	194	1.5%	\$499	\$1,197	\$2,000	\$12,300	\$316,045	\$48,875
SES 1	2,104	91	4.3%	\$1,123	\$2,555	\$7,340	\$15,865	\$18,069	\$9,058
SES 2	619	19	3.1%	\$6,802	\$17,688	\$21,485	\$26,906	\$341,049	\$67,444
SES 3	136	5	3.7%	\$17,700	\$29,854	\$30,000	\$35,223	\$672,149	\$188,224
<b>All employees</b>	<b>143,110</b>	<b>1,100</b>	<b>0.8%</b>	<b>\$712</b>	<b>\$973</b>	<b>\$1,674</b>	<b>\$6,222</b>	<b>\$67,780</b>	<b>\$16,425</b>



**Table 5a: Fixed top-of-salary-range payment recipients by classification, 2021**

Classification	Total Employees	Employees with fixed top-of-salary-range payments	% with fixed top-of-salary-range payments	Distribution of fixed top-of-salary-range payments					
				Percentile (5)	Percentile (25)	Median	Percentile (75)	Percentile (95)	Average
Graduate	1,659	0	0.0%						
APS 1	293	30	10.2%	\$368	\$526	\$725	\$725	\$725	\$616
APS 2	1,993	278	13.9%	\$538	\$725	\$725	\$725	\$725	\$709
APS 3	12,628	749	5.9%	\$483	\$725	\$725	\$725	\$736	\$718
APS 4	25,762	839	3.3%	\$457	\$762	\$762	\$762	\$762	\$734
APS 5	21,201	1,949	9.2%	\$713	\$821	\$821	\$821	\$1,659	\$992
APS 6	34,132	2,999	8.8%	\$716	\$959	\$959	\$959	\$1,925	\$1,046
EL 1	29,614	3,033	10.2%	\$180	\$1,197	\$1,197	\$1,925	\$2,384	\$1,450
EL 2	12,969	1,261	9.7%	\$1,478	\$1,478	\$1,478	\$2,907	\$2,908	\$2,038
SES 1	2,104	19	0.9%	\$2,908	\$2,908	\$2,908	\$2,908	\$2,910	\$2,909
SES 2	619	2	0.3%	\$1,940	\$1,940	\$1,940	\$1,940	\$1,940	\$1,940
SES 3	136	0	0.0%						
<b>All employees</b>	<b>143,110</b>	<b>11,159</b>	<b>7.8%</b>	<b>\$610</b>	<b>\$821</b>	<b>\$959</b>	<b>\$1,478</b>	<b>\$2,384</b>	<b>\$1,207</b>

**Table 6: Employees by superannuation fund and age group, 2021**

Age group	CSS		PSS		PSS-AP		Other	
	N	%	N	%	N	%	N	%
Under 20					220	85.6%	37	14.4%
20-24					3,362	69.4%	1483	30.6%
25-29					8,506	68.2%	3959	31.8%
30-34			19	0.1%	11,663	73.5%	4,179	26.3%
35-39			1,347	6.8%	14,528	73.2%	3,981	20.0%
40-44			6,883	33.0%	10,908	52.3%	3,049	14.6%
45-49	8	0.0%	10,423	49.7%	7,935	37.9%	2,591	12.4%
50-54	517	2.5%	11,160	54.9%	6,367	31.3%	2,276	11.2%
55-59	269	1.7%	9,078	56.6%	4,641	28.9%	2,061	12.8%
60 & over	434	3.7%	5,299	45.4%	4,078	35.0%	1,849	15.9%
<b>All employees</b>	<b>1,228</b>	<b>0.9%</b>	<b>44,209</b>	<b>30.9%</b>	<b>72,208</b>	<b>50.5%</b>	<b>25,465</b>	<b>17.8%</b>



**Table 7: Employer superannuation contribution as a proportion of superannuation salary by classification, 2020 and 2021**

	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	2020	2021	2020	2021	2020	2021	2020	2021	2020	2021	2020	2021	2020	2021
Graduate	1,537	1,659	12.1	15.4	15.4	15.4	15.4	15.4	15.4	15.4	18.5	15.4	15.7	15.4
APS 1	343	293	15.4	15.4	15.4	15.4	15.4	15.4	19.5	15.4	20.6	20.6	16.6	16.4
APS 2	2,033	1,993	12.6	15.4	15.4	15.4	15.4	15.4	19.5	15.4	20.2	20.2	17.0	16.4
APS 3	11,975	12,628	12.1	15.4	15.4	15.4	15.4	15.4	18.5	15.4	19.9	19.8	16.7	16.2
APS 4	25,379	25,762	15.4	15.4	15.4	15.4	15.4	15.4	19.5	19.5	19.8	19.8	16.9	16.6
APS 5	20,454	21,201	15.3	15.4	15.4	15.4	15.4	15.4	19.5	17.0	19.9	19.8	16.8	16.5
APS 6	33,569	34,132	15.3	15.4	15.4	15.4	15.4	15.4	19.5	19.5	19.9	19.8	17.0	16.7
EL 1	26,761	29,614	15.4	15.4	15.4	15.4	18.1	15.4	19.5	19.5	19.7	19.8	17.3	16.9
EL 2	11,931	12,969	15.4	15.4	15.4	15.4	18.8	18.5	19.0	19.0	19.5	19.5	17.6	17.3
SES 1	2,038	2,104	15.4	15.4	15.4	15.4	18.8	18.8	18.8	18.8	19.5	19.5	17.9	17.7
SES 2	588	619	15.4	15.4	17.4	15.4	18.8	18.8	18.8	18.8	19.5	19.5	17.9	17.8
SES 3	120	136	15.4	15.4	18.1	16.8	18.8	18.8	18.8	18.8	19.5	19.5	17.8	17.7
<b>All employees</b>	136,728	143,110	15.4	15.4	15.4	15.4	15.4	15.4	19.5	19.2	19.8	19.8	17.0	16.7

**Table 8: Employees by superannuation fund and classification, 2021**

	CSS		PSS		PSS-AP		Other	
<b>Classification</b>	<b>N</b>	<b>%</b>	<b>N</b>	<b>%</b>	<b>N</b>	<b>%</b>	<b>N</b>	<b>%</b>
Graduate			2	0.1%	1,032	62.2%	625	37.7%
APS 1	8	2.7%	53	18.1%	177	60.4%	55	18.8%
APS 2	20	1.0%	402	20.2%	1,027	51.5%	544	27.3%
APS 3	64	0.5%	2,164	17.1%	7,751	61.4%	2,649	21.0%
APS 4	123	0.5%	7,174	27.8%	14,268	55.4%	4,197	16.3%
APS 5	113	0.5%	5,129	24.2%	11,688	55.1%	4,271	20.1%
APS 6	259	0.8%	9,757	28.6%	17,691	51.8%	6,425	18.8%
EL 1	264	0.9%	10,979	37.1%	13,685	46.2%	4,686	15.8%
EL 2	239	1.8%	6,684	51.5%	4,355	33.6%	1,691	13.0%
SES 1	86	4.1%	1,364	64.8%	430	20.4%	224	10.6%
SES 2	36	5.8%	412	66.6%	94	15.2%	77	12.4%
SES 3	16	11.8%	89	65.4%	10	7.4%	21	15.4%
<b>All employees</b>	<b>1,228</b>	<b>0.9%</b>	<b>44,209</b>	<b>30.9%</b>	<b>72,208</b>	<b>50.5%</b>	<b>25,465</b>	<b>17.8%</b>



**Table 9: Acting classification Base Salary by classification, 2021**

		Acting classification Base Salary					
Acting Level	Number of employees	Percentile (5)	Percentile (25)	Median	Percentile (75)	Percentile (95)	Average
APS 2	10	\$52,072	\$54,173	\$55,880	\$59,938	\$60,583	\$56,554
APS 3	118	\$58,071	\$61,691	\$64,323	\$66,367	\$68,587	\$64,054
APS 4	958	\$67,772	\$69,811	\$71,653	\$73,549	\$76,215	\$71,682
APS 5	3,038	\$74,921	\$76,948	\$79,064	\$80,181	\$83,528	\$78,932
APS 6	4,020	\$82,788	\$85,179	\$86,770	\$89,876	\$95,401	\$87,694
EL 1	3,614	\$102,719	\$106,256	\$109,536	\$112,294	\$120,306	\$109,971
EL 2	1,933	\$123,159	\$123,748	\$131,323	\$135,840	\$145,869	\$131,573
SES 1	353	\$166,943	\$174,407	\$180,887	\$201,357	\$212,997	\$186,521
SES 2	77	\$202,575	\$224,326	\$241,237	\$267,873	\$282,585	\$241,820
SES 3	12	\$251,898	\$281,691	\$323,597	\$352,542	\$364,682	\$315,656
<b>All employees</b>	<b>14,133</b>	<b>\$71,653</b>	<b>\$81,238</b>	<b>\$89,538</b>	<b>\$111,508</b>	<b>\$139,391</b>	<b>\$99,705</b>

Table 10: Geographical allowance recipients by classification, 2021

Classification	Total Employees	Employees with geographic allowances	% with geographic allowances	Distribution of geographic allowances					
				Percentile (5)	Percentile (25)	Median	Percentile (75)	Percentile (95)	Average
Graduate	1,659	190	11.5%	\$384	\$850	\$1,160	\$1,662	\$7,189	\$2,110
APS 1	293	22	7.5%	\$5,206	\$9,558	\$13,135	\$15,160	\$32,395	\$14,013
APS 2	1,993	241	12.1%	\$29	\$45	\$1,709	\$3,479	\$22,328	\$4,300
APS 3	12,628	1,479	11.7%	\$14	\$29	\$44	\$2,415	\$15,200	\$2,986
APS 4	25,762	1,060	4.1%	\$21	\$46	\$1,195	\$4,454	\$16,219	\$3,747
APS 5	21,201	1,473	6.9%	\$22	\$38	\$911	\$6,311	\$27,829	\$5,522
APS 6	34,132	1,412	4.1%	\$29	\$52	\$2,351	\$7,991	\$35,377	\$7,880
EL 1	29,614	1,072	3.6%	\$33	\$1,622	\$8,698	\$33,451	\$68,574	\$21,086
EL 2	12,969	553	4.3%	\$52	\$2,846	\$20,628	\$54,684	\$166,485	\$41,367
SES 1	2,104	160	7.6%	\$847	\$13,032	\$42,831	\$76,593	\$230,589	\$64,455
SES 2	619	63	10.2%	\$1,082	\$21,191	\$46,530	\$82,380	\$269,652	\$75,036
SES 3	136	20	14.7%	\$13,128	\$26,383	\$40,518	\$77,147	\$95,694	\$48,678
<b>All employees</b>	<b>143,110</b>	<b>7,745</b>	<b>5.4%</b>	<b>\$23</b>	<b>\$52</b>	<b>\$1,880</b>	<b>\$9,533</b>	<b>\$56,398</b>	<b>\$11,735</b>



**Table 11: Hardship allowance recipients by classification, 2021**

Classification	Total Employees	Employees with hardship allowances	% with hardship allowances	Distribution of hardship allowances					
				Percentile (5)	Percentile (25)	Median	Percentile (75)	Percentile (95)	Average
Graduate	1,659	35	2.1%	\$49	\$630	\$2,131	\$10,549	\$35,601	\$8,858
APS 1	293	1	0.3%	\$960	\$960	\$960	\$960	\$960	\$960
APS 2	1,993	25	1.3%	\$14	\$144	\$562	\$1,156	\$2,044	\$879
APS 3	12,628	598	4.7%	\$111	\$1,162	\$20,627	\$44,553	\$49,019	\$22,223
APS 4	25,762	241	0.9%	\$42	\$299	\$993	\$3,392	\$50,601	\$10,084
APS 5	21,201	464	2.2%	\$84	\$1,696	\$14,902	\$51,294	\$62,144	\$25,912
APS 6	34,132	423	1.2%	\$49	\$1,696	\$7,791	\$44,609	\$68,534	\$22,245
EL 1	29,614	599	2.0%	\$648	\$8,206	\$25,446	\$65,969	\$94,034	\$38,600
EL 2	12,969	287	2.2%	\$1,151	\$8,499	\$29,420	\$62,831	\$103,175	\$38,581
SES 1	2,104	90	4.3%	\$2,034	\$23,332	\$39,581	\$71,753	\$108,866	\$50,126
SES 2	619	40	6.5%	\$5,830	\$23,335	\$36,305	\$57,151	\$95,152	\$46,368
SES 3	136	13	9.6%	\$17,780	\$34,764	\$36,300	\$65,352	\$98,876	\$49,402
<b>All employees</b>	<b>143,110</b>	<b>2,816</b>	<b>2.0%</b>	<b>\$126</b>	<b>\$1,696</b>	<b>\$16,346</b>	<b>\$47,418</b>	<b>\$83,029</b>	<b>\$27,943</b>



**Table 12: Additional duties/responsibilities allowance by classification, 2021**

Classification	Total Employees	Employees with additional duties allowances	% with additional duties allowances	Distribution of additional duties allowances					
				Percentile (5)	Percentile (25)	Median	Percentile (75)	Percentile (95)	Average
Graduate	1,659	26	1.6%	\$343	\$640	\$685	\$715	\$844	\$653
APS 1	293	8	2.7%	\$435	\$515	\$559	\$731	\$997	\$644
APS 2	1,993	116	5.8%	\$403	\$520	\$628	\$676	\$1,837	\$730
APS 3	12,628	1,083	8.6%	\$363	\$586	\$694	\$2,400	\$2,400	\$1,231
APS 4	25,762	2,281	8.9%	\$354	\$615	\$694	\$779	\$1,175	\$743
APS 5	21,201	1,983	9.4%	\$363	\$580	\$691	\$817	\$2,400	\$966
APS 6	34,132	2,942	8.6%	\$363	\$574	\$676	\$779	\$2,400	\$951
EL 1	29,614	2,100	7.1%	\$363	\$571	\$678	\$761	\$1,325	\$907
EL 2	12,969	642	5.0%	\$375	\$586	\$692	\$817	\$20,000	\$3,254
SES 1	2,104	42	2.0%	\$374	\$596	\$2,899	\$9,968	\$28,216	\$7,042
SES 2	619	11	1.8%	\$7,483	\$20,182	\$32,617	\$36,335	\$59,227	\$31,300
SES 3	136	0	0.0%						
<b>All employees</b>	<b>143,110</b>	<b>11,234</b>	<b>7.8%</b>	<b>\$363</b>	<b>\$574</b>	<b>\$692</b>	<b>\$809</b>	<b>\$2,400</b>	<b>\$1,111</b>



**Table 13: Base Salary by primary employment instrument and classification, 2021**

<b>Classification</b>	<b>Primary Employment Instrument</b>	<b>Number of employees</b>	<b>Percentile (5) of Base Salary</b>	<b>Percentile (25) of Base Salary</b>	<b>Median Base Salary</b>	<b>Percentile (75) of Base Salary</b>	<b>Percentile (95) of Base Salary</b>
Graduate	EA	1,566	\$62,394	\$64,323	\$67,305	\$69,905	\$74,548
	PSA	93	\$61,902	\$61,902	\$68,993	\$68,993	\$68,993
APS 1	EA	228	\$47,526	\$49,977	\$51,655	\$53,667	\$55,195
	PSA	65	\$53,580	\$53,580	\$53,580	\$53,580	\$53,580
APS 2	EA	1,930	\$50,975	\$54,284	\$57,128	\$60,825	\$62,634
	PSA	63	\$60,266	\$60,266	\$60,266	\$60,266	\$60,266
APS 3	CLA	6	\$67,345	\$67,729	\$70,469	\$73,289	\$82,399
	EA	8,064	\$58,933	\$64,323	\$67,710	\$67,907	\$69,396
APS 4	PSA	4,558	\$61,902	\$61,902	\$63,605	\$68,992	\$68,992
	CLA	45	\$81,100	\$87,675	\$95,461	\$103,490	\$119,372
APS 5	EA	14,050	\$67,661	\$71,886	\$74,322	\$76,215	\$77,768
	PSA	11,667	\$68,993	\$74,844	\$76,441	\$76,441	\$76,441
APS 6	CLA	50	\$101,651	\$118,802	\$131,349	\$145,509	\$168,169
	EA	17,633	\$76,160	\$79,604	\$82,059	\$83,844	\$85,469
APS 6	PSA	3,518	\$76,948	\$81,238	\$83,032	\$83,032	\$83,032
	CLA	72	\$102,922	\$115,628	\$172,071	\$202,582	\$221,909
EL 1	EA	28,731	\$85,272	\$90,796	\$95,401	\$97,618	\$101,673
	PSA	5,329	\$85,179	\$92,402	\$98,496	\$98,496	\$98,496
EL 1	AWA	3	\$111,268	\$120,774	\$132,656	\$133,714	\$134,560
	CLA	90	\$159,511	\$219,347	\$232,652	\$232,652	\$303,741
EL2	EA	26,613	\$107,571	\$115,456	\$119,651	\$121,640	\$128,791
	PSA	2,908	\$106,541	\$115,544	\$118,056	\$118,056	\$118,056
EL2	CLA	58	\$209,654	\$284,352	\$350,684	\$408,223	\$541,369
	EA	11,859	\$130,115	\$142,213	\$148,494	\$153,543	\$166,808
SES 1	PSA	1,052	\$123,292	\$133,747	\$146,620	\$146,620	\$153,049
	AWA	5	\$229,969	\$229,969	\$247,647	\$247,647	\$247,647
SES 1	CLA	249	\$179,249	\$199,055	\$215,850	\$227,277	\$246,887
	EA	18	\$162,076	\$175,166	\$175,166	\$175,166	\$175,166
SES 2	PSA	1,832	\$180,887	\$199,258	\$211,360	\$227,039	\$245,700
	AWA	3	\$285,185	\$294,290	\$305,671	\$305,671	\$305,671
SES 2	CLA	73	\$221,828	\$258,951	\$268,801	\$283,307	\$307,020
	EA	5	\$213,505	\$213,505	\$213,505	\$213,505	\$213,505
SES 3	PSA	538	\$232,539	\$255,629	\$276,281	\$292,095	\$320,277
	CLA	14	\$318,000	\$369,577	\$386,397	\$396,491	\$539,118
All employees	PSA	122	\$328,977	\$346,630	\$375,673	\$393,388	\$441,356
		<b>143,110</b>	<b>\$64,323</b>	<b>\$76,441</b>	<b>\$90,796</b>	<b>\$118,053</b>	<b>\$150,689</b>

**Table 14: Base Salary by classification and gender, 2021**

Classification	Gender	Number of employees <sup>(a)</sup>	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	798	\$62,394	\$64,323	\$68,219		\$69,811	\$73,074	\$67,549
	Female	855	\$62,394	\$64,323	\$66,563	97.6%	\$69,905	\$73,867	\$67,341
APS 1	Male	167	\$47,587	\$49,977	\$52,514		\$53,580	\$55,195	\$51,786
	Female	125	\$47,526	\$49,977	\$53,468	101.8%	\$53,580	\$55,195	\$51,932
APS 2	Male	785	\$50,975	\$54,105	\$56,515		\$60,825	\$62,634	\$57,255
	Female	1,204	\$50,975	\$54,973	\$58,059	102.7%	\$60,825	\$62,634	\$57,819
APS 3	Male	4,651	\$59,322	\$61,902	\$66,563		\$67,907	\$69,396	\$65,629
	Female	7,926	\$59,934	\$61,902	\$66,646	100.1%	\$68,992	\$69,396	\$65,735
APS 4	Male	7,996	\$68,349	\$71,960	\$75,835		\$76,441	\$77,768	\$74,382
	Female	17,718	\$68,915	\$72,531	\$76,103	100.4%	\$76,441	\$77,768	\$74,511
APS 5	Male	7,952	\$76,237	\$79,604	\$82,059		\$83,528	\$85,444	\$81,478
	Female	13,223	\$76,260	\$79,604	\$82,059	100.0%	\$83,658	\$85,469	\$81,719
APS 6	Male	14,093	\$85,179	\$91,553	\$95,873		\$98,496	\$101,673	\$94,915
	Female	20,004	\$85,272	\$91,000	\$95,859	100.0%	\$98,496	\$100,359	\$94,710
EL 1	Male	13,233	\$107,850	\$116,312	\$119,651		\$120,869	\$128,791	\$119,312
	Female	16,365	\$107,346	\$115,456	\$119,651	100.0%	\$121,592	\$128,791	\$118,661
EL 2	Male	6,411	\$129,786	\$142,973	\$148,315		\$153,543	\$168,133	\$150,696
	Female	6,555	\$129,387	\$140,968	\$147,828	99.7%	\$152,967	\$165,116	\$148,301
SES 1	Male	979	\$180,887	\$199,258	\$211,429		\$227,862	\$246,365	\$213,954
	Female	1,124	\$179,249	\$199,258	\$211,531	100.0%	\$225,989	\$245,700	\$211,974
SES 2	Male	332	\$232,539	\$255,688	\$275,378		\$293,997	\$322,092	\$277,016
	Female	287	\$232,539	\$254,311	\$274,940	99.8%	\$287,270	\$309,702	\$274,815
SES 3	Male	76	\$325,499	\$357,457	\$381,062		\$396,159	\$460,971	\$385,046
	Female	60	\$328,528	\$344,832	\$375,028	98.4%	\$393,820	\$404,566	\$370,062
<b>All employees</b>		<b>142,919</b>	<b>\$64,323</b>	<b>\$76,441</b>	<b>\$90,796</b>		<b>\$118,056</b>	<b>\$150,689</b>	<b>\$98,462</b>

(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, 2021**

Classification	Gender	Number of employees <sup>(a)</sup>	Percentile (5) of TRP	Percentile (25) of TRP	Median TRP	Percentile (75) of TRP	Percentile (95) of TRP	Average TRP
Graduate	Male	798	\$73,339	\$74,229	\$78,725	\$80,670	\$84,906	\$77,987
	Female	855	\$71,814	\$74,229	\$76,814	\$80,843	\$85,007	\$77,720
APS 1	Male	167	\$54,728	\$57,673	\$61,351	\$63,695	\$67,526	\$60,790
	Female	125	\$54,708	\$57,962	\$61,831	\$63,645	\$65,120	\$60,725
APS 2	Male	785	\$59,797	\$62,437	\$65,917	\$71,561	\$75,338	\$67,086
	Female	1,204	\$59,797	\$63,753	\$67,349	\$71,945	\$75,612	\$67,727
APS 3	Male	4,651	\$69,164	\$72,527	\$77,716	\$81,138	\$87,408	\$77,514
	Female	7,926	\$69,383	\$71,556	\$77,463	\$80,083	\$85,073	\$76,955
APS 4	Male	7,996	\$79,274	\$83,471	\$87,952	\$90,586	\$94,983	\$87,202
	Female	17,718	\$79,618	\$84,059	\$88,213	\$90,768	\$93,794	\$87,296
APS 5	Male	7,952	\$88,042	\$92,182	\$95,200	\$98,354	\$102,817	\$95,568
	Female	13,223	\$88,005	\$92,182	\$95,699	\$98,364	\$102,164	\$95,554
APS 6	Male	14,093	\$98,297	\$106,156	\$111,106	\$114,998	\$121,994	\$111,209
	Female	20,004	\$98,415	\$105,837	\$111,313	\$115,033	\$120,903	\$110,868
EL 1	Male	13,233	\$124,741	\$134,726	\$139,380	\$143,777	\$152,382	\$139,842
	Female	16,365	\$123,654	\$133,565	\$139,219	\$143,712	\$151,435	\$138,899
EL 2	Male	6,411	\$151,048	\$168,002	\$175,706	\$182,060	\$205,231	\$177,920
	Female	6,555	\$150,213	\$164,718	\$174,650	\$181,190	\$197,984	\$174,774
SES 1	Male	979	\$232,171	\$247,555	\$262,265	\$274,791	\$298,265	\$262,655
	Female	1,124	\$229,586	\$244,303	\$259,382	\$271,207	\$293,565	\$259,612
SES 2	Male	332	\$294,047	\$315,841	\$329,772	\$350,423	\$387,770	\$335,132
	Female	287	\$297,685	\$316,807	\$328,136	\$344,505	\$373,659	\$333,055
SES 3	Male	76	\$388,278	\$426,061	\$451,761	\$469,653	\$551,450	\$456,703
	Female	60	\$388,487	\$421,771	\$443,631	\$464,930	\$480,616	\$441,290
<b>All employees</b>		<b>142,919</b>	<b>\$74,229</b>	<b>\$89,468</b>	<b>\$105,814</b>	<b>\$136,868</b>	<b>\$180,125</b>	<b>\$115,663</b>

(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, 2021**

Classification	Gender	Number of employees <sup>(a)</sup>	Percentile (5) of TR	Percentile (25) of TR	Median TR	Percentile (75) of TR	Percentile (95) of TR	Average TR
Graduate	Male	798	\$73,339	\$74,229	\$78,725	\$80,670	\$84,906	\$77,987
	Female	855	\$71,814	\$74,229	\$76,814	\$80,843	\$85,007	\$77,725
APS 1	Male	167	\$54,728	\$57,673	\$61,702	\$63,695	\$67,634	\$60,942
	Female	125	\$54,708	\$58,160	\$61,831	\$63,695	\$65,270	\$60,890
APS 2	Male	785	\$59,797	\$62,437	\$65,987	\$71,787	\$75,560	\$67,230
	Female	1,204	\$59,797	\$63,753	\$67,349	\$72,154	\$75,926	\$67,836
APS 3	Male	4,651	\$69,164	\$72,527	\$77,716	\$81,518	\$87,420	\$77,563
	Female	7,926	\$69,383	\$71,556	\$77,488	\$80,083	\$85,224	\$77,005
APS 4	Male	7,996	\$79,294	\$83,471	\$88,197	\$90,597	\$95,044	\$87,247
	Female	17,718	\$79,618	\$84,059	\$88,213	\$90,768	\$93,794	\$87,330
APS 5	Male	7,952	\$88,042	\$92,182	\$95,615	\$98,631	\$103,033	\$95,747
	Female	13,223	\$88,011	\$92,182	\$95,819	\$98,594	\$102,534	\$95,700
APS 6	Male	14,093	\$98,297	\$106,171	\$111,596	\$115,700	\$122,183	\$111,463
	Female	20,004	\$98,422	\$105,837	\$111,596	\$115,502	\$121,104	\$110,999
EL 1	Male	13,233	\$124,890	\$134,726	\$139,483	\$144,113	\$153,202	\$140,186
	Female	16,365	\$123,711	\$133,611	\$139,321	\$143,965	\$151,666	\$139,102
EL 2	Male	6,411	\$151,335	\$168,207	\$176,468	\$182,282	\$205,922	\$179,343
	Female	6,555	\$150,213	\$164,718	\$174,650	\$181,307	\$199,324	\$175,586
SES 1	Male	979	\$232,516	\$248,036	\$262,512	\$275,598	\$300,462	\$263,509
	Female	1,124	\$230,428	\$245,574	\$259,911	\$272,095	\$295,953	\$260,599
SES 2	Male	332	\$294,047	\$316,084	\$330,642	\$351,184	\$392,774	\$337,279
	Female	287	\$297,685	\$316,807	\$328,136	\$345,850	\$374,671	\$335,822
SES 3	Male	76	\$393,436	\$426,061	\$451,761	\$474,756	\$551,450	\$468,931
	Female	60	\$388,487	\$421,771	\$446,701	\$464,930	\$480,616	\$442,121
<b>All employees</b>		142,919	\$74,229	\$89,468	\$105,837	\$136,900	\$180,479	\$115,930

(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, 2021**

	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	1,638	21	\$62,394	\$61,327	\$64,323	\$61,327	\$67,912	\$61,327	\$69,836	\$62,919	\$73,575	\$76,457	\$67,482	\$63,662
APS 1	223	70	\$47,546	\$46,225	\$51,358	\$48,171	\$53,580	\$49,977	\$53,667	\$51,655	\$55,195	\$52,502	\$52,450	\$49,906
APS 2	1,425	568	\$51,817	\$50,975	\$56,515	\$53,967	\$60,198	\$54,284	\$60,825	\$55,826	\$62,634	\$58,653	\$58,703	\$54,816
APS 3	9,574	3,054	\$60,701	\$59,256	\$64,397	\$61,902	\$67,710	\$61,902	\$68,992	\$63,117	\$69,396	\$67,710	\$66,635	\$62,702
APS 4	23,257	2,505	\$68,993	\$66,158	\$73,100	\$68,219	\$76,215	\$68,993	\$76,441	\$72,332	\$77,768	\$76,103	\$74,912	\$70,316
APS 5	19,661	1,540	\$76,379	\$72,938	\$79,604	\$76,379	\$82,059	\$78,988	\$83,658	\$82,059	\$85,469	\$84,600	\$81,830	\$79,011
APS 6	32,783	1,349	\$85,272	\$82,825	\$91,611	\$86,247	\$95,873	\$90,560	\$98,496	\$95,786	\$101,108	\$99,244	\$94,940	\$91,170
EL 1	28,702	912	\$107,694	\$103,401	\$115,576	\$110,473	\$119,651	\$115,456	\$121,592	\$120,780	\$128,791	\$132,463	\$118,977	\$118,140
EL 2	12,573	396	\$129,786	\$127,247	\$141,854	\$138,922	\$148,315	\$146,004	\$153,543	\$154,467	\$166,808	\$193,989	\$149,429	\$151,249
SES 1	2,059	45	\$179,385	\$175,850	\$199,258	\$195,264	\$211,360	\$212,941	\$227,039	\$230,257	\$246,114	\$242,509	\$212,914	\$211,790
SES 2	586	33	\$232,539	\$232,431	\$255,946	\$251,599	\$275,047	\$269,813	\$289,688	\$295,642	\$316,768	\$381,236	\$275,617	\$282,721
SES 3	121	15	\$320,000	\$328,977	\$360,493	\$328,977	\$376,866	\$346,443	\$393,500	\$432,073	\$426,239	\$513,776	\$377,392	\$386,852
<b>All employees</b>	<b>132,602</b>	<b>10,508</b>	<b>\$67,653</b>	<b>\$56,515</b>	<b>\$76,441</b>	<b>\$61,902</b>	<b>\$93,864</b>	<b>\$70,842</b>	<b>\$118,056</b>	<b>\$85,088</b>	<b>\$151,304</b>	<b>\$127,909</b>	<b>\$99,897</b>	<b>\$79,993</b>

**Table 18: Median Base Salary by classification 2017 to 2021**

	2017		2018		2019		2020		2021	
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	\$62,698	0.3%	\$63,030	0.5%	\$66,443	5.4%	\$66,313	-0.2%	\$67,661	2.0%
APS 1	\$48,194	1.3%	\$49,460	2.6%	\$48,521	-1.9%	\$51,484	6.1%	\$52,792	2.5%
APS 2	\$56,220	3.0%	\$56,694	0.8%	\$57,925	2.2%	\$57,122	-1.4%	\$58,059	1.6%
APS 3	\$61,970	0.7%	\$63,952	3.2%	\$64,799	1.3%	\$65,270	0.7%	\$66,563	2.0%
APS 4	\$71,317	3.0%	\$72,531	1.7%	\$73,256	1.0%	\$73,472	0.3%	\$76,103	3.6%
APS 5	\$76,561	2.8%	\$78,092	2.0%	\$78,873	1.0%	\$79,725	1.1%	\$82,059	2.9%
APS 6	\$89,449	2.5%	\$91,238	2.0%	\$92,150	1.0%	\$93,112	1.0%	\$95,873	3.0%
EL 1	\$111,633	2.6%	\$113,866	2.0%	\$115,005	1.0%	\$115,762	0.7%	\$119,651	3.4%
EL 2	\$138,195	1.9%	\$140,680	1.8%	\$142,556	1.3%	\$144,837	1.6%	\$148,315	2.4%
SES 1	\$189,353	2.6%	\$196,609	3.8%	\$202,910	3.2%	\$202,910	0.0%	\$211,395	4.2%
SES 2	\$245,348	2.5%	\$256,491	4.5%	\$265,091	3.4%	\$263,750	-0.5%	\$275,000	4.3%
SES 3	\$336,876	3.0%	\$350,000	3.9%	\$362,100	3.5%	\$361,501	-0.2%	\$376,578	4.2%
<b>All employees</b>	<b>\$81,206</b>	<b>3.5%</b>	<b>\$83,347</b>	<b>2.6%</b>	<b>\$86,436</b>	<b>3.7%</b>	<b>\$88,114</b>	<b>1.9%</b>	<b>\$90,796</b>	<b>3.0%</b>



**Table 19: Median Total Remuneration Package (TRP) by classification 2017 to 2021**

Classification	2017		2018		2019		2020		2021	
	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	\$72,354	-0.9%	\$72,862	0.7%	\$76,643	5.2%	\$76,230	-0.5%	\$77,515	1.7%
APS 1	\$56,275	1.6%	\$57,077	1.4%	\$57,136	0.1%	\$59,430	4.0%	\$61,729	3.9%
APS 2	\$65,488	3.0%	\$65,559	0.1%	\$68,052	3.8%	\$66,340	-2.5%	\$67,000	1.0%
APS 3	\$73,206	1.5%	\$74,576	1.9%	\$76,525	2.6%	\$76,524	0.0%	\$77,495	1.3%
APS 4	\$82,300	2.8%	\$83,947	2.0%	\$84,787	1.0%	\$84,787	0.0%	\$88,213	4.0%
APS 5	\$89,679	2.2%	\$91,254	1.8%	\$92,151	1.0%	\$93,021	0.9%	\$95,468	2.6%
APS 6	\$106,046	2.7%	\$107,136	1.0%	\$108,603	1.4%	\$108,705	0.1%	\$111,155	2.3%
EL 1	\$131,714	2.1%	\$133,609	1.4%	\$135,598	1.5%	\$136,598	0.7%	\$139,278	2.0%
EL 2	\$164,067	2.2%	\$166,891	1.7%	\$169,070	1.3%	\$170,148	0.6%	\$175,453	3.1%
SES 1	\$247,732	1.9%	\$251,141	1.4%	\$254,739	1.4%	\$254,739	0.0%	\$260,432	2.2%
SES 2	\$310,641	1.8%	\$316,953	2.0%	\$323,857	2.2%	\$322,733	-0.3%	\$328,890	1.9%
SES 3	\$420,420	2.3%	\$426,771	1.5%	\$436,338	2.2%	\$439,777	0.8%	\$448,253	1.9%
<b>All employees</b>	<b>\$95,287</b>	<b>2.8%</b>	<b>\$97,586</b>	<b>2.4%</b>	<b>\$100,557</b>	<b>3.0%</b>	<b>\$102,717</b>	<b>2.1%</b>	<b>\$105,743</b>	<b>2.9%</b>



**Table 20: Median Total Reward (TR) by classification 2017 to 2021**

	2017		2018		2019		2020		2021	
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	\$72,354	-0.9%	\$72,862	0.7%	\$76,643	5.2%	\$76,230	-0.5%	\$77,515	1.7%
APS 1	\$56,511	1.7%	\$57,077	1.0%	\$57,136	0.1%	\$59,430	4.0%	\$61,831	4.0%
APS 2	\$66,091	2.8%	\$65,729	-0.5%	\$68,286	3.9%	\$66,354	-2.8%	\$67,000	1.0%
APS 3	\$73,839	2.4%	\$74,995	1.6%	\$76,525	2.0%	\$76,524	0.0%	\$77,496	1.3%
APS 4	\$82,300	2.4%	\$83,947	2.0%	\$84,787	1.0%	\$84,787	0.0%	\$88,213	4.0%
APS 5	\$89,807	2.1%	\$91,344	1.7%	\$92,370	1.1%	\$93,026	0.7%	\$95,733	2.9%
APS 6	\$106,046	2.7%	\$107,463	1.3%	\$108,603	1.1%	\$108,793	0.2%	\$111,596	2.6%
EL 1	\$131,946	1.9%	\$133,825	1.4%	\$135,598	1.3%	\$136,693	0.8%	\$139,382	2.0%
EL 2	\$165,446	2.1%	\$168,298	1.7%	\$170,397	1.2%	\$170,592	0.1%	\$175,706	3.0%
SES 1	\$248,251	2.0%	\$251,519	1.3%	\$255,317	1.5%	\$254,996	-0.1%	\$260,601	2.2%
SES 2	\$311,013	1.8%	\$317,159	2.0%	\$324,212	2.2%	\$322,740	-0.5%	\$329,099	2.0%
SES 3	\$421,800	2.5%	\$430,080	2.0%	\$436,856	1.6%	\$442,155	1.2%	\$449,310	1.6%
<b>All employees</b>	<b>\$95,416</b>	<b>2.7%</b>	<b>\$97,847</b>	<b>2.5%</b>	<b>\$100,700</b>	<b>2.9%</b>	<b>\$102,871</b>	<b>2.2%</b>	<b>\$105,800</b>	<b>2.8%</b>



**Table 21: Remuneration findings by classification, 2021**  
**Graduate**

	Number of employees	Min	P5	Q1	Median	Q3	P95	Max	Average
<b>Base Salary</b>	<b>1659</b>	<b>\$56,630</b>	<b>\$62,394</b>	<b>\$64,323</b>	<b>\$67,661</b>	<b>\$69,836</b>	<b>\$73,575</b>	<b>\$92,576</b>	<b>\$67,434</b>
Agency superannuation contribution	1659	\$8,292	\$9,420	\$9,906	\$10,186	\$10,751	\$11,850	\$15,422	\$10,391
Cost of motor vehicle	0								
Cash in lieu of motor vehicle	0								
Motor vehicle parking	86	\$91	\$91	\$91	\$91	\$91	\$91	\$91	\$91
Personal benefits	23	\$44	\$72	\$116	\$193	\$325	\$853	\$8,886	\$626
Other supplementary payments	5	\$135	\$175	\$335	\$377	\$567	\$593	\$600	\$403
<b>Total Remuneration Package (TRP)</b>	<b>1659</b>	<b>\$65,351</b>	<b>\$72,003</b>	<b>\$74,229</b>	<b>\$77,515</b>	<b>\$80,682</b>	<b>\$84,906</b>	<b>\$106,833</b>	<b>\$77,840</b>
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								
Fixed top of salary range payment	0								
<b>Total Reward (TR)</b>	<b>1659</b>	<b>\$65,351</b>	<b>\$72,003</b>	<b>\$74,229</b>	<b>\$77,515</b>	<b>\$80,682</b>	<b>\$84,906</b>	<b>\$106,833</b>	<b>\$77,843</b>
Additional duties/responsibilities allowances	26	\$315	\$343	\$640	\$685	\$715	\$844	\$844	\$653
Qualifications and/or skills based allowances	8	\$2,723	\$2,723	\$3,744	\$5,105	\$6,892	\$9,188	\$9,188	\$5,530
Market related allowances – specific job	0								
Market related allowances – specific individual	0								
Superannuation allowances	0								
Income maintenance allowance	0								
Hours of duty allowances	179	\$6	\$26	\$33	\$64	\$329	\$1,812	\$4,995	\$376
Expense allowances	52	\$21	\$157	\$192	\$358	\$429	\$1,069	\$1,523	\$391
Geographic/locality allowances	190	\$52	\$384	\$850	\$1,160	\$1,662	\$7,189	\$21,575	\$2,110
Hardship allowances	35	\$12	\$49	\$630	\$2,131	\$10,549	\$35,601	\$40,660	\$8,858
Health and lifestyle allowances	239	\$100	\$200	\$268	\$500	\$600	\$600	\$810	\$435
Individual performance related allowances	0								
Annual leave loading	4	\$234	\$234	\$234	\$234	\$243	\$265	\$270	\$243
<b>TR + Allowances</b>	<b>1659</b>	<b>\$65,351</b>	<b>\$72,682</b>	<b>\$74,229</b>	<b>\$77,711</b>	<b>\$81,379</b>	<b>\$86,632</b>	<b>\$142,127</b>	<b>\$78,424</b>

**Table 22: Remuneration findings by classification, 2021**  
**APS 1**

	Number of employees	Min	P5	Q1	Median	Q3	P95	Max	Average
<b>Base Salary</b>	<b>293</b>	<b>\$41,105</b>	<b>\$47,526</b>	<b>\$49,977</b>	<b>\$52,792</b>	<b>\$53,580</b>	<b>\$55,195</b>	<b>\$56,488</b>	<b>\$51,842</b>
Agency superannuation contribution	293	\$5,880	\$7,105	\$7,696	\$8,251	\$10,065	\$13,261	\$18,810	\$8,895
Cost of motor vehicle	0								
Cash in lieu of motor vehicle	0								
Motor vehicle parking	0								
Personal benefits	5	\$80	\$80	\$80	\$140	\$140	\$259	\$289	\$146
Other supplementary payments	4	\$113	\$136	\$226	\$628	\$1,247	\$1,855	\$2,007	\$844
<b>Total Remuneration Package (TRP)</b>	<b>293</b>	<b>\$47,311</b>	<b>\$54,724</b>	<b>\$57,673</b>	<b>\$61,729</b>	<b>\$63,695</b>	<b>\$66,898</b>	<b>\$69,720</b>	<b>\$60,752</b>
Performance bonus paid	1	\$526	\$526	\$526	\$526	\$526	\$526	\$526	\$526
Retention bonus paid	12	\$1,489	\$1,763	\$2,172	\$2,324	\$2,416	\$2,555	\$2,583	\$2,249
Productivity bonus	0								
Sign on bonus	0								
Group or whole of agency performance bonuses	0								
Fixed top of salary range payment	30	\$274	\$368	\$526	\$725	\$725	\$725	\$725	\$616
<b>Total Reward (TR)</b>	<b>293</b>	<b>\$47,311</b>	<b>\$54,724</b>	<b>\$57,673</b>	<b>\$61,831</b>	<b>\$63,695</b>	<b>\$67,281</b>	<b>\$69,720</b>	<b>\$60,908</b>
Additional duties/responsibilities allowances	8	\$403	\$435	\$515	\$559	\$731	\$997	\$1,079	\$644
Qualifications and/or skills based allowances	2	\$2,146	\$2,148	\$2,153	\$2,160	\$2,166	\$2,172	\$2,173	\$2,160
Market related allowances – specific job	0								
Market related allowances – specific individual	0								
Superannuation allowances	0								
Income maintenance allowance	0								
Hours of duty allowances	29	\$33	\$33	\$65	\$260	\$455	\$1,874	\$8,236	\$717
Expense allowances	6	\$1,158	\$1,204	\$1,812	\$4,806	\$8,202	\$12,455	\$13,671	\$5,765
Geographic/locality allowances	22	\$33	\$5,206	\$9,558	\$13,135	\$15,160	\$32,395	\$36,117	\$14,013
Hardship allowances	1	\$960	\$960	\$960	\$960	\$960	\$960	\$960	\$960
Health and lifestyle allowances	5	\$147	\$158	\$200	\$236	\$272	\$454	\$500	\$271
Individual performance related allowances	0								
Annual leave loading	0								
<b>TR + Allowances</b>	<b>293</b>	<b>\$47,811</b>	<b>\$54,736</b>	<b>\$57,738</b>	<b>\$61,831</b>	<b>\$64,205</b>	<b>\$71,617</b>	<b>\$97,290</b>	<b>\$62,190</b>



**Table 23: Remuneration findings by classification, 2021**  
**APS 2**

	Number of employees	Min	P5	Q1	Median	Q3	P95	Max	Average
<b>Base Salary</b>	<b>1993</b>	<b>\$50,975</b>	<b>\$50,975</b>	<b>\$54,284</b>	<b>\$58,059</b>	<b>\$60,825</b>	<b>\$62,634</b>	<b>\$66,359</b>	<b>\$57,595</b>
Agency superannuation contribution	1993	\$5,269	\$7,875	\$8,501	\$9,007	\$10,888	\$14,572	\$22,786	\$9,870
Cost of motor vehicle	0								
Cash in lieu of motor vehicle	0								
Motor vehicle parking	1	\$2,223	\$2,223	\$2,223	\$2,223	\$2,223	\$2,223	\$2,223	\$2,223
Personal benefits	23	\$89	\$136	\$149	\$269	\$289	\$303	\$2,305	\$306
Other supplementary payments	6	\$3	\$4	\$10	\$54	\$105	\$195	\$223	\$75
<b>Total Remuneration Package (TRP)</b>	<b>1993</b>	<b>\$58,695</b>	<b>\$59,797</b>	<b>\$62,980</b>	<b>\$67,000</b>	<b>\$71,932</b>	<b>\$75,460</b>	<b>\$80,798</b>	<b>\$67,471</b>
Performance bonus paid	1	\$725	\$725	\$725	\$725	\$725	\$725	\$725	\$725
Retention bonus paid	19	\$1,485	\$1,823	\$2,351	\$2,536	\$2,565	\$2,869	\$2,869	\$2,424
Productivity bonus	0								
Sign on bonus	0								
Group or whole of agency performance bonuses	3	\$300	\$300	\$300	\$300	\$300	\$300	\$300	\$300
Fixed top of salary range payment	278	\$193	\$538	\$725	\$725	\$725	\$725	\$1,450	\$709
<b>Total Reward (TR)</b>	<b>1993</b>	<b>\$58,695</b>	<b>\$59,797</b>	<b>\$62,990</b>	<b>\$67,000</b>	<b>\$72,018</b>	<b>\$75,841</b>	<b>\$80,798</b>	<b>\$67,593</b>
Additional duties/responsibilities allowances	116	\$130	\$403	\$520	\$628	\$676	\$1,837	\$4,012	\$730
Qualifications and/or skills based allowances	1	\$2,171	\$2,171	\$2,171	\$2,171	\$2,171	\$2,171	\$2,171	\$2,171
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	359	\$28	\$32	\$63	\$193	\$696	\$4,092	\$23,673	\$986
Expense allowances	37	\$28	\$98	\$222	\$589	\$11,004	\$21,841	\$25,181	\$5,807
Geographic/locality allowances	241	\$3	\$29	\$45	\$1,709	\$3,479	\$22,328	\$70,554	\$4,300
Hardship allowances	25	\$6	\$14	\$144	\$562	\$1,156	\$2,044	\$3,127	\$879
Health and lifestyle allowances	86	\$100	\$168	\$279	\$320	\$320	\$500	\$640	\$327
Individual performance related allowances	0								
Annual leave loading	1	\$1,206	\$1,206	\$1,206	\$1,206	\$1,206	\$1,206	\$1,206	\$1,206
<b>TR + Allowances</b>	<b>1993</b>	<b>\$58,696</b>	<b>\$59,797</b>	<b>\$63,627</b>	<b>\$67,390</b>	<b>\$72,345</b>	<b>\$77,796</b>	<b>\$141,879</b>	<b>\$68,474</b>

**Table 24: Remuneration findings by classification, 2021**  
**APS 3**

	Number of employees	Min	P5	Q1	Median	Q3	P95	Max	Average
<b>Base Salary</b>	<b>12628</b>	<b>\$56,048</b>	<b>\$59,934</b>	<b>\$61,902</b>	<b>\$66,563</b>	<b>\$68,992</b>	<b>\$69,396</b>	<b>\$85,299</b>	<b>\$65,684</b>
Agency superannuation contribution	12628	\$6,514	\$9,230	\$9,580	\$10,458	\$12,398	\$17,564	\$27,089	\$11,430
Cost of motor vehicle	0								
Cash in lieu of motor vehicle	0								
Motor vehicle parking	38	\$91	\$91	\$91	\$91	\$91	\$2,266	\$2,266	\$263
Personal benefits	96	\$80	\$134	\$149	\$233	\$289	\$292	\$1,500	\$235
Other supplementary payments	384	\$1	\$5	\$112	\$321	\$615	\$5,602	\$7,019	\$873
<b>Total Remuneration Package (TRP)</b>	<b>12628</b>	<b>\$64,707</b>	<b>\$69,164</b>	<b>\$71,686</b>	<b>\$77,495</b>	<b>\$80,202</b>	<b>\$86,298</b>	<b>\$95,604</b>	<b>\$77,143</b>
Performance bonus paid	19	\$712	\$1,076	\$1,393	\$1,636	\$1,668	\$2,316	\$7,349	\$1,802
Retention bonus paid	21	\$512	\$512	\$638	\$2,787	\$2,869	\$3,975	\$5,336	\$2,301
Productivity bonus	0								
Sign on bonus	0								
Group or whole of agency performance bonuses	10	\$300	\$300	\$300	\$300	\$300	\$300	\$300	\$300
Fixed top of salary range payment	749	\$38	\$483	\$725	\$725	\$725	\$736	\$1,450	\$718
<b>Total Reward (TR)</b>	<b>12628</b>	<b>\$64,707</b>	<b>\$69,164</b>	<b>\$71,686</b>	<b>\$77,496</b>	<b>\$80,232</b>	<b>\$86,330</b>	<b>\$101,178</b>	<b>\$77,192</b>
Additional duties/responsibilities allowances	1083	\$129	\$363	\$586	\$694	\$2,400	\$2,400	\$7,954	\$1,231
Qualifications and/or skills based allowances	143	\$70	\$300	\$999	\$1,038	\$2,812	\$2,895	\$17,009	\$1,773
Market related allowances – specific job	0								
Market related allowances – specific individual	1	\$1,975	\$1,975	\$1,975	\$1,975	\$1,975	\$1,975	\$1,975	\$1,975
Superannuation allowances	0								
Income maintenance allowance	0								
Hours of duty allowances	4739	\$4	\$32	\$65	\$256	\$808	\$3,570	\$30,965	\$881
Expense allowances	249	\$2	\$52	\$309	\$679	\$1,945	\$14,758	\$37,894	\$2,805
Geographic/locality allowances	1479	\$1	\$14	\$29	\$44	\$2,415	\$15,200	\$78,158	\$2,986
Hardship allowances	598	\$12	\$111	\$1,162	\$20,627	\$44,553	\$49,019	\$54,840	\$22,223
Health and lifestyle allowances	312	\$44	\$149	\$268	\$299	\$500	\$669	\$1,802	\$365
Individual performance related allowances	0								
Annual leave loading	61	\$2	\$53	\$149	\$424	\$1,026	\$1,900	\$3,039	\$624
<b>TR + Allowances</b>	<b>12628</b>	<b>\$64,707</b>	<b>\$69,599</b>	<b>\$72,717</b>	<b>\$77,933</b>	<b>\$81,776</b>	<b>\$89,551</b>	<b>\$160,449</b>	<b>\$79,118</b>



**Table 25: Remuneration findings by classification, 2021**  
**APS 4**

	Number of employees	Min	P5	Q1	Median	Q3	P95	Max	Average
<b>Base Salary</b>	<b>25762</b>	<b>\$62,515</b>	<b>\$68,915</b>	<b>\$72,407</b>	<b>\$76,103</b>	<b>\$76,441</b>	<b>\$77,768</b>	<b>\$126,319</b>	<b>\$74,465</b>
Agency superannuation contribution	25762	\$6,488	\$10,437	\$11,203	\$11,772	\$14,447	\$17,346	\$29,287	\$12,748
Cost of motor vehicle	1	\$338	\$338	\$338	\$338	\$338	\$338	\$338	\$338
Cash in lieu of motor vehicle	0								
Motor vehicle parking	138	\$91	\$91	\$91	\$91	\$91	\$2,229	\$3,020	\$532
Personal benefits	243	\$20	\$91	\$149	\$234	\$289	\$1,148	\$7,000	\$366
Other supplementary payments	280	\$2	\$38	\$251	\$1,533	\$7,236	\$7,423	\$8,324	\$3,460
<b>Total Remuneration Package (TRP)</b>	<b>25762</b>	<b>\$72,173</b>	<b>\$79,528</b>	<b>\$84,028</b>	<b>\$88,213</b>	<b>\$90,768</b>	<b>\$94,077</b>	<b>\$145,772</b>	<b>\$87,258</b>
Performance bonus paid	62	\$46	\$724	\$725	\$1,498	\$7,821	\$12,205	\$24,610	\$4,620
Retention bonus paid	26	\$178	\$405	\$508	\$2,422	\$3,360	\$3,755	\$3,773	\$2,107
Productivity bonus	3	\$362	\$644	\$1,772	\$3,182	\$3,279	\$3,357	\$3,377	\$2,307
Sign on bonus	0								
Group or whole of agency performance bonuses	5	\$300	\$300	\$300	\$300	\$300	\$300	\$300	\$300
Fixed top of salary range payment	839	\$106	\$457	\$762	\$762	\$762	\$762	\$1,495	\$734
<b>Total Reward (TR)</b>	<b>25762</b>	<b>\$72,173</b>	<b>\$79,528</b>	<b>\$84,028</b>	<b>\$88,213</b>	<b>\$90,768</b>	<b>\$94,135</b>	<b>\$158,981</b>	<b>\$87,295</b>
Additional duties/responsibilities allowances	2281	\$52	\$354	\$615	\$694	\$779	\$1,175	\$4,449	\$743
Qualifications and/or skills based allowances	398	\$85	\$1,001	\$1,172	\$2,812	\$2,812	\$2,812	\$8,849	\$2,386
Market related allowances – specific job	0								
Market related allowances – specific individual	1	\$1,212	\$1,212	\$1,212	\$1,212	\$1,212	\$1,212	\$1,212	\$1,212
Superannuation allowances	0								
Income maintenance allowance	8	\$1,502	\$1,502	\$1,502	\$1,502	\$1,502	\$1,502	\$1,502	\$1,502
Hours of duty allowances	9766	\$1	\$32	\$98	\$360	\$1,160	\$4,002	\$21,895	\$986
Expense allowances	279	\$6	\$41	\$277	\$498	\$962	\$10,187	\$28,483	\$1,851
Geographic/locality allowances	1060	\$2	\$21	\$46	\$1,195	\$4,454	\$16,219	\$72,474	\$3,747
Hardship allowances	241	\$12	\$42	\$299	\$993	\$3,392	\$50,601	\$94,265	\$10,084
Health and lifestyle allowances	1169	\$20	\$112	\$200	\$271	\$402	\$1,012	\$3,034	\$369
Individual performance related allowances	6	\$883	\$967	\$1,393	\$1,930	\$1,983	\$2,569	\$2,760	\$1,786
Annual leave loading	217	\$3	\$26	\$206	\$494	\$856	\$1,513	\$2,213	\$592
<b>TR + Allowances</b>	<b>25762</b>	<b>\$72,173</b>	<b>\$79,618</b>	<b>\$84,222</b>	<b>\$88,276</b>	<b>\$91,124</b>	<b>\$96,029</b>	<b>\$202,797</b>	<b>\$88,062</b>

**Table 26: Remuneration findings by classification, 2021**  
**APS 5**

	Number of employees	Min	P5	Q1	Median	Q3	P95	Max	Average
<b>Base Salary</b>	<b>21201</b>	<b>\$69,637</b>	<b>\$76,260</b>	<b>\$79,604</b>	<b>\$82,059</b>	<b>\$83,658</b>	<b>\$85,469</b>	<b>\$173,892</b>	<b>\$81,625</b>
Agency superannuation contribution	21201	\$6,294	\$11,493	\$12,264	\$12,824	\$15,460	\$19,281	\$31,864	\$13,870
Cost of motor vehicle	3	\$336	\$377	\$543	\$751	\$824	\$883	\$898	\$661
Cash in lieu of motor vehicle	0								
Motor vehicle parking	728	\$91	\$91	\$91	\$91	\$91	\$1,587	\$5,843	\$254
Personal benefits	205	\$49	\$100	\$149	\$200	\$289	\$1,022	\$48,145	\$600
Other supplementary payments	428	\$1	\$54	\$265	\$620	\$2,168	\$8,509	\$19,936	\$2,185
<b>Total Remuneration Package (TRP)</b>	<b>21201</b>	<b>\$80,361</b>	<b>\$88,034</b>	<b>\$92,182</b>	<b>\$95,468</b>	<b>\$98,359</b>	<b>\$102,416</b>	<b>\$191,281</b>	<b>\$95,554</b>
Performance bonus paid	299	\$227	\$707	\$1,263	\$1,650	\$1,739	\$16,328	\$61,160	\$3,769
Retention bonus paid	60	\$354	\$435	\$2,087	\$3,406	\$4,071	\$16,148	\$16,148	\$3,807
Productivity bonus	16	\$36	\$282	\$1,008	\$1,766	\$5,205	\$9,429	\$12,558	\$3,443
Sign on bonus	0								
Group or whole of agency performance bonuses	16	\$300	\$300	\$300	\$300	\$300	\$300	\$300	\$300
Fixed top of salary range payment	1949	\$109	\$713	\$821	\$821	\$821	\$1,659	\$4,513	\$992
<b>Total Reward (TR)</b>	<b>21201</b>	<b>\$80,361</b>	<b>\$88,042</b>	<b>\$92,182</b>	<b>\$95,733</b>	<b>\$98,624</b>	<b>\$102,741</b>	<b>\$252,128</b>	<b>\$95,712</b>
Additional duties/responsibilities allowances	1983	\$26	\$363	\$580	\$691	\$817	\$2,400	\$10,181	\$966
Qualifications and/or skills based allowances	177	\$167	\$732	\$1,073	\$2,723	\$6,126	\$10,210	\$22,460	\$3,784
Market related allowances – specific job	0								
Market related allowances – specific individual	9	\$600	\$1,261	\$3,541	\$6,267	\$8,176	\$17,328	\$22,629	\$7,301
Superannuation allowances	0								
Income maintenance allowance	32	\$725	\$1,644	\$1,644	\$1,644	\$1,644	\$1,961	\$13,650	\$2,013
Hours of duty allowances	4653	\$11	\$32	\$65	\$256	\$927	\$5,207	\$31,608	\$1,111
Expense allowances	330	\$12	\$52	\$212	\$438	\$923	\$9,510	\$38,085	\$1,524
Geographic/locality allowances	1473	\$3	\$22	\$38	\$911	\$6,311	\$27,829	\$87,343	\$5,522
Hardship allowances	464	\$6	\$84	\$1,696	\$14,902	\$51,294	\$62,144	\$97,772	\$25,912
Health and lifestyle allowances	1859	\$20	\$150	\$200	\$272	\$300	\$600	\$3,696	\$303
Individual performance related allowances	18	\$770	\$865	\$3,384	\$4,498	\$4,513	\$4,584	\$4,984	\$3,795
Annual leave loading	54	\$21	\$43	\$230	\$739	\$1,208	\$1,681	\$2,549	\$763
<b>TR + Allowances</b>	<b>21201</b>	<b>\$80,361</b>	<b>\$88,141</b>	<b>\$92,447</b>	<b>\$95,916</b>	<b>\$99,180</b>	<b>\$105,218</b>	<b>\$267,224</b>	<b>\$97,091</b>



**Table 27: Remuneration findings by classification, 2021**  
**APS 6**

	Number of employees	Min	P5	Q1	Median	Q3	P95	Max	Average
<b>Base Salary</b>	<b>34132</b>	<b>\$75,737</b>	<b>\$85,179</b>	<b>\$91,000</b>	<b>\$95,873</b>	<b>\$98,496</b>	<b>\$100,792</b>	<b>\$264,456</b>	<b>\$94,791</b>
Agency superannuation contribution	34132	\$6,906	\$12,906	\$14,109	\$15,050	\$18,461	\$21,934	\$40,044	\$16,125
Cost of motor vehicle	6	\$67	\$84	\$137	\$165	\$295	\$3,392	\$4,411	\$879
Cash in lieu of motor vehicle	0								
Motor vehicle parking	726	\$91	\$91	\$91	\$91	\$91	\$1,962	\$11,080	\$317
Personal benefits	1009	\$15	\$100	\$191	\$351	\$663	\$5,549	\$59,913	\$1,309
Other supplementary payments	530	\$2	\$87	\$375	\$745	\$3,516	\$10,111	\$35,000	\$2,693
<b>Total Remuneration Package (TRP)</b>	<b>34132</b>	<b>\$87,400</b>	<b>\$98,336</b>	<b>\$105,923</b>	<b>\$111,155</b>	<b>\$115,012</b>	<b>\$121,471</b>	<b>\$288,101</b>	<b>\$111,003</b>
Performance bonus paid	194	\$309	\$694	\$821	\$1,560	\$3,739	\$75,939	\$141,635	\$11,493
Retention bonus paid	106	\$127	\$339	\$2,392	\$4,169	\$5,273	\$12,525	\$24,222	\$4,866
Productivity bonus	34	\$131	\$667	\$2,177	\$6,029	\$12,786	\$23,020	\$26,222	\$8,746
Sign on bonus	0								
Group or whole of agency performance bonuses	33	\$300	\$300	\$300	\$300	\$300	\$300	\$300	\$300
Fixed top of salary range payment	2999	\$23	\$716	\$959	\$959	\$959	\$1,925	\$5,273	\$1,046
<b>Total Reward (TR)</b>	<b>34132</b>	<b>\$87,400</b>	<b>\$98,368</b>	<b>\$105,930</b>	<b>\$111,596</b>	<b>\$115,502</b>	<b>\$121,563</b>	<b>\$429,736</b>	<b>\$111,185</b>
Additional duties/responsibilities allowances	2942	\$28	\$363	\$574	\$676	\$779	\$2,400	\$43,287	\$951
Qualifications and/or skills based allowances	253	\$385	\$1,015	\$1,210	\$2,226	\$4,084	\$9,188	\$19,110	\$3,483
Market related allowances – specific job	1	\$3,253	\$3,253	\$3,253	\$3,253	\$3,253	\$3,253	\$3,253	\$3,253
Market related allowances – specific individual	13	\$600	\$600	\$1,187	\$8,127	\$10,499	\$15,652	\$18,352	\$7,178
Superannuation allowances	0								
Income maintenance allowance	38	\$775	\$1,502	\$1,705	\$1,886	\$1,886	\$3,292	\$3,665	\$1,935
Hours of duty allowances	6104	\$4	\$32	\$96	\$325	\$1,379	\$7,866	\$60,429	\$1,634
Expense allowances	532	\$1	\$48	\$180	\$361	\$561	\$2,839	\$36,395	\$1,039
Geographic/locality allowances	1412	\$1	\$29	\$52	\$2,351	\$7,991	\$35,377	\$134,731	\$7,880
Hardship allowances	423	\$12	\$49	\$1,696	\$7,791	\$44,609	\$68,534	\$199,575	\$22,245
Health and lifestyle allowances	3750	\$20	\$150	\$200	\$239	\$300	\$600	\$2,260	\$292
Individual performance related allowances	46	\$284	\$574	\$1,863	\$4,794	\$6,487	\$13,742	\$22,807	\$5,251
Annual leave loading	129	\$3	\$118	\$559	\$941	\$1,371	\$2,300	\$4,102	\$1,045
<b>TR + Allowances</b>	<b>34132</b>	<b>\$87,400</b>	<b>\$98,649</b>	<b>\$106,630</b>	<b>\$112,117</b>	<b>\$116,429</b>	<b>\$123,489</b>	<b>\$429,736</b>	<b>\$112,251</b>



**Table 28: Remuneration findings by classification, 2021**

EL 1

	Number of employees	Min	P5	Q1	Median	Q3	P95	Max	Average
<b>Base Salary</b>	<b>29614</b>	<b>\$95,417</b>	<b>\$107,571</b>	<b>\$115,550</b>	<b>\$119,651</b>	<b>\$121,592</b>	<b>\$128,791</b>	<b>\$378,712</b>	<b>\$118,951</b>
Agency superannuation contribution	29614	\$10,105	\$16,241	\$17,935	\$18,810	\$23,008	\$25,943	\$50,757	\$20,232
Cost of motor vehicle	10	\$35	\$45	\$211	\$392	\$670	\$16,911	\$29,764	\$3,356
Cash in lieu of motor vehicle	0								
Motor vehicle parking	1601	\$91	\$91	\$91	\$91	\$91	\$1,587	\$11,080	\$254
Personal benefits	637	\$28	\$100	\$182	\$385	\$1,434	\$18,005	\$124,941	\$3,443
Other supplementary payments	456	\$24	\$213	\$454	\$756	\$4,002	\$12,522	\$26,344	\$3,066
<b>Total Remuneration Package (TRP)</b>	<b>29614</b>	<b>\$108,314</b>	<b>\$124,137</b>	<b>\$134,224</b>	<b>\$139,278</b>	<b>\$143,712</b>	<b>\$151,878</b>	<b>\$406,300</b>	<b>\$139,320</b>
Performance bonus paid	213	\$120	\$715	\$959	\$1,120	\$2,000	\$44,198	\$240,753	\$8,717
Retention bonus paid	133	\$150	\$407	\$4,329	\$6,159	\$11,364	\$19,947	\$32,400	\$8,310
Productivity bonus	59	\$116	\$385	\$2,202	\$5,929	\$11,408	\$23,807	\$38,028	\$8,322
Sign on bonus	0								
Group or whole of agency performance bonuses	42	\$300	\$300	\$300	\$300	\$300	\$300	\$300	\$300
Fixed top of salary range payment	3033	\$71	\$180	\$1,197	\$1,197	\$1,925	\$2,384	\$9,150	\$1,450
<b>Total Reward (TR)</b>	<b>29614</b>	<b>\$108,314</b>	<b>\$124,150</b>	<b>\$134,230</b>	<b>\$139,382</b>	<b>\$144,113</b>	<b>\$152,137</b>	<b>\$578,262</b>	<b>\$139,586</b>
Additional duties/responsibilities allowances	2100	\$22	\$363	\$571	\$678	\$761	\$1,325	\$29,860	\$907
Qualifications and/or skills based allowances	338	\$348	\$1,206	\$2,442	\$4,084	\$6,126	\$13,815	\$40,064	\$5,385
Market related allowances – specific job	8	\$3,000	\$3,700	\$7,675	\$9,977	\$12,237	\$23,875	\$30,000	\$11,396
Market related allowances – specific individual	37	\$600	\$600	\$7,320	\$12,305	\$17,006	\$32,899	\$40,000	\$13,499
Superannuation allowances	0								
Income maintenance allowance	32	\$85	\$691	\$2,406	\$6,132	\$9,735	\$22,874	\$36,586	\$7,934
Hours of duty allowances	2961	\$6	\$32	\$163	\$671	\$2,646	\$11,767	\$27,110	\$2,521
Expense allowances	567	\$4	\$47	\$249	\$358	\$536	\$1,820	\$42,072	\$897
Geographic/locality allowances	1072	\$1	\$33	\$1,622	\$8,698	\$33,451	\$68,574	\$353,820	\$21,086
Hardship allowances	599	\$12	\$648	\$8,206	\$25,446	\$65,969	\$94,034	\$222,130	\$38,600
Health and lifestyle allowances	3863	\$20	\$150	\$200	\$249	\$300	\$600	\$2,863	\$299
Individual performance related allowances	54	\$21	\$142	\$856	\$3,639	\$5,983	\$12,173	\$20,000	\$4,353
Annual leave loading	95	\$35	\$103	\$516	\$986	\$1,520	\$2,249	\$4,060	\$1,065
<b>TR + Allowances</b>	<b>29614</b>	<b>\$108,345</b>	<b>\$124,741</b>	<b>\$134,726</b>	<b>\$140,183</b>	<b>\$144,436</b>	<b>\$156,758</b>	<b>\$578,262</b>	<b>\$141,603</b>



**Table 29: Remuneration findings by classification, 2021  
EL2**

	Number of employees	Min	P5	Q1	Median	Q3	P95	Max	Average
<b>Base Salary</b>	<b>12969</b>	<b>\$113,391</b>	<b>\$129,699</b>	<b>\$141,820</b>	<b>\$148,315</b>	<b>\$153,543</b>	<b>\$167,324</b>	<b>\$592,697</b>	<b>\$149,484</b>
Agency superannuation contribution	12969	\$11,721	\$19,687	\$22,579	\$26,119	\$28,517	\$32,949	\$82,230	\$25,938
Cost of motor vehicle	24	\$14	\$115	\$1,529	\$6,113	\$20,627	\$26,424	\$26,859	\$10,515
Cash in lieu of motor vehicle	158	\$20,000	\$23,000	\$25,000	\$25,208	\$26,000	\$27,150	\$50,416	\$25,370
Motor vehicle parking	899	\$53	\$91	\$91	\$91	\$1,911	\$7,804	\$17,776	\$1,433
Personal benefits	1867	\$27	\$389	\$1,811	\$1,811	\$1,811	\$2,100	\$174,284	\$2,504
Other supplementary payments	323	\$65	\$234	\$506	\$802	\$5,592	\$19,171	\$45,141	\$4,753
<b>Total Remuneration Package (TRP)</b>	<b>12969</b>	<b>\$130,853</b>	<b>\$150,475</b>	<b>\$165,561</b>	<b>\$175,453</b>	<b>\$181,453</b>	<b>\$200,669</b>	<b>\$620,285</b>	<b>\$176,329</b>
Performance bonus paid	194	\$64	\$499	\$1,197	\$2,000	\$12,300	\$316,045	\$685,223	\$48,875
Retention bonus paid	172	\$242	\$539	\$4,337	\$7,929	\$12,056	\$25,508	\$77,215	\$9,496
Productivity bonus	70	\$306	\$1,075	\$3,145	\$8,365	\$15,036	\$28,400	\$53,299	\$10,870
Sign on bonus	0								
Group or whole of agency performance bonuses	13	\$300	\$300	\$300	\$300	\$300	\$300	\$300	\$300
Fixed top of salary range payment	1261	\$118	\$1,478	\$1,478	\$1,478	\$2,907	\$2,908	\$19,218	\$2,038
<b>Total Reward (TR)</b>	<b>12969</b>	<b>\$130,853</b>	<b>\$150,554</b>	<b>\$165,636</b>	<b>\$175,706</b>	<b>\$181,846</b>	<b>\$202,500</b>	<b>\$1,305,508</b>	<b>\$177,443</b>
Additional duties/responsibilities allowances	642	\$32	\$375	\$586	\$692	\$817	\$20,000	\$99,153	\$3,254
Qualifications and/or skills based allowances	255	\$942	\$1,675	\$4,000	\$6,126	\$13,936	\$40,092	\$152,727	\$11,615
Market related allowances – specific job	9	\$7,000	\$7,800	\$11,047	\$20,000	\$30,395	\$73,202	\$75,214	\$28,488
Market related allowances – specific individual	98	\$600	\$600	\$10,000	\$20,000	\$25,000	\$60,623	\$195,928	\$24,097
Superannuation allowances	0								
Income maintenance allowance	20	\$107	\$2,092	\$3,330	\$5,608	\$11,123	\$16,146	\$32,600	\$8,218
Hours of duty allowances	753	\$16	\$62	\$328	\$1,302	\$3,533	\$11,804	\$29,540	\$3,125
Expense allowances	423	\$1	\$98	\$299	\$413	\$930	\$15,395	\$171,892	\$5,339
Geographic/locality allowances	553	\$5	\$52	\$2,846	\$20,628	\$54,684	\$166,485	\$449,812	\$41,367
Hardship allowances	287	\$23	\$1,151	\$8,499	\$29,420	\$62,831	\$103,175	\$182,931	\$38,581
Health and lifestyle allowances	1674	\$25	\$168	\$200	\$268	\$300	\$600	\$2,660	\$314
Individual performance related allowances	136	\$110	\$898	\$2,938	\$5,563	\$8,401	\$24,346	\$32,133	\$7,208
Annual leave loading	7	\$155	\$167	\$537	\$1,822	\$2,280	\$2,598	\$2,677	\$1,470
<b>TR + Allowances</b>	<b>12969</b>	<b>\$130,853</b>	<b>\$151,093</b>	<b>\$166,536</b>	<b>\$176,270</b>	<b>\$183,504</b>	<b>\$217,884</b>	<b>\$1,305,508</b>	<b>\$181,137</b>

**Table 30: Remuneration findings by classification, 2021**  
SES 1

	Number of employees	Min	P5	Q1	Median	Q3	P95	Max	Average
<b>Base Salary</b>	<b>2104</b>	<b>\$153,763</b>	<b>\$179,249</b>	<b>\$199,258</b>	<b>\$211,395</b>	<b>\$227,039</b>	<b>\$246,012</b>	<b>\$337,830</b>	<b>\$212,890</b>
Agency superannuation contribution	2104	\$16,597	\$27,734	\$32,952	\$37,033	\$40,538	\$45,458	\$75,148	\$36,835
Cost of motor vehicle	26	\$1,488	\$3,093	\$13,698	\$25,500	\$26,442	\$28,186	\$32,181	\$20,161
Cash in lieu of motor vehicle	745	\$9,968	\$22,084	\$24,222	\$25,208	\$29,323	\$29,701	\$52,136	\$26,225
Motor vehicle parking	653	\$66	\$1,423	\$2,744	\$3,120	\$4,224	\$8,181	\$18,064	\$3,857
Personal benefits	126	\$100	\$157	\$564	\$972	\$3,120	\$34,449	\$178,104	\$6,714
Other supplementary payments	75	\$74	\$231	\$588	\$753	\$6,435	\$24,449	\$30,133	\$4,468
<b>Total Remuneration Package (TRP)</b>	<b>2104</b>	<b>\$198,837</b>	<b>\$230,995</b>	<b>\$246,198</b>	<b>\$260,432</b>	<b>\$272,585</b>	<b>\$295,837</b>	<b>\$400,056</b>	<b>\$261,018</b>
Performance bonus paid	91	\$500	\$1,123	\$2,555	\$7,340	\$15,865	\$18,069	\$25,250	\$9,058
Retention bonus paid	8	\$725	\$727	\$1,275	\$5,738	\$7,485	\$8,397	\$8,626	\$4,789
Productivity bonus	68	\$2	\$2,096	\$7,075	\$13,034	\$17,379	\$42,129	\$80,919	\$15,125
Sign on bonus	0								
Group or whole of agency performance bonuses	0								
Fixed top of salary range payment	19	\$2,908	\$2,908	\$2,908	\$2,908	\$2,908	\$2,910	\$2,927	\$2,909
<b>Total Reward (TR)</b>	<b>2104</b>	<b>\$198,837</b>	<b>\$231,387</b>	<b>\$246,801</b>	<b>\$260,601</b>	<b>\$273,250</b>	<b>\$297,553</b>	<b>\$400,056</b>	<b>\$261,943</b>
Additional duties/responsibilities allowances	42	\$153	\$374	\$596	\$2,899	\$9,968	\$28,216	\$28,216	\$7,042
Qualifications and/or skills based allowances	66	\$1,080	\$2,926	\$4,572	\$9,188	\$15,067	\$39,179	\$59,577	\$12,957
Market related allowances – specific job	0								
Market related allowances – specific individual	4	\$3,526	\$3,918	\$5,487	\$16,177	\$27,185	\$29,517	\$30,100	\$16,495
Superannuation allowances	2	\$5,836	\$5,861	\$5,959	\$6,083	\$6,206	\$6,305	\$6,330	\$6,083
Income maintenance allowance	1	\$49,622	\$49,622	\$49,622	\$49,622	\$49,622	\$49,622	\$49,622	\$49,622
Hours of duty allowances	41	\$6	\$80	\$987	\$1,760	\$2,961	\$5,392	\$10,341	\$2,279
Expense allowances	137	\$13	\$147	\$299	\$300	\$1,820	\$26,161	\$158,977	\$6,087
Geographic/locality allowances	160	\$17	\$847	\$13,032	\$42,831	\$76,593	\$230,589	\$609,907	\$64,455
Hardship allowances	90	\$192	\$2,034	\$23,332	\$39,581	\$71,753	\$108,866	\$193,050	\$50,126
Health and lifestyle allowances	36	\$25	\$122	\$215	\$250	\$299	\$552	\$600	\$281
Individual performance related allowances	4	\$248	\$872	\$3,369	\$6,270	\$8,131	\$8,131	\$8,131	\$5,230
Annual leave loading	0								
<b>TR + Allowances</b>	<b>2104</b>	<b>\$200,522</b>	<b>\$232,256</b>	<b>\$248,879</b>	<b>\$263,648</b>	<b>\$278,000</b>	<b>\$332,091</b>	<b>\$886,073</b>	<b>\$270,052</b>



**Table 31: Remuneration findings by classification, 2021**  
**SES 2**

	Number of employees	Min	P5	Q1	Median	Q3	P95	Max	Average
<b>Base Salary</b>	<b>619</b>	<b>\$195,621</b>	<b>\$232,539</b>	<b>\$255,055</b>	<b>\$275,000</b>	<b>\$290,180</b>	<b>\$319,216</b>	<b>\$605,811</b>	<b>\$275,996</b>
Agency superannuation contribution	619	\$23,568	\$35,809	\$43,124	\$47,760	\$52,027	\$58,279	\$94,349	\$47,383
Cost of motor vehicle	7	\$18,227	\$20,484	\$25,875	\$27,000	\$27,000	\$32,940	\$35,486	\$26,637
Cash in lieu of motor vehicle	200	\$20,000	\$22,084	\$24,222	\$26,928	\$27,000	\$31,020	\$53,856	\$26,791
Motor vehicle parking	187	\$222	\$1,423	\$2,744	\$3,120	\$4,777	\$12,770	\$19,543	\$4,364
Personal benefits	41	\$107	\$336	\$653	\$1,368	\$1,812	\$18,333	\$77,352	\$5,170
Other supplementary payments	18	\$53	\$207	\$410	\$741	\$2,980	\$33,819	\$35,282	\$5,930
<b>Total Remuneration Package (TRP)</b>	<b>619</b>	<b>\$255,995</b>	<b>\$296,235</b>	<b>\$316,139</b>	<b>\$328,890</b>	<b>\$347,178</b>	<b>\$380,007</b>	<b>\$642,222</b>	<b>\$334,169</b>
Performance bonus paid	19	\$3,061	\$6,802	\$17,688	\$21,485	\$26,906	\$341,049	\$634,032	\$67,444
Retention bonus paid	3	\$7,189	\$8,648	\$14,485	\$21,781	\$24,347	\$26,400	\$26,914	\$18,628
Productivity bonus	9	\$3,669	\$5,725	\$9,647	\$17,257	\$23,854	\$36,252	\$38,958	\$18,434
Sign on bonus	0								
Group or whole of agency performance bonuses	0								
Fixed top of salary range payment	2	\$1,940	\$1,940	\$1,940	\$1,940	\$1,940	\$1,940	\$1,940	\$1,940
<b>Total Reward (TR)</b>	<b>619</b>	<b>\$257,935</b>	<b>\$296,235</b>	<b>\$316,807</b>	<b>\$329,099</b>	<b>\$347,620</b>	<b>\$383,199</b>	<b>\$1,276,254</b>	<b>\$336,604</b>
Additional duties/responsibilities allowances	11	\$715	\$7,483	\$20,182	\$32,617	\$36,335	\$59,227	\$75,072	\$31,300
Qualifications and/or skills based allowances	23	\$1,206	\$1,210	\$2,573	\$5,603	\$18,115	\$38,360	\$54,345	\$11,414
Market related allowances – specific job	0								
Market related allowances – specific individual	4	\$1,772	\$1,772	\$1,773	\$3,950	\$12,095	\$26,419	\$30,000	\$9,918
Superannuation allowances	2	\$11,783	\$11,905	\$12,393	\$13,002	\$13,611	\$14,099	\$14,221	\$13,002
Income maintenance allowance	0								
Hours of duty allowances	3	\$1,481	\$1,541	\$1,780	\$2,079	\$2,330	\$2,532	\$2,582	\$2,047
Expense allowances	27	\$66	\$229	\$299	\$742	\$1,525	\$1,820	\$25,227	\$1,738
Geographic/locality allowances	63	\$64	\$1,082	\$21,191	\$46,530	\$82,380	\$269,652	\$611,268	\$75,036
Hardship allowances	40	\$1,382	\$5,830	\$23,335	\$36,305	\$57,151	\$95,152	\$236,005	\$46,368
Health and lifestyle allowances	4	\$250	\$287	\$433	\$494	\$494	\$494	\$494	\$433
Individual performance related allowances	1	\$56,693	\$56,693	\$56,693	\$56,693	\$56,693	\$56,693	\$56,693	\$56,693
Annual leave loading	0								
<b>TR + Allowances</b>	<b>619</b>	<b>\$257,935</b>	<b>\$301,249</b>	<b>\$319,076</b>	<b>\$334,823</b>	<b>\$356,660</b>	<b>\$435,455</b>	<b>\$1,276,254</b>	<b>\$348,503</b>

**Table 32: Remuneration findings by classification, 2021**  
**SES 3**

	Number of employees	Min	P5	Q1	Median	Q3	P95	Max	Average
<b>Base Salary</b>	<b>136</b>	<b>\$292,207</b>	<b>\$325,999</b>	<b>\$353,513</b>	<b>\$376,578</b>	<b>\$396,122</b>	<b>\$444,581</b>	<b>\$701,355</b>	<b>\$378,435</b>
Agency superannuation contribution	136	\$23,568	\$35,877	\$56,844	\$65,397	\$70,764	\$76,166	\$84,939	\$62,600
Cost of motor vehicle	1	\$28,475	\$28,475	\$28,475	\$28,475	\$28,475	\$28,475	\$28,475	\$28,475
Cash in lieu of motor vehicle	35	\$10,000	\$24,222	\$26,515	\$28,646	\$30,000	\$31,402	\$35,000	\$27,800
Motor vehicle parking	31	\$53	\$1,423	\$2,981	\$3,689	\$4,946	\$15,212	\$22,559	\$4,908
Personal benefits	8	\$220	\$250	\$559	\$864	\$1,077	\$1,970	\$2,184	\$946
Other supplementary payments	4	\$605	\$608	\$620	\$5,859	\$16,443	\$29,280	\$32,489	\$11,203
<b>Total Remuneration Package (TRP)</b>	<b>136</b>	<b>\$367,256</b>	<b>\$387,816</b>	<b>\$421,772</b>	<b>\$448,253</b>	<b>\$467,415</b>	<b>\$512,612</b>	<b>\$725,000</b>	<b>\$449,903</b>
Performance bonus paid	5	\$14,662	\$17,700	\$29,854	\$30,000	\$35,223	\$672,149	\$831,381	\$188,224
Retention bonus paid	0								
Productivity bonus	2	\$15,965	\$16,271	\$17,493	\$19,021	\$20,549	\$21,772	\$22,077	\$19,021
Sign on bonus	0								
Group or whole of agency performance bonuses	0								
Fixed top of salary range payment	0								
<b>Total Reward (TR)</b>	<b>136</b>	<b>\$367,256</b>	<b>\$389,653</b>	<b>\$421,772</b>	<b>\$449,310</b>	<b>\$467,871</b>	<b>\$512,612</b>	<b>\$1,556,381</b>	<b>\$457,103</b>
Additional duties/responsibilities allowances	0								
Qualifications and/or skills based allowances	5	\$4,084	\$4,084	\$4,084	\$6,126	\$9,188	\$24,638	\$28,500	\$10,396
Market related allowances – specific job	0								
Market related allowances – specific individual	0								
Superannuation allowances	0								
Income maintenance allowance	0								
Hours of duty allowances	0								
Expense allowances	5	\$299	\$299	\$299	\$467	\$1,479	\$1,558	\$1,578	\$825
Geographic/locality allowances	20	\$60	\$13,128	\$26,383	\$40,518	\$77,147	\$95,694	\$98,575	\$48,678
Hardship allowances	13	\$9,470	\$17,780	\$34,764	\$36,300	\$65,352	\$98,876	\$105,599	\$49,402
Health and lifestyle allowances	0								
Individual performance related allowances	0								
Annual leave loading	0								
<b>TR + Allowances</b>	<b>136</b>	<b>\$367,256</b>	<b>\$397,729</b>	<b>\$434,266</b>	<b>\$459,865</b>	<b>\$480,631</b>	<b>\$551,725</b>	<b>\$1,556,381</b>	<b>\$469,396</b>



## A.4 Agencies covered in the 2021 report

This list reflects the names of APS agencies employing staff under the *Public Service Act 1999* as at 31 December 2021. Some agencies may have changed name or have been affected by Machinery of Government changes since then.

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

National Archives of Australia  
 National Blood Authority  
 National Capital Authority  
 National Disability Insurance Agency  
 National Faster Rail Agency  
 National Film and Sound Archive of Australia  
 National Health and Medical Research Council  
 National Health Funding Body  
 National Indigenous Australians Agency  
 National Library of Australia  
 National Mental Health Commission  
 National Museum of Australia  
 National Offshore Petroleum Safety and Environmental  
 Management Authority  
 National Portrait Gallery of Australia  
 National Recovery and Resilience Agency  
 NDIS Quality and Safeguards Commission  
 North Queensland Water Infrastructure Authority  
 Office of National Intelligence  
 Office of Parliamentary Counsel  
 Office of the Australian Information Commissioner  
 Office of the Commonwealth Ombudsman  
 Office of the Director of Public Prosecutions  
 Office of the Inspector General of Intelligence  
 and Security  
 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



