



Australian Government
Australian Public Service Commission

Australian Public Service
**Remuneration
Report 2022**



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Foreword

The Australian Public Service Remuneration Report 2022 presents a summary of remuneration paid to employees under the *Public Service Act 1999* as at 31 December 2022. The report provides Public Service Act 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.

A handwritten signature in blue ink that reads "Gordon de Brouwer". The signature is written in a cursive, flowing style.

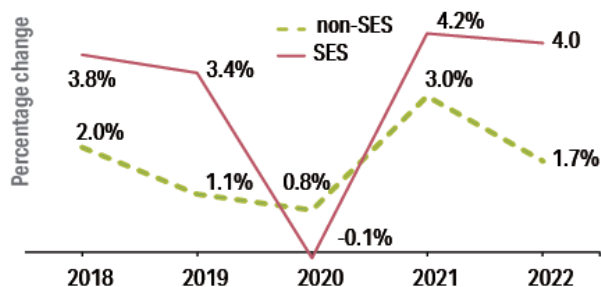
Dr Gordon de Brouwer PSM

Australian Public Service Commissioner

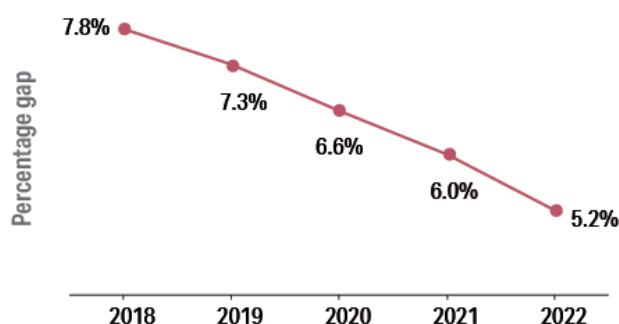
August 2023

APS remuneration at a glance 2022

Percentage change in weighted median Base Salary 2018-2022



Average gender pay gap trends, 2018 to 2022



Average Base Salary, comparison by gender

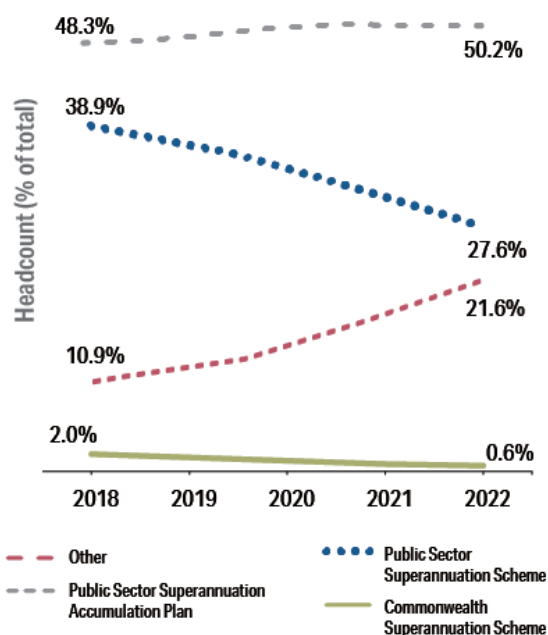
Classification	Gender	Average Base Salary	% difference between genders
APS 4	Female	\$76,097	-0.5%
	Male	\$75,756	
APS 5	Female	\$83,346	-0.3%
	Male	\$83,126	
APS 6	Female	\$96,558	0.3%
	Male	\$96,807	
EL 1	Female	\$121,534	0.4%
	Male	\$122,020	

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

All remuneration components, weighted median change 2021 to 2022

Classification	non-SES	SES	All
Base Salary	1.7%	4.0%	1.8%
Total Remuneration Package	1.6%	2.5%	1.6%
Total Reward	1.7%	2.6%	1.7%

Superannuation fund membership trends 2018 to 2022



Public Sector Interim Workplace Arrangements 2022

35% of employees

received a 3% wage increase under the *Public Sector Interim Workplace Arrangements 2022*, from October to December 2022

Executive summary

Key findings for 2022

- The weighted¹ median Base Salary increase across the APS was 1.8%. This reflects a weighted median increase of 1.7% for non-Senior Executive Service (SES) employees and 4% for SES employees.
- The weighted median Total Reward increase was 1.7% for non-SES employees and 2.6% for SES employees.
- The difference in overall average remuneration between genders was 5.2%, decreasing from 6% in 2021 and 7.8% in 2018. On a classification by classification basis there were only small differences between male and female average Base Salaries. Most differences were less than 1%.²
- The number of SES employees paid a performance bonus decreased from 115 in 2021 to 36 in 2022. This represents a 69% decrease.
- One out of five employees belonged to a non-Commonwealth superannuation fund. Membership in non-Commonwealth funds has doubled from 10.9% in 2018 to 21.6% in 2022.

Influences on the 2022 results

- For most of the coverage period of this report, workplace arrangements operated within former Australian Government policy frameworks that allowed for annual wage increases of 2% or 1.9%. The majority of employees received an annual wage adjustment under these policies.
- Thirty-five percent of employees received a 3% wage increase under the *Public Sector Interim Workplace Arrangements 2022* which took effect on 1 September 2022. The interim arrangements provided for employees to receive a one-off 3% wage increase when their next annual wage adjustment fell due. For most employees this adjustment occurred in 2023.
- Any comparisons between non-SES weighted median Base Salary increases in 2022 (1.7%) and 2021 (3%) must take into account that in 2021 61% of non-SES employees received two wage increases, due to a six month deferral of wage adjustments applied in 2020. As a result most non-SES employees received total increases of between 3.7% and 4% in 2021 which drove the higher non-SES median increase for that year.
- From 2021 to 2022 the number of ongoing non-SES engagements and promotions increased by 27% and 13% respectively. Newly engaged and promoted employees tend to commence on salaries at or near the bottom of their salary scale. This change to employee distribution across salary scales is a likely driver of the lower weighted non-SES median Base Salary increase, relative to wage increases in 2022.

1 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 to calculate an overall value for each group. These are referred to as weighted medians throughout this report. A weighted median differs from a median which is the actual midpoint of all values.

2 Average Base Salary is only one measure used to examine remuneration by gender. Median Base Salary is also used in this report to measure differences in remuneration between men and women. See Chapter 8 for further information.

- The trend of repackaging motor vehicle related allowances into SES Base Salaries continued. The data suggests several agencies incorporated a motor vehicle related allowance into Base Salaries for some or all of their SES employees, resulting in large Base Salary increases for this group.
- The gender pay gap across the APS is primarily driven by the higher proportion of females at lower classifications. There has, however, been a continued increase in female representation at higher classifications (EL 1 and above) since 2018, along with a slight decrease in the proportion of females at lower classifications. This trend is consistent with the narrowing gender pay gap over time.
- The *Performance Bonus Guidance – Principles governing performance bonus use in Commonwealth entities and companies* continued in operation during 2022. The guidance sets out the Australian Government's expectations that performance bonuses are used only in limited circumstances.

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 2022. 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.

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 2022 report was received for 149,656 APS employees.³ This includes 3,001 Senior Executive Service (SES) employees and 146,655 non-SES employees. Total headcount increased by 6,546 (or 4.6%) compared to December 2021 when it was 143,110. This is in line with the increase in APS headcount reported in the 31 December 2022 APS Employment Data Release, which is available from the APSC website: <https://www.apsc.gov.au/employment-data/aps-employment-data-31-december-2022>.

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.

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.

³ 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.

Workplace Relations Policies

APS agencies negotiate their own workplace arrangements within policy frameworks established by the Australian Government.

For most of the coverage period of this report, workplace arrangements operated within former Australian Government policy frameworks that allowed for annual wage increases of 2% or 1.9%.

The *Public Sector Interim Workplace Arrangements 2022* came into effect on 1 September 2022. The interim arrangements provided time for the Australian Government to develop a long term approach to APS wide bargaining. In the intervening period employees received a one-off 3% increase when their next annual wage adjustment fell due. Thirty-five percent of employees had received the 3% increase by 31 December 2022. The interim arrangements continue in operation until 31 August 2023.

Performance Bonuses

The *Performance Bonus Guidance – Principles governing performance bonus use in Commonwealth entities and companies* continued in operation during 2022. The guidance sets out the Australian Government's expectations that performance bonuses are used only in limited circumstances. Circumstances for use include roles that involve significant at-risk investment outcomes, meet significant public milestones or involve non-tax revenue raising.

2022 Machinery of Government Changes

Over 7,000 employees were moved to another agency following Machinery of Government changes. The majority had terms and conditions from their previous enterprise agreement preserved on movement to one of two newly created departments – the Department of Climate Change, Energy, the Environment and Water and the Department of Employment and Workplace Relations.

Where previous terms and conditions are not preserved, employees are usually moved to the nearest equivalent, or higher pay point for their classification in the gaining agency or maintained on their previous salary where it was above the new agency's salary scale. This can impact median remuneration in an agency as a result of differences in gaining and losing agencies' salary scales and the number of employees affected.

Chapter 2: Remuneration components

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

Total Remuneration Package 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.

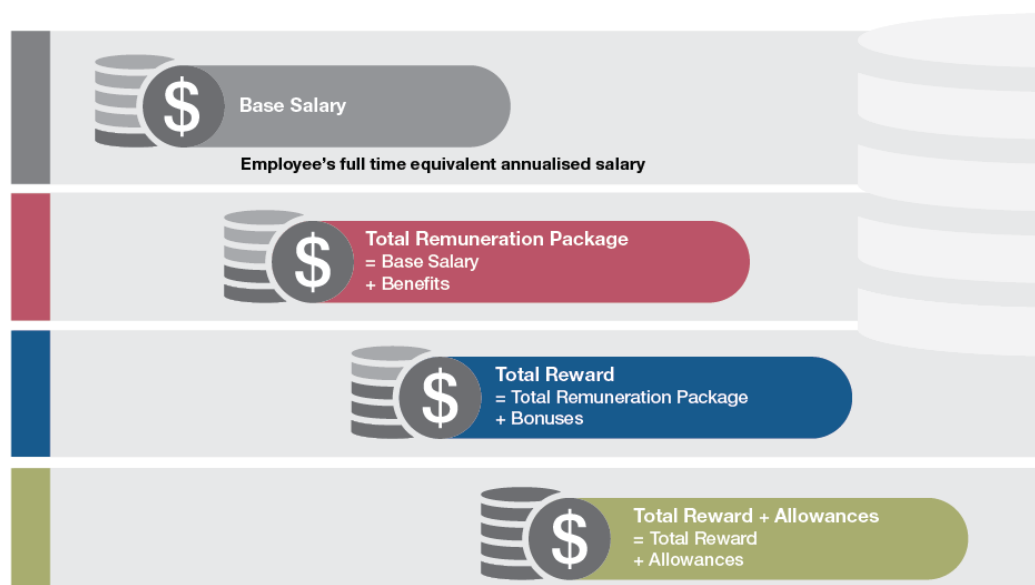
Total Reward

Total Reward incorporates Total Remuneration Package (Base Salary plus benefits) plus bonuses. Bonuses include: 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 Total Reward as Total Reward plus allowances. They cover payments for working conditions, qualifications and work-related expenses. The availability of, and eligibility for, allowances depends on specific conditions provided under an employee's employment instrument and particular circumstances of positions.

Figure 2.1 Remuneration components



Movement in remuneration components

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

Increased numbers of engagements and promotions can affect median values as newly engaged and promoted employees tend to commence on salaries at or near the bottom of their salary scale.

Large agencies can have a substantial impact on remuneration movements. Services Australia, the Australian Taxation Office, the Department of Defence and the Department of Home Affairs make up 51% of employees covered in this report. Wage increases, differences in salary scales and changing recruitment patterns at these agencies can influence median percentage changes.

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

Figure 2.1 shows the annual proportional change in weighted median Base Salaries for non-SES and SES employees over the last five years. Some of the factors that influenced these changes are described in Chapter 3.

Figure 2.2 Percentage change in weighted median Base Salary by classification group 2018 to 2022

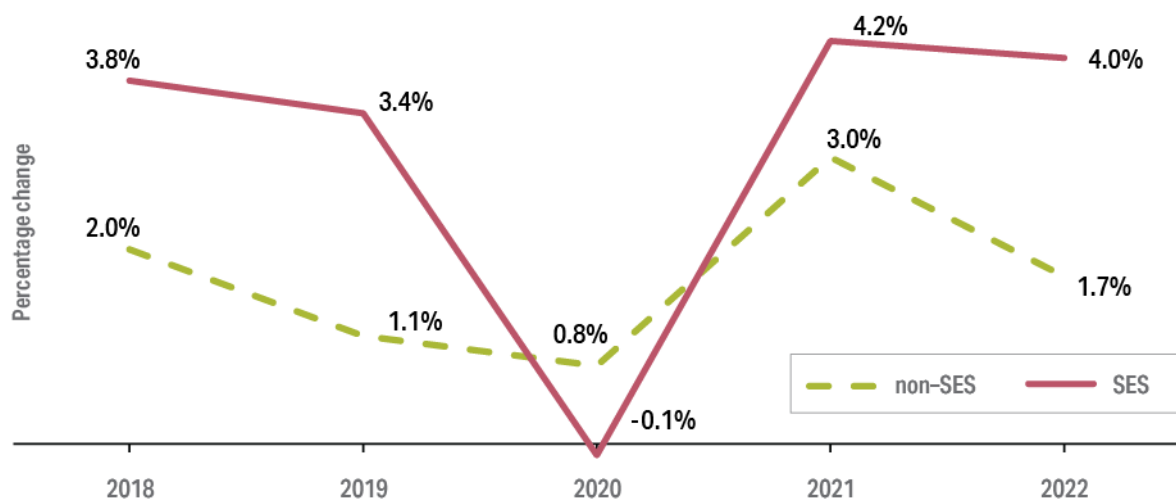
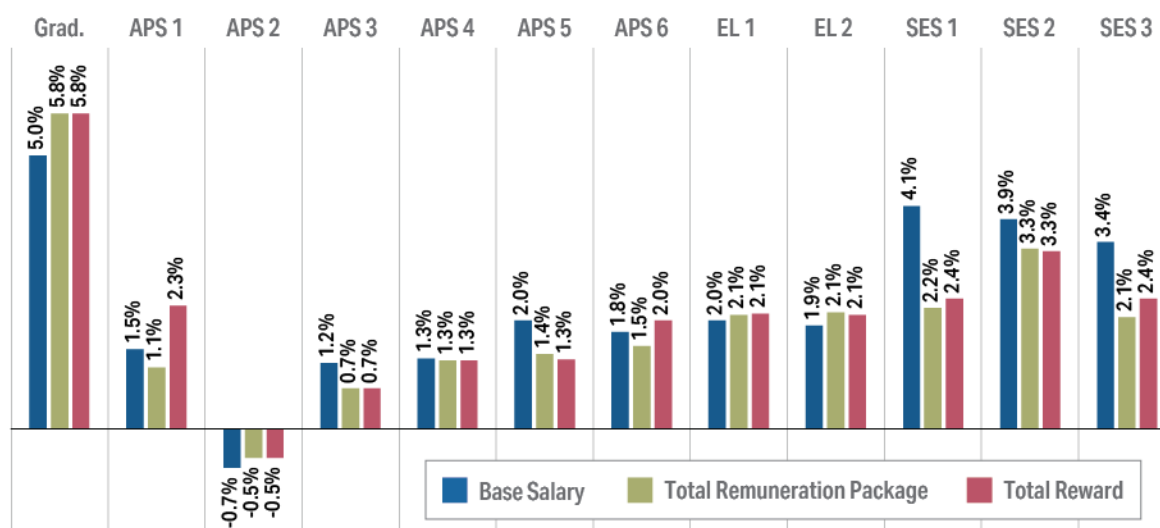


Figure 2.2 shows movement in median Base Salary, Total Remuneration Package and Total Reward from 2021 to 2022. There were increases across almost all remuneration components and classifications. APS 2 median movement was impacted by a large intake of new employees in one agency which lowered median remuneration for this classification.

Figure 2.3 Percentage change in median remuneration components, 2021 to 2022



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 2021 to 2022 was 1.8% for the whole of the APS. This reflects weighted median increases of 1.7% for non-SES employees and 4% for SES (see Appendix A.3: Table 1b).

Wages policies generally have a substantial influence on median remuneration movement. The majority of employees (65%) received general wage increases of 2% or 1.9% under former policy frameworks that continued during 2022.⁴ A smaller proportion (35%) received a 3% increase under the *Public Sector Interim Workplace Arrangements 2022* which applied to wage adjustments falling due from 1 September 2022.

From 2021 to 2022 the number of ongoing non-SES engagements and promotions increased by 27% and 13% respectively. Newly engaged and promoted employees made up 26.5% of ongoing non-SES employees in 2022, an increase from 23.5% in 2021.

Increased engagements and promotions can lower median values as newly engaged and promoted employees tend to commence on salaries at or near the bottom of their salary scale. This change to employee distribution across salary scales is a likely driver of the lower weighted median non-SES Base Salary increase, relative to wage increases.

The SES weighted median Base Salary increased by 4%. A number of factors contributed to the 2022 increase, including the following:

- The trend of repackaging motor vehicle related allowances into SES Base Salaries continued. The data suggests several agencies incorporated motor vehicle related allowances into Base Salaries for some or all of their SES employees, resulting in large Base Salary increases for this group. It is noted the proportion of SES employees paid a motor vehicle related allowance in 2022 was 27.1%, decreasing from 35.5% in 2021 and 60.3% in 2018.
- SES employees, like non-SES employees, were covered by wages policies that allowed for general wage increases of either 2%, 1.9% or 3%. SES employees are employed under individual arrangements negotiated directly with their agency and may be offered, or negotiate, higher levels of remuneration or a different remuneration package, for example to recognize a change in scope or responsibilities of a role.
- Transferring at level to another agency is associated with greater increases for SES employees due to a greater opportunity to negotiate a new remuneration package under individual arrangements. The number of SES employees transferring at level increased from 5.6% in 2021 to 7.9% in 2022 (excluding Machinery of Government transfers).

⁴ Wage adjustments scheduled before 1 September 2022 were covered under the *Workplace Bargaining Policy 2018* or the *Public Sector Workplace Relations Policy 2020*.

Base Salary movement by classification

Table 3.1 shows percentage changes in median Base Salary by classification from 2021 to 2022. The median Base Salary increased across all classifications, except the APS 2.

The highest median increase was 5% at the Graduate classification followed by 4.1% at the SES 1 classification.

The APS 2 median Base Salary decreased by 0.7%.

Table 3.1 Base Salary by classification, 2021 and 2022

	P5		Q1		Median		% change	Q3		P95	
	2021	2022	2021	2022	2021	2022		2021	2022	2021	2022
Grad.	\$62,394	\$63,760	\$64,323	\$65,609	\$67,661	\$71,063	5.0%	\$69,836	\$72,002	\$73,575	\$75,964
APS 1	\$47,526	\$48,718	\$49,977	\$50,977	\$52,792	\$53,565	1.5%	\$53,580	\$55,188	\$55,195	\$56,299
APS 2	\$50,975	\$52,853	\$54,284	\$54,439	\$58,059	\$57,645	-0.7%	\$60,825	\$62,042	\$62,634	\$63,887
APS 3	\$59,934	\$61,102	\$61,902	\$63,760	\$66,563	\$67,368	1.2%	\$68,992	\$70,489	\$69,396	\$71,062
APS 4	\$68,915	\$69,127	\$72,407	\$73,086	\$76,103	\$77,091	1.3%	\$76,441	\$78,735	\$77,768	\$79,323
APS 5	\$76,260	\$77,642	\$79,604	\$81,150	\$82,059	\$83,700	2.0%	\$83,658	\$85,523	\$85,469	\$87,093
APS 6	\$85,179	\$86,977	\$91,000	\$92,612	\$95,873	\$97,588	1.8%	\$98,496	\$100,481	\$100,792	\$103,455
EL 1	\$107,571	\$109,723	\$115,550	\$117,765	\$119,651	\$122,044	2.0%	\$121,592	\$123,951	\$128,791	\$132,378
EL 2	\$129,699	\$132,691	\$141,820	\$144,656	\$148,315	\$151,133	1.9%	\$153,543	\$157,402	\$167,324	\$172,429
SES 1	\$179,249	\$186,314	\$199,258	\$205,411	\$211,395	\$220,052	4.1%	\$227,039	\$234,577	\$246,012	\$253,100
SES 2	\$232,539	\$253,508	\$255,055	\$268,677	\$275,000	\$285,600	3.9%	\$290,180	\$298,540	\$319,216	\$327,688
SES 3	\$325,999	\$338,847	\$353,513	\$368,764	\$376,578	\$389,500	3.4%	\$396,122	\$405,305	\$444,581	\$484,756

The 0.7% decrease at the APS 2 median was primarily due to a large intake of new employees in one agency which lowered the median Base Salary.

The Graduate median increased by 5%. A number of factors can produce wide variations in the Graduate median Base Salary from year to year. These include variation in the size of the Graduate cohort, differing internal reporting by agencies and differing commencement salaries between agencies. It is noted that in 2022 agencies with a proportionally higher number of graduates also had higher Graduate salary scales.

Given the small size of the population, median values for the APS 2 and Graduate classifications can be more volatile than for classifications with larger populations.

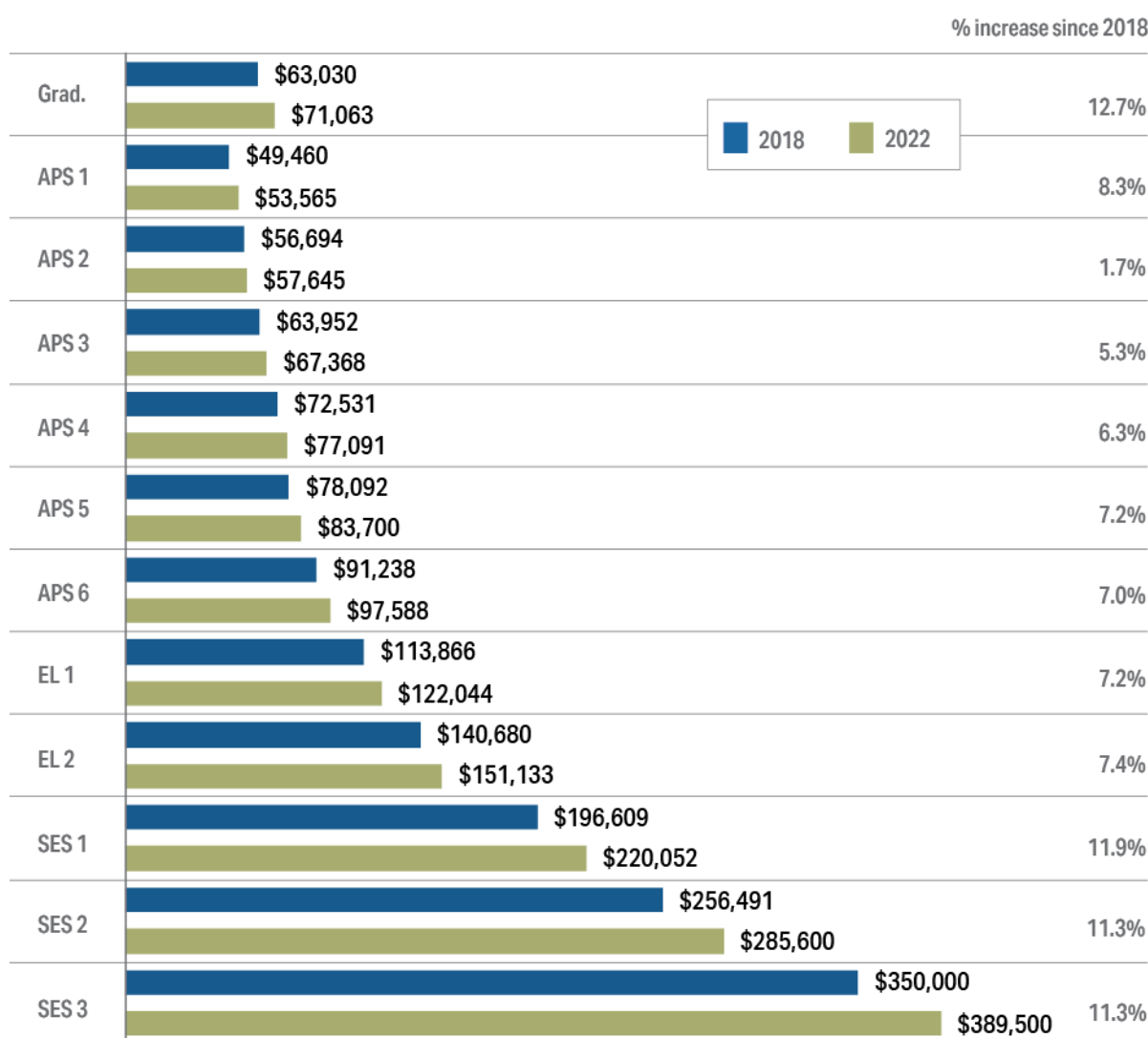
There were higher median increases across SES classifications compared to non-SES. These median movements were influenced by the factors outlined on page 6.

Base Salary trends

Figure 3.1 presents a comparison of median Base Salary by classification in 2018 and 2022. These are nominal figures, not adjusted for inflation. While all classification levels had Base Salary increases over the period, the pace of change continued to vary. Increases ranged from 1.7% at the APS 2 classification to 12.7% at the Graduate classification.

Over the period, movement in Base Salary for SES classifications has generally remained higher than for non-SES. This likely reflects repackaging of allowances into SES Base Salaries over time. As such, Total Remuneration Package and Total Reward are considered more reliable long-term comparisons.

Figure 3.1 Median Base Salary by classification, 2018 and 2022



Base Salary range

Figures 3.2a to 3.2c show changes in Base Salary ranges by classification from 2021 to 2022.

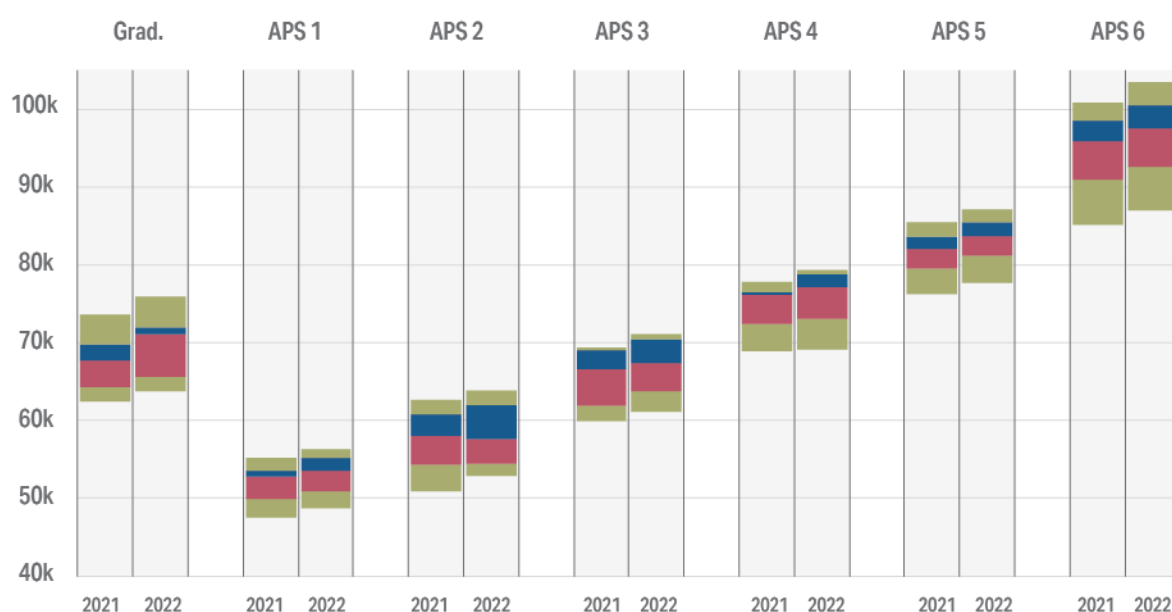
From bottom to top, each set of four boxes show the range of Base Salary values between the 5th and 95th percentiles in 2021 and 2022. The points where the boxes meet show the position, from the bottom of the plot to the top, of the 25th percentile (Q1), median and 75th percentile (Q3). See Appendix A.1 for further notes on interpreting these figures.

There were increases across most classifications and percentiles.

The range of values between the APS 2 median and 75th percentile widened, in part, because of a decrease to the median following a large intake of new employees in one agency, who commenced on salaries at the bottom of the pay scale.

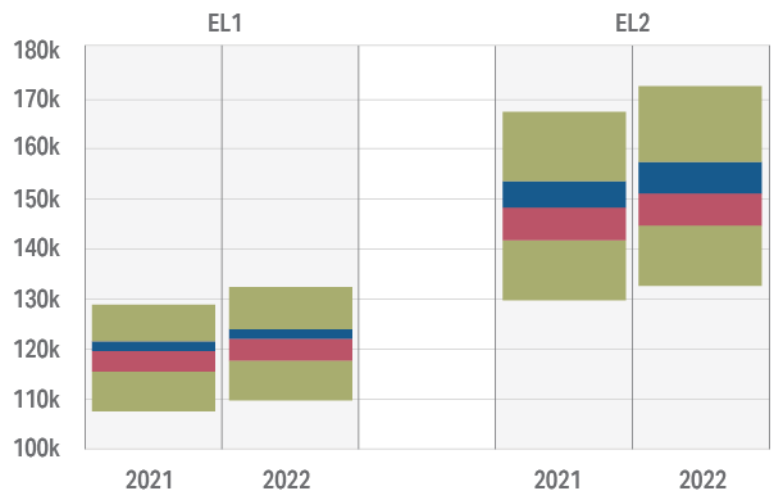
The range of values between the Graduate median and 75th percentile narrowed indicating a greater concentration of employees on salaries just above the median.

Figure 3.2a Base Salary range by classification, 2021 and 2022 (Graduate, APS 1-6)



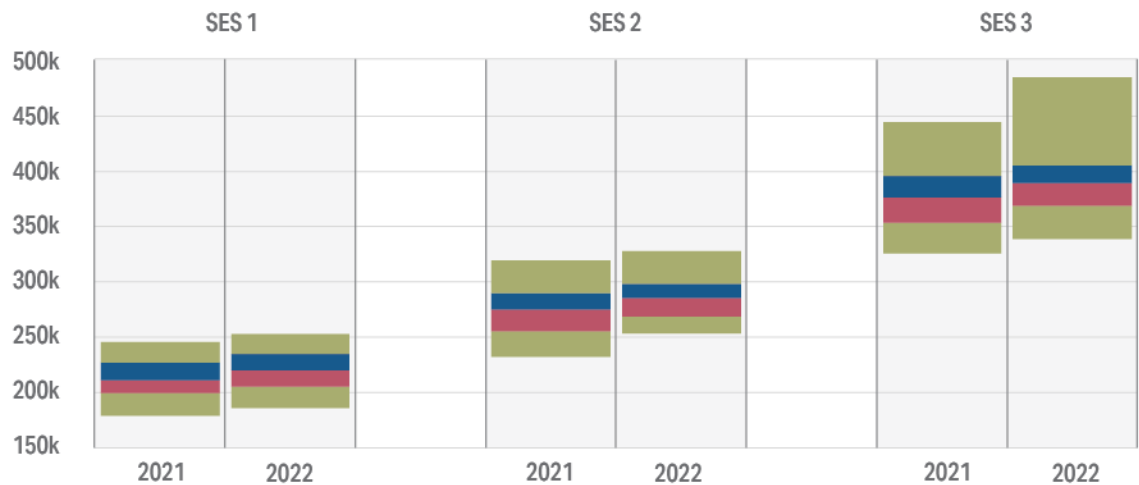
Movement across percentiles for EL 1 and EL 2 classifications was similar.

Figure 3.2b Base Salary range by classification, 2021 and 2022 (ELs)



There was similar movement at most percentiles across SES classifications. The 95th percentile for the SES 3 classification increased by 9%. As a classification with a very small population the spread of salaries across the SES 3 salary range is easily impacted by population changes.

Figure 3.2c Base Salary range by classification, 2021 and 2022 (SES)



Chapter 4: Total Remuneration Package

Total Remuneration Package incorporates Base Salary plus benefits. It excludes bonuses which are included in Total Reward (see Chapter 5) 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 Total Remuneration Package above Base Salary.

The weighted median Total Remuneration Package increase from 2021 to 2022 was 1.6% for the whole of the APS. This reflects weighted median increases of 1.6% for non-SES employees and 2.5% for SES (see Appendix A.3: Table 1b).

Total Remuneration Package movement by classification

Table 4.1 shows percentage changes in median Total Remuneration Package by classification from 2021 to 2022. There were increases across all classifications, except the APS 2.

The highest median increase was 5.8% at the Graduate classification followed by 3.3% for the SES 2.

The APS 2 median decreased by 0.5%, similar to Base Salary movement for this classification.

SES Total Remuneration Package increases were lower than SES Base Salary increases.

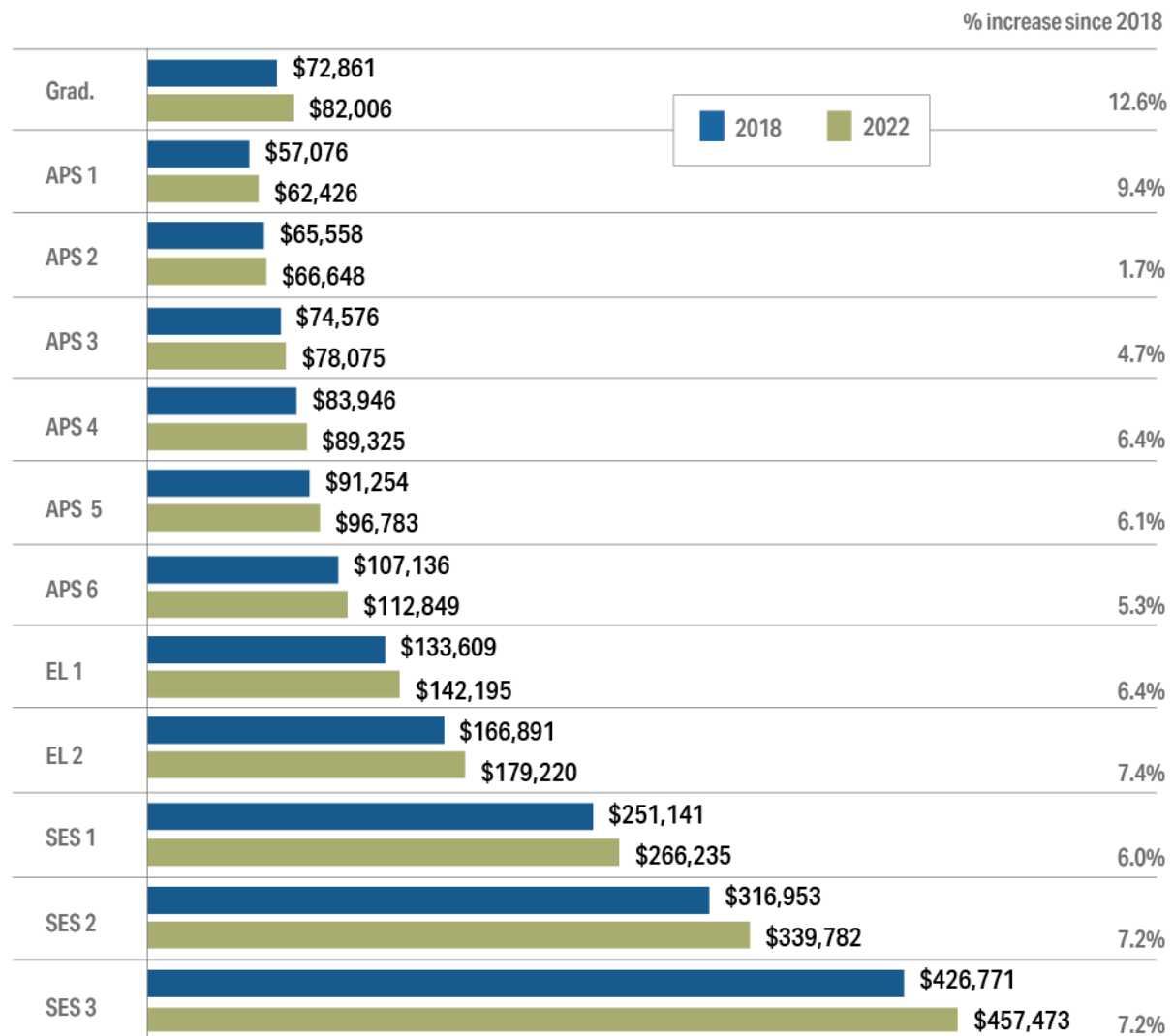
Table 4.1 Total Remuneration Package by classification, 2021 and 2022

	P5		Q1		Median		% change	Q3		P95	
	2021	2022	2021	2022	2021	2022		2021	2022	2021	2022
Grad.	\$72,002	\$73,579	\$74,228	\$75,712	\$77,514	\$82,006	5.8%	\$80,682	\$83,090	\$84,905	\$87,662
APS 1	\$54,724	\$56,188	\$57,673	\$58,827	\$61,729	\$62,426	1.1%	\$63,695	\$63,702	\$66,898	\$66,506
APS 2	\$59,796	\$60,992	\$62,980	\$62,822	\$67,000	\$66,648	-0.5%	\$71,932	\$71,596	\$75,460	\$75,940
APS 3	\$69,163	\$70,547	\$71,685	\$73,579	\$77,494	\$78,075	0.7%	\$80,202	\$81,740	\$86,297	\$84,856
APS 4	\$79,528	\$79,772	\$84,028	\$84,341	\$88,212	\$89,325	1.3%	\$90,768	\$91,538	\$94,077	\$94,324
APS 5	\$88,034	\$89,598	\$92,181	\$93,700	\$95,468	\$96,783	1.4%	\$98,359	\$99,600	\$102,416	\$103,478
APS 6	\$98,336	\$100,400	\$105,923	\$107,009	\$111,154	\$112,849	1.5%	\$115,012	\$117,074	\$121,471	\$121,538
EL 1	\$124,136	\$127,234	\$134,224	\$137,097	\$139,277	\$142,195	2.1%	\$143,712	\$146,783	\$151,877	\$154,727
EL 2	\$150,475	\$154,717	\$165,561	\$168,815	\$175,452	\$179,220	2.1%	\$181,452	\$184,668	\$200,669	\$204,016
SES 1	\$230,995	\$235,089	\$246,197	\$253,467	\$260,432	\$266,235	2.2%	\$272,584	\$280,600	\$295,837	\$300,554
SES 2	\$296,235	\$304,405	\$316,139	\$325,637	\$328,890	\$339,782	3.3%	\$347,178	\$356,754	\$380,007	\$391,852
SES 3	\$387,816	\$399,233	\$421,772	\$432,374	\$448,253	\$457,473	2.1%	\$467,415	\$479,891	\$512,612	\$551,727

Total Remuneration Package trends

Figure 4.1 presents a comparison of median Total Remuneration Package by classification in 2018 and 2022. These are nominal figures, not adjusted for inflation. Increases ranged from 1.7% at the APS 2 classification to 12.6% at the Graduate classification. Movement in SES Total Remuneration Package was lower than movement in SES Base Salaries over the same period.

Figure 4.1 Median Total Remuneration Package by classification, 2018 and 2022



Total Remuneration Package range

Figures 4.2a to 4.2c show changes in Total Remuneration Package ranges by classification from 2021 to 2022.

From bottom to top, each set of four boxes show the range of Total Remuneration Package values between the 5th and 95th percentiles in 2021 and 2022. The points where the boxes meet show the position, from the bottom of the plot to the top, of the 25th percentile (Q1), median and 75th percentile (Q3). See Appendix A.1 for further notes on interpreting these figures.

There were increases across most non-SES classifications and percentiles similar to Base Salary.

There was a decrease or very low movement at the 95th percentile for several non-SES classifications.

Figure 4.2a Total Remuneration Package range by classification, 2021 and 2022 (Graduate, APS 1-6)

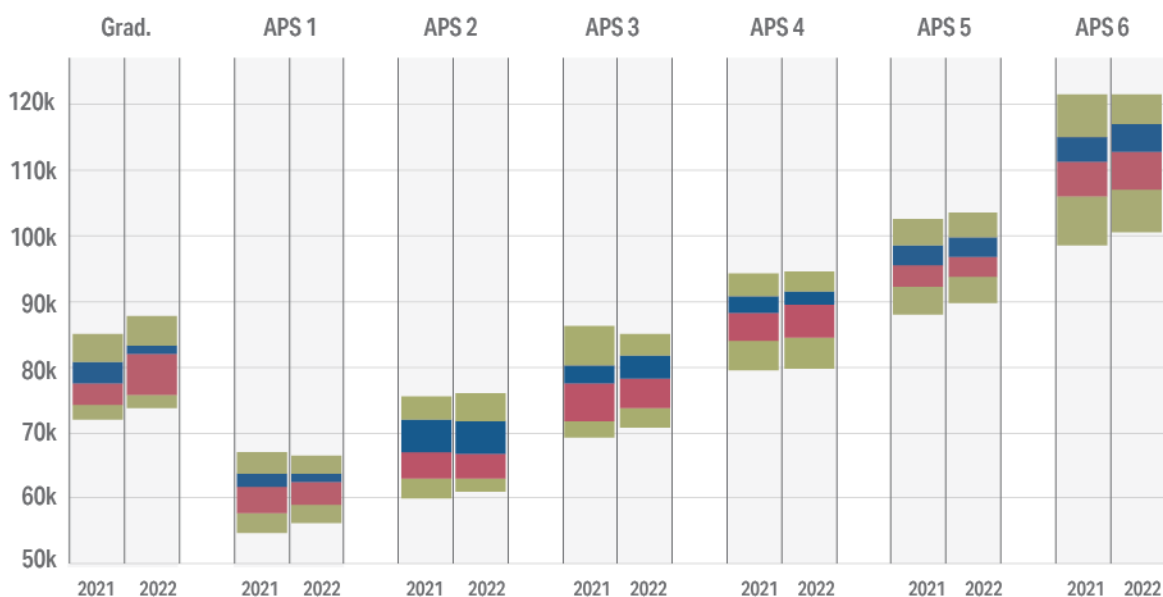
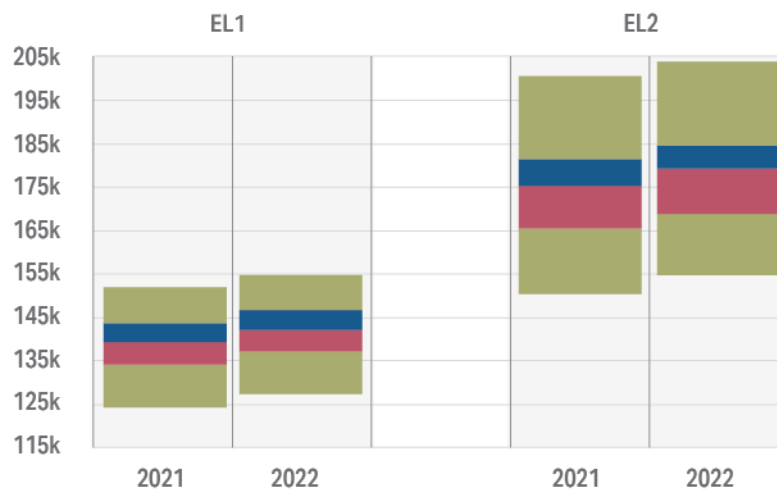
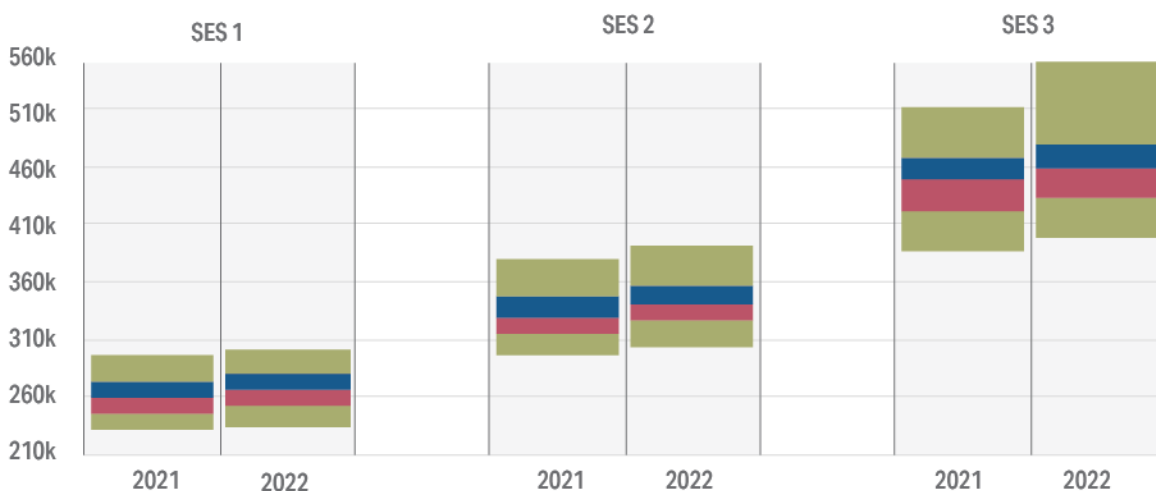


Figure 4.2b Total Remuneration Package range by classification, 2021 and 2022 (ELs)



SES classifications had lower increases across most percentiles compared to SES Base Salary movement. The SES 3 95th percentile increased by 7.6%, similar to Base Salary movement for this classification.

Figure 4.2c Total Remuneration Package range by classification, 2021 and 2022 (SES)



Superannuation

Employer superannuation contribution is the main component captured in Total Remuneration Package after Base Salary.

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

- Public Sector Superannuation Accumulation Plan
- Public Sector Superannuation Scheme
- Commonwealth Superannuation Scheme
- Other (non-Commonwealth funds).

Until November 2021, the Public Sector Superannuation Accumulation Plan was the default Commonwealth fund assigned to employees engaged under the *Public Service Act 1999* who did not nominate an alternative complying superannuation fund. The employer contribution rate for the Public Sector Superannuation Accumulation Plan is 15.4% of superannuation salary.

Following introduction of the *Your Future, Your Super* reforms in November 2021, agencies have been required 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 Public Sector Superannuation Scheme and Commonwealth Superannuation Scheme funds were closed to new entrants on 1 July 2005 and 1 July 1990 respectively.

Figure 4.3 shows that the Public Sector Superannuation Accumulation Plan had the highest membership up to the EL1 level (also see Appendix A.3: Table 9).

Public Sector Superannuation Scheme 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 this fund prior to its closure to new members in 2005.

Figure 4.3 Proportion of employees in superannuation fund by classification, 2022

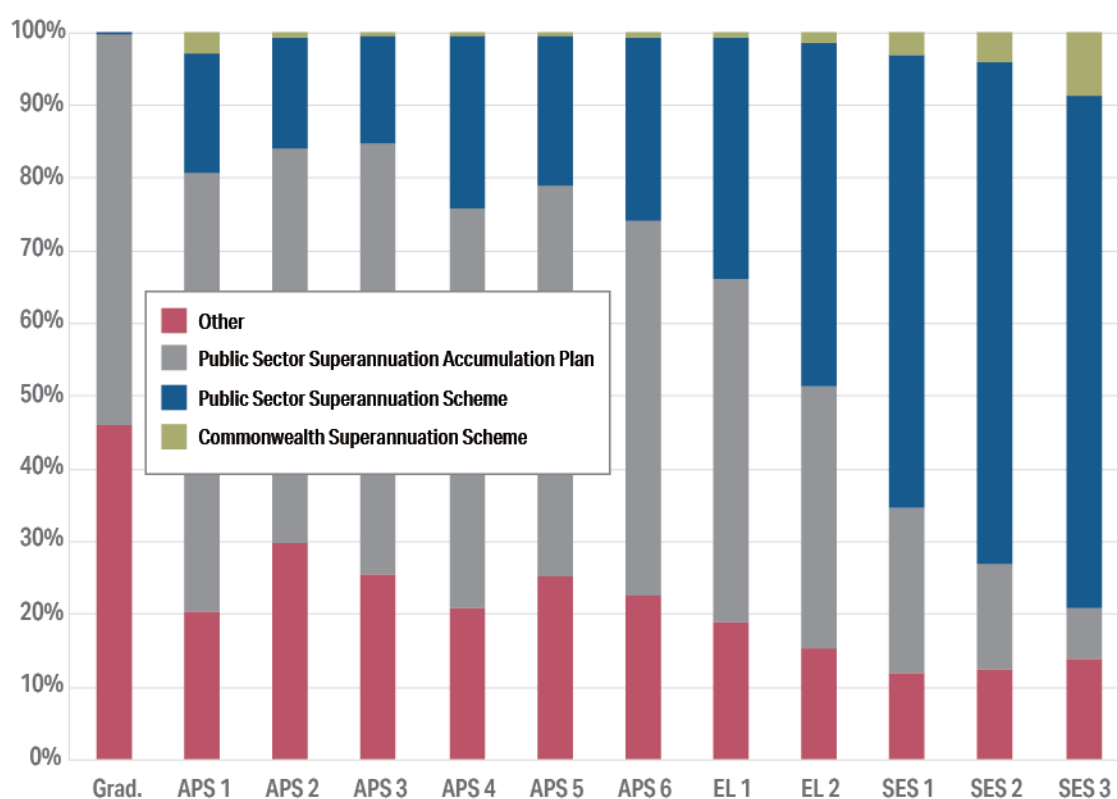
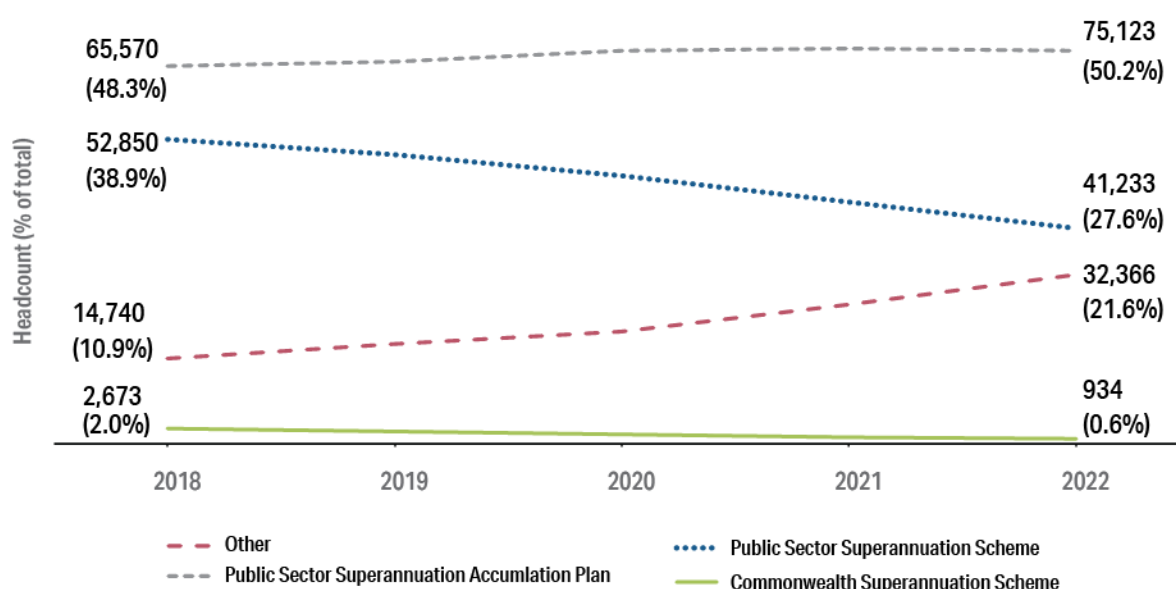


Figure 4.4 shows a continued decrease in Public Sector Superannuation Scheme and Commonwealth Superannuation Scheme membership over the last five years as members of these funds leave the APS. Over the same period Public Sector Superannuation Accumulation Plan membership increased slightly while the proportion of employees in Other superannuation funds doubled from 10.9% to 21.6%.

Non-Commonwealth superannuation fund membership is more common in lower classifications where employees are typically newer to the APS. Membership in Other funds was most evident at the Graduate classification where almost half (46.1%) of employees belonged to an Other fund (see Appendix A.3: Table 9).

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



Chapter 5: Total Reward

Total Reward incorporates Total Remuneration Package plus bonuses. Bonuses include:

- 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.

The weighted median Total Reward increase from 2021 to 2022 was 1.7% for the whole of the APS. This reflects weighted increases of 1.7% for non-SES employees and 2.6% for SES (see Appendix A.3: Table 1b).

Total Reward movement by classification

Table 5.1 shows percentage changes in median Total Reward by classification from 2021 to 2022. There were increases across all classifications, except the APS 2.

The highest median increase was 5.8% at the Graduate classification followed by 3.3% for the SES 2 classification. The APS 2 median Total Reward decreased by 0.5%, similar to Base Salary and Total Remuneration Package movement for this classification.

Total Reward values are close to those for Total Remuneration Package showing the small proportion that bonuses contribute to overall remuneration.

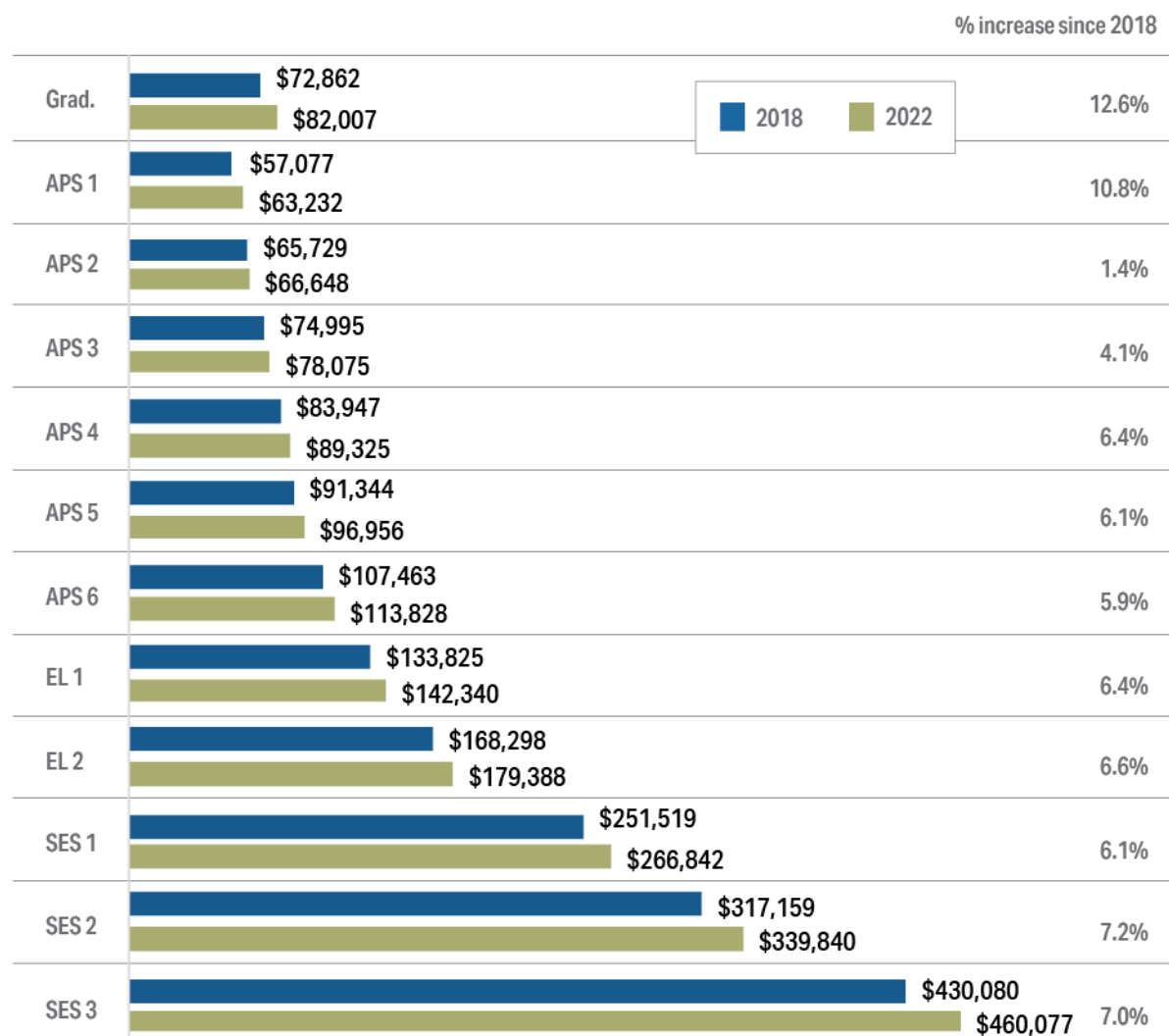
Table 5.1 Total Reward by classification, 2021 and 2022

	P5		Q1		Median		% change	Q3		P95	
	2021	2022	2021	2022	2021	2022		2021	2022	2021	2022
Grad.	\$72,003	\$73,579	\$74,229	\$75,713	\$77,515	\$82,007	5.8%	\$80,682	\$83,090	\$84,906	\$87,662
APS 1	\$54,724	\$56,189	\$57,673	\$58,827	\$61,831	\$63,232	2.3%	\$63,695	\$64,030	\$67,281	\$66,708
APS 2	\$59,797	\$60,992	\$62,990	\$62,823	\$67,000	\$66,648	-0.5%	\$72,018	\$72,321	\$75,841	\$76,288
APS 3	\$69,164	\$70,547	\$71,686	\$73,579	\$77,496	\$78,075	0.7%	\$80,232	\$81,947	\$86,330	\$84,948
APS 4	\$79,528	\$79,773	\$84,028	\$84,341	\$88,213	\$89,325	1.3%	\$90,768	\$91,539	\$94,135	\$94,325
APS 5	\$88,042	\$89,599	\$92,182	\$93,700	\$95,733	\$96,956	1.3%	\$98,624	\$99,678	\$102,741	\$103,478
APS 6	\$98,368	\$100,400	\$105,930	\$107,009	\$111,596	\$113,828	2.0%	\$115,502	\$117,074	\$121,563	\$121,538
EL 1	\$124,150	\$127,234	\$134,230	\$137,098	\$139,382	\$142,340	2.1%	\$144,113	\$146,783	\$152,137	\$155,118
EL 2	\$150,554	\$154,720	\$165,636	\$169,083	\$175,706	\$179,388	2.1%	\$181,846	\$184,669	\$202,500	\$204,846
SES 1	\$231,387	\$236,388	\$246,801	\$253,621	\$260,601	\$266,842	2.4%	\$273,250	\$281,382	\$297,553	\$301,867
SES 2	\$296,235	\$304,405	\$316,807	\$325,637	\$329,099	\$339,840	3.3%	\$347,620	\$357,125	\$383,199	\$391,947
SES 3	\$389,653	\$399,233	\$421,772	\$432,374	\$449,310	\$460,077	2.4%	\$467,871	\$480,403	\$512,612	\$551,727

Total Reward trends

Figure 5.1 presents a comparison of median Total Reward by classification in 2018 and 2022. These are nominal figures, not adjusted for inflation. Increases in Total Reward are similar to those for Total Remuneration Package. Increases ranged from 1.4% at the APS 2 classification to 12.6% at the Graduate classification. As with Total Remuneration Package, movement in Total Reward for SES levels was lower than movement in SES Base Salaries.

Figure 5.1 Median Total Reward by classification, 2018 and 2022



Total Reward range

Figures 5.2a to 5.2c show changes in Total Reward ranges by classification. Movement across percentiles was consistent with Total Remuneration Package movement.

From bottom to top, each set of four boxes show the range of Total Reward values between the 5th and 95th percentiles in 2021 and 2022. The points where the boxes meet show the position, from the bottom of the plot to the top, of the 25th percentile (Q1), median and 75th percentile (Q3). See Appendix A.1 for further notes on interpreting these figures.

Figure 5.2a Total Reward range by classification, 2021 and 2022 (Graduate, APS 1-6)

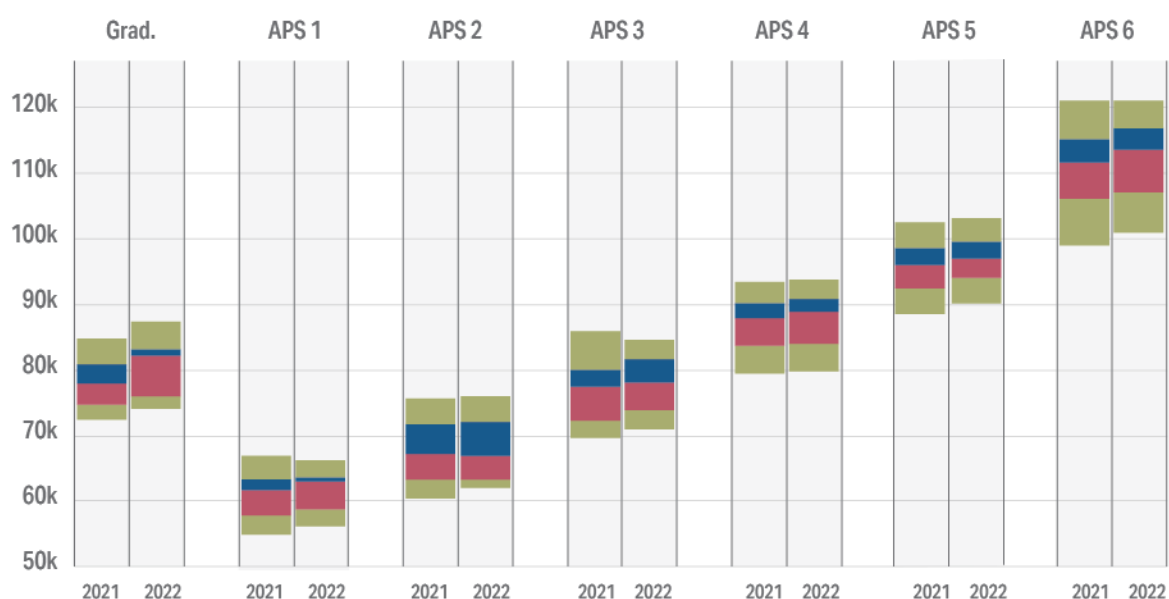


Figure 5.2b Total Reward range by classification, 2021 and 2022 (ELs)

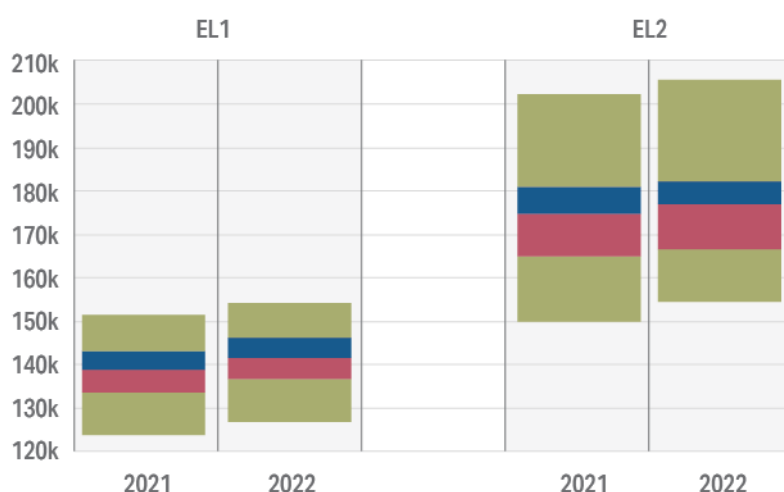
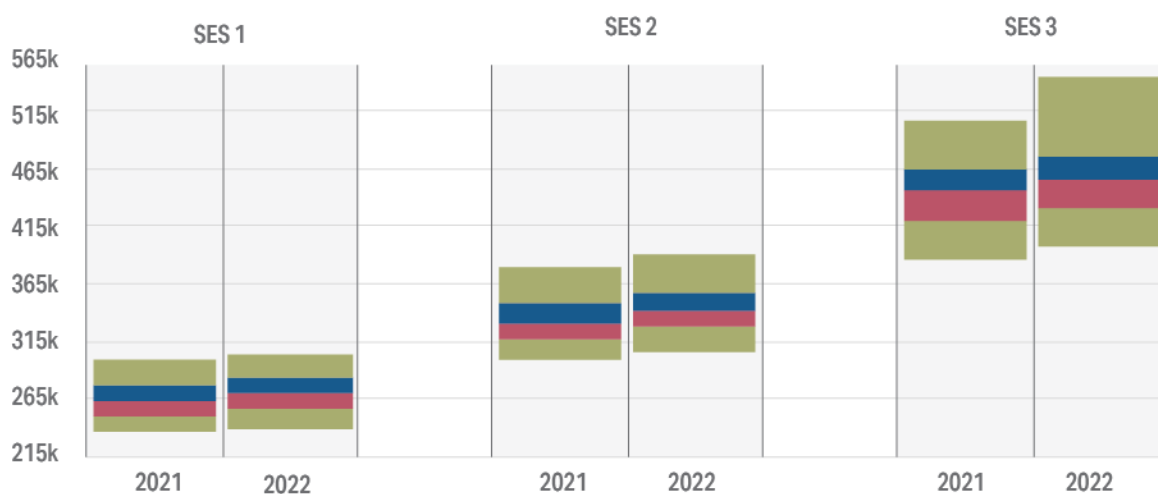


Figure 5.2c Total Reward range by classification, 2021 and 2022 (SES)



Performance bonuses

For the purposes of this report, performance bonuses are defined as payments that are at-risk and variable based on performance.

The number of employees paid a performance bonus decreased from 1,100 in 2021 to 765 employees in 2022 representing a 30% decrease.

The number of agencies that paying performance bonuses also decreased, from 19 in 2021 to 13 in 2022.

Figure 5.3 shows the number of employees paid a performance bonus broken down by classification group in 2021 and 2022. There was a decrease in bonuses paid across each classification group with the greatest decrease occurring at SES levels. The number of SES employees paid a performance bonus decreased from 115 in 2021 to 36 in 2022. This represents a 69% decrease.

The median performance bonus paid in 2022 was \$1,286 decreasing from \$1,674 in 2021. The decrease in the median reflects the large decrease in SES bonuses.

The reduced use of performance bonuses, particularly at SES levels, is consistent with Australian Government policy as outlined in the *Performance Bonus Guidance – Principles governing performance bonus use in Commonwealth entities and companies* published in August 2021. The guidance sets out the Government's expectations that performance bonuses are used only in limited circumstances.

Figure 5.3 Employees paid a performance bonus (percentage of total), 2021 and 2022⁵

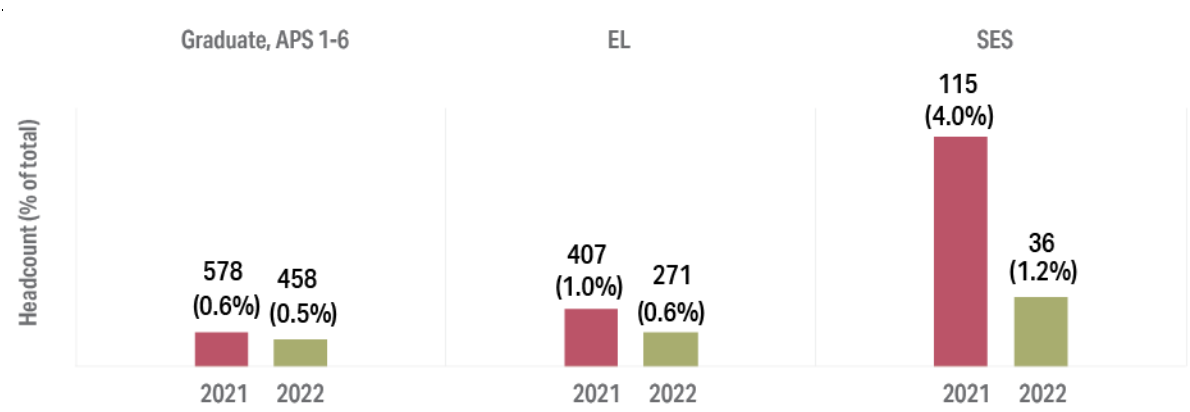
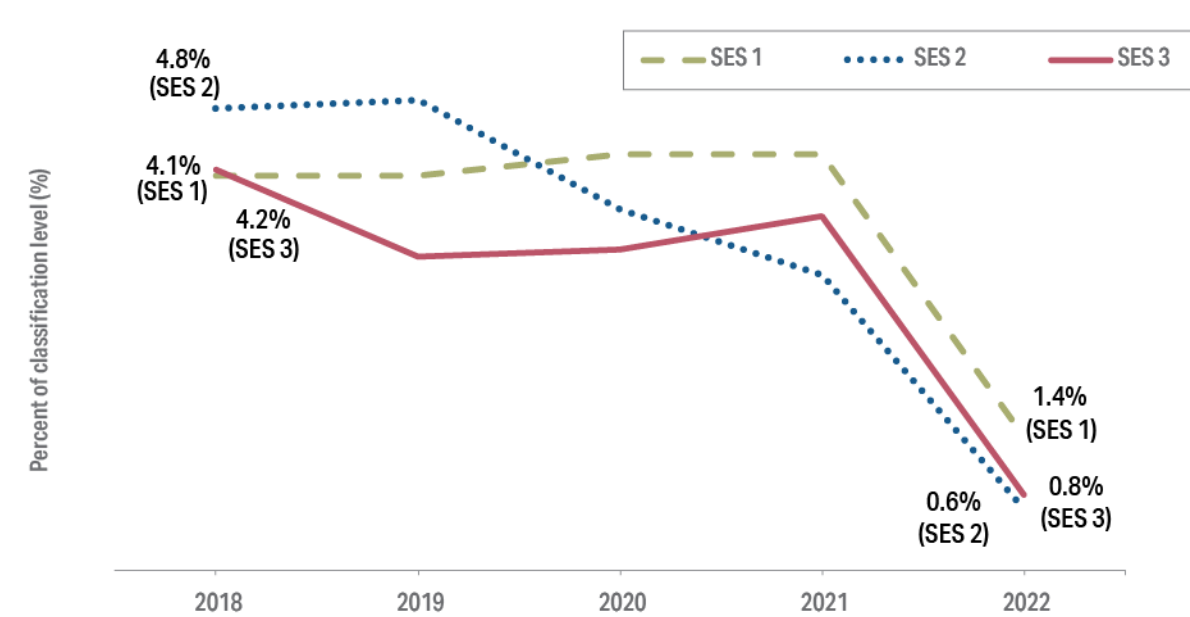


Figure 5.4 shows the proportion of SES employees paid a performance bonus over a five year period broken down by classification.

The median SES performance bonus paid in 2022 was \$6,022 decreasing from \$10,249 in 2021.

Figure 5.4 Proportions of SES employees paid a performance bonus, 2018 to 2022



⁵ Fixed top-of-salary-range payments were excluded from performance bonus reporting in 2021. This reduced the number of non-SES performance bonuses reported by over 90% in 2021 but had no meaningful impact on reporting for SES performance bonuses.

Chapter 6: Allowances

Allowances are payments that sit outside of Total Reward for such matters as:

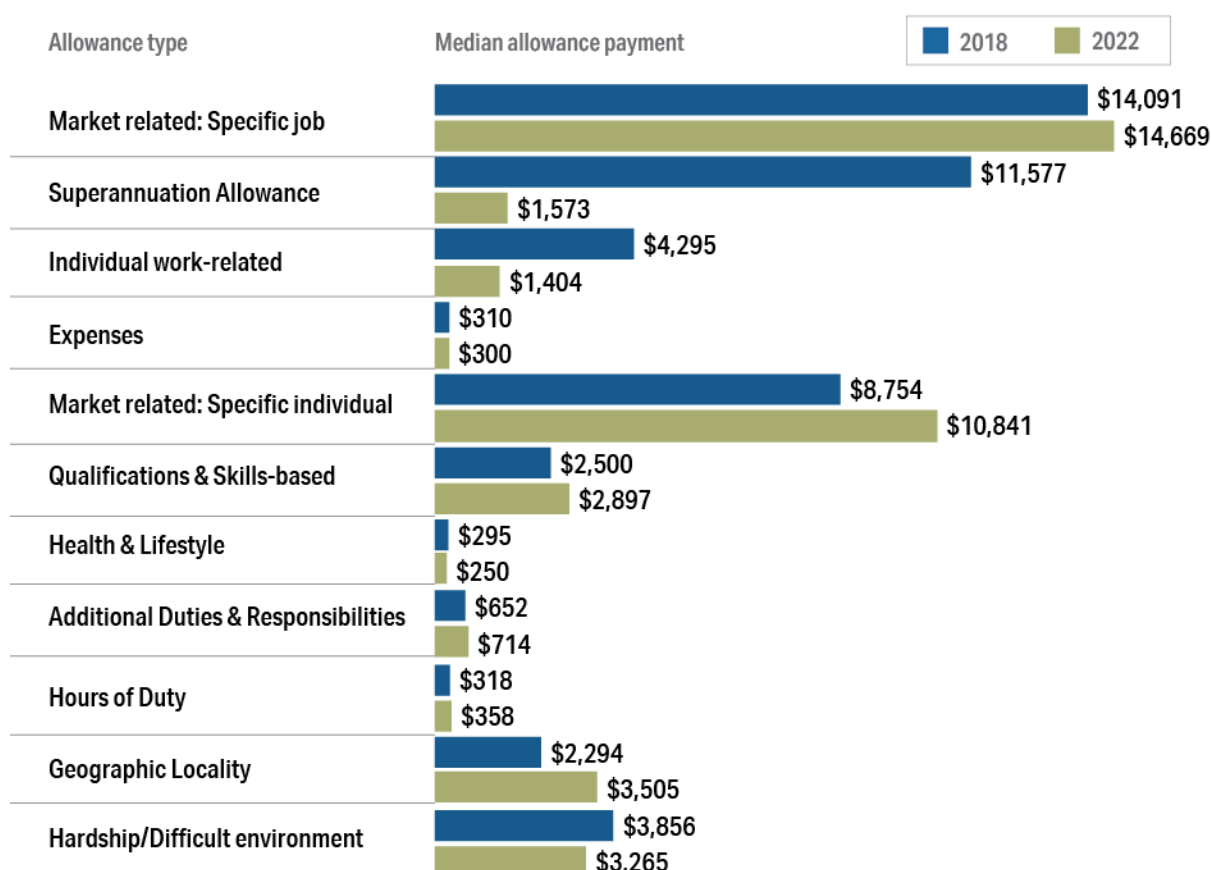
- working conditions
- qualifications or special duties
- work-related expenses.

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 wide variations in the median value of allowances from year to year.

Figure 6.1 Median allowance paid, 2018 and 2022



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 2022, data relating to job families had been provided for 84.6% 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>.

Table 7.1 shows the number of employees by APS job family. Service Delivery is the most common job family (22.3%), with the overwhelming majority of employees in this job family engaged at an APS level. This is followed by Compliance and Regulation (11.8%), Portfolio, Program and Project Management (9.9%) and Administration (9.3%). The largest proportions of EL employees are in the Portfolio, Program and Project Management and Policy job families. SES employees reside almost exclusively within the Senior Executive job family.

Table 7.1 Headcount of all employees by APS job family, 2022

	APS 1-6	EL	SES	Total
Service Delivery	26,490	1,761	1	28,252
Compliance and Reg.	12,219	2,774	4	14,997
Portfolio, Program and Project Mgmt.	6,766	5,699	15	12,480
Administration	8,416	3,364	8	11,788
Policy	4,384	5,602	64	10,050
ICT and Digital Solutions	3,887	2,793	8	6,688
Accounting and Finance	4,726	1,889	6	6,621
Science and Health	2,899	2,591	25	5,515
Human Resources	3,847	1,414	.	5,261
Data and Research	3,291	1,567	.	4,858
Intelligence	2,392	985	.	3,377
Legal and Parliamentary	1,604	1,674	9	3,287
Comms. and Marketing	1,836	1,377	2	3,215
Senior Executive	56	1,137	1,945	3,138
Engineering and Tech.	1,714	695	.	2,409
Monitoring and Audit	1,307	960	5	2,272
Info. and Knowledge Mgmt.	1,408	396	.	1,804
Trades and Labour	495	50	.	545

Note: These numbers do not represent the total headcount in the APS Remuneration Survey data. Data on job families was provided for 84.6% of employees covered in this report.

Figure 7.1a Headcount of APS 1-6 employees by APS job family, 2022

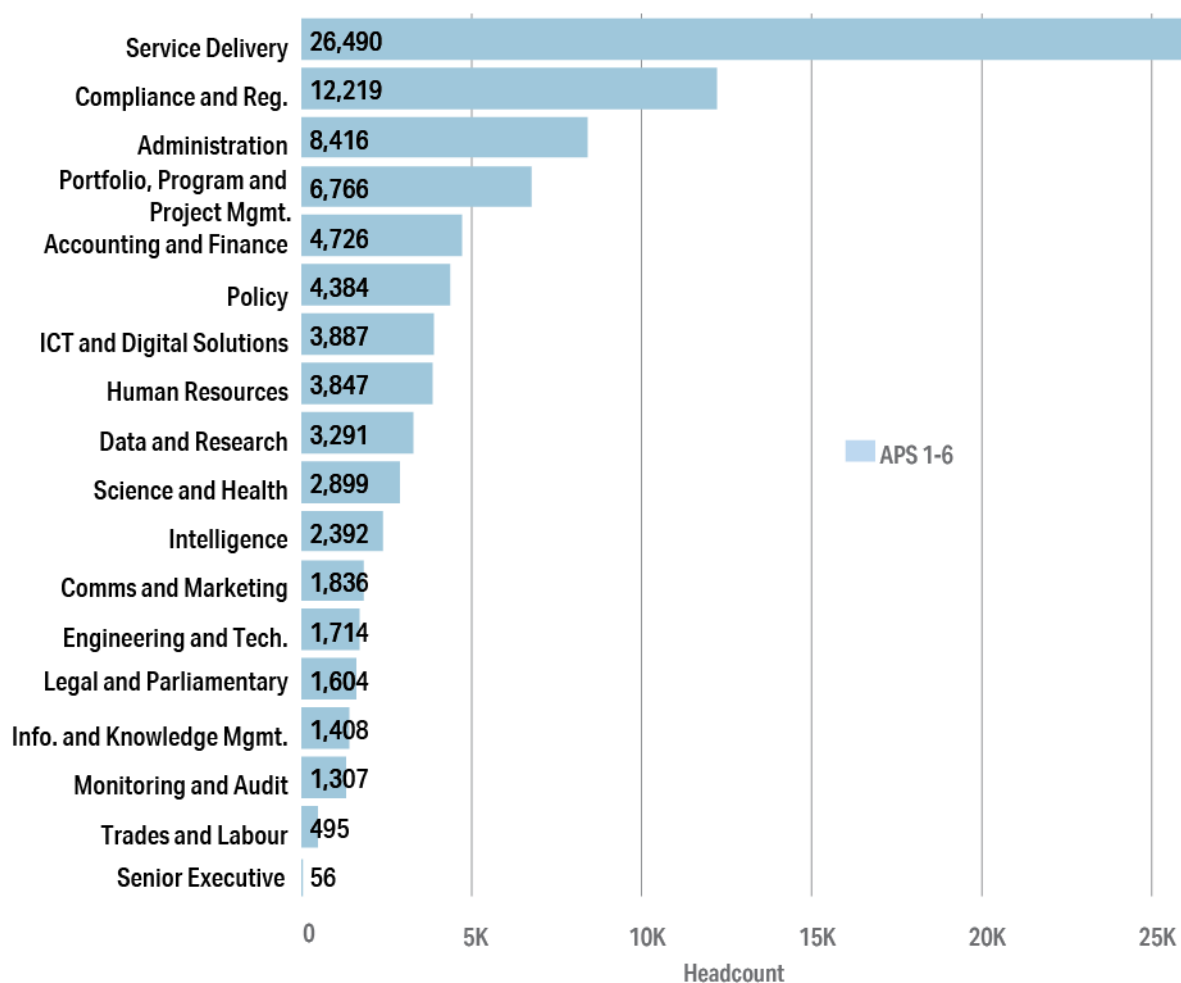


Figure 7.1b Headcount of EL employees by APS job family, 2022

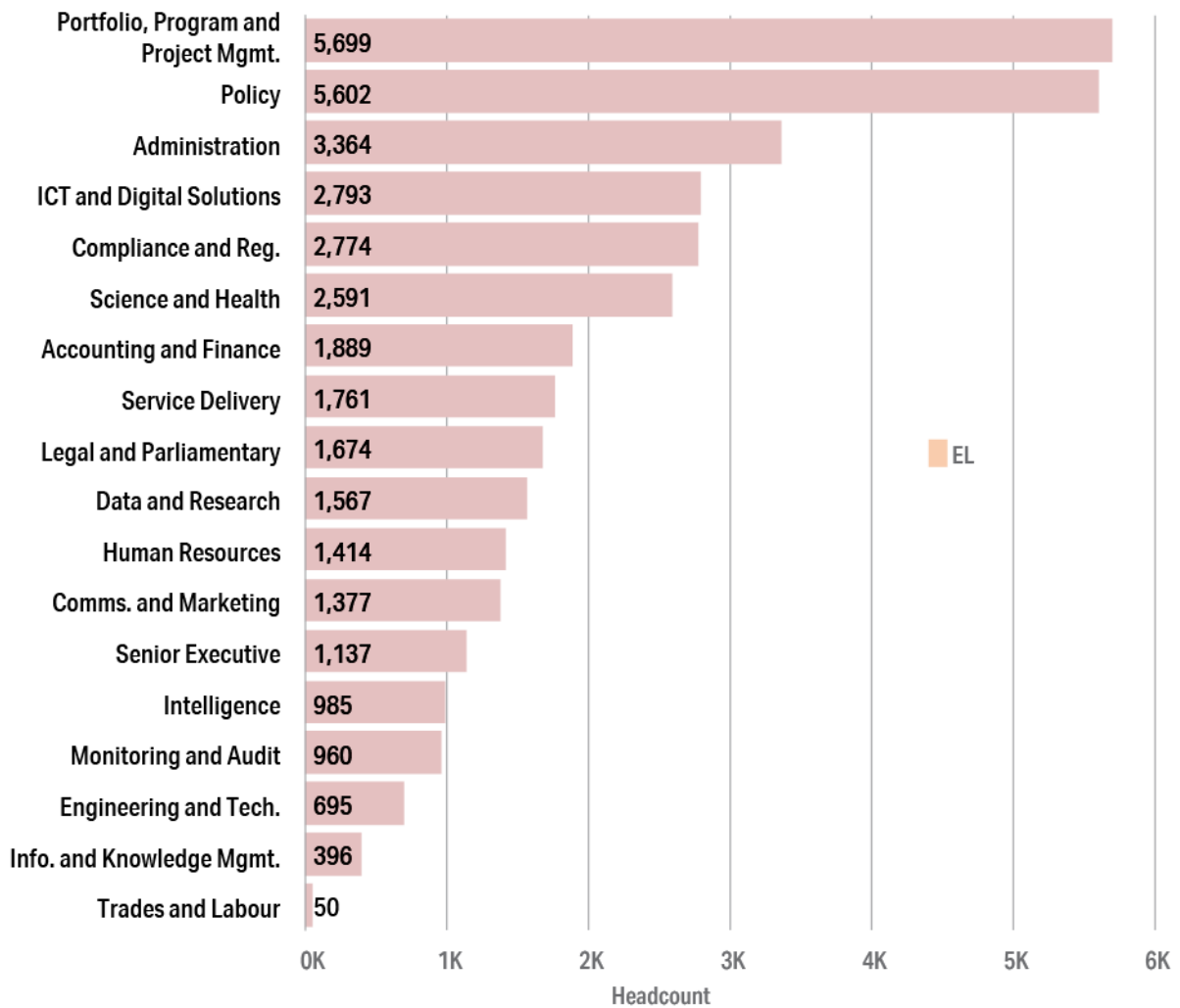
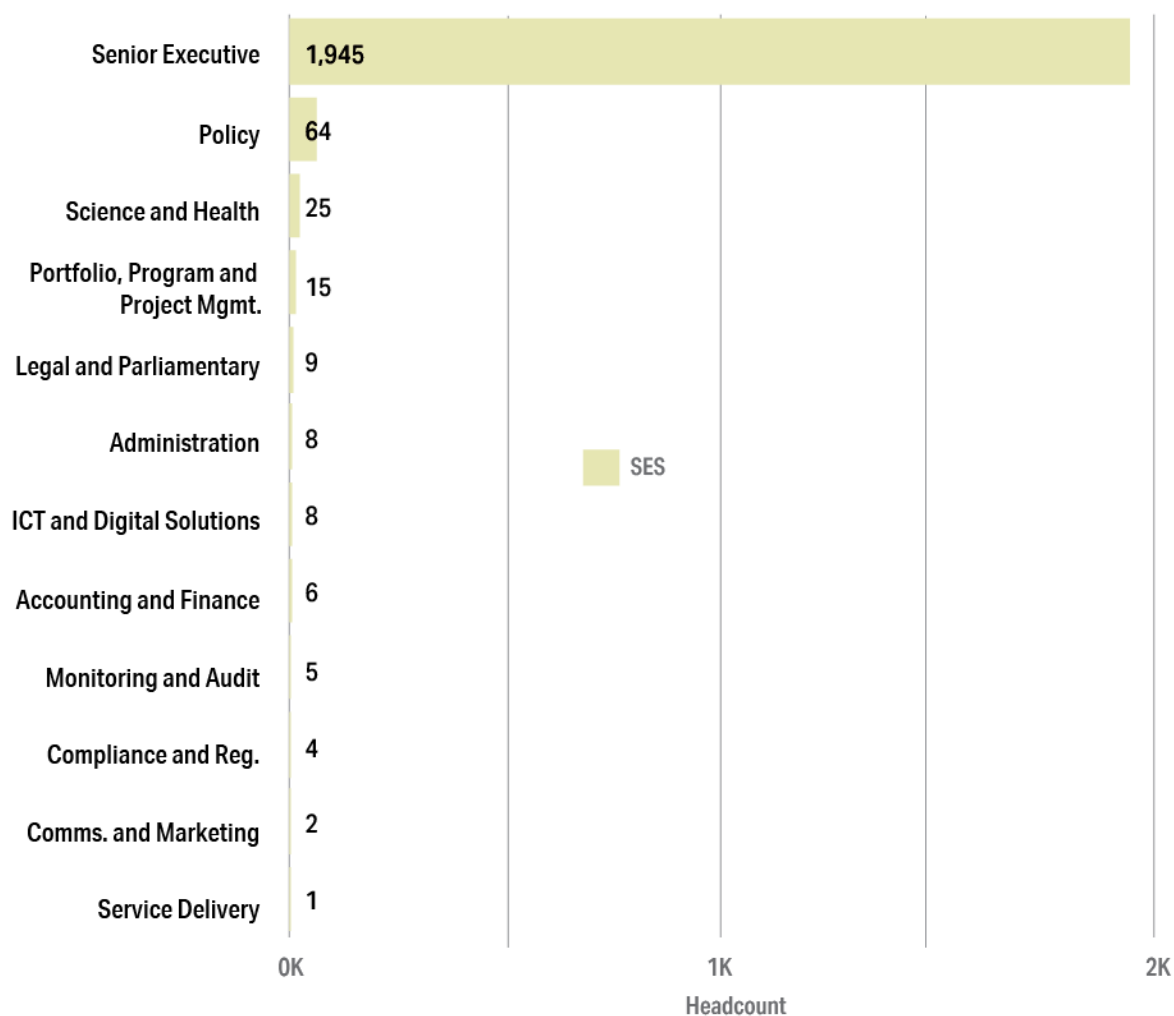


Figure 7.1c Headcount of SES employees by APS job family, 2022



Remuneration by APS job family

Figure 7.2 shows the median Base Salary, Total Remuneration Package and Total Reward 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. 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, 2022

APS Job Family	Base Salary \$	Total Remuneration Package \$	Total Reward \$	Headcount	Median Classification
Senior Executive	\$205,236	\$253,536	\$253,603	3,138	SES 1
Policy	\$115,663	\$134,091	\$134,091	10,050	EL 1
Legal and Parliamentary	\$110,767	\$129,960	\$129,960	3,287	EL 1
Science and Health	\$105,073	\$123,708	\$123,709	5,515	APS 6
Portfolio, Program & Project Mgmt	\$101,451	\$120,366	\$120,377	12,480	APS 6
Comms & Marketing	\$101,008	\$117,074	\$117,074	3,215	APS 6
ICT and Digital Solutions	\$101,008	\$117,152	\$117,700	6,688	APS 6
Monitoring and Audit	\$101,005	\$117,152	\$117,156	2,272	APS 6
Engineering and Tech.	\$97,790	\$112,849	\$113,828	2,409	APS 6
Data and Research	\$97,214	\$112,184	\$112,185	4,858	APS 6
Human Resources	\$96,141	\$110,998	\$110,999	5,261	APS 6
Intelligence	\$95,741	\$111,238	\$111,791	3,377	APS 6
Accounting and Finance	\$92,236	\$106,874	\$106,874	6,621	APS 6
Info.and Knowledge Mgmt.	\$86,376	\$102,456	\$102,460	1,804	APS 5
Administration	\$86,168	\$100,272	\$101,110	11,788	APS 6
Compliance and Reg.	\$81,196	\$94,553	\$94,605	14,997	APS 5
Service Delivery	\$78,735	\$90,860	\$90,860	28,252	APS 4
Trades and Labour	\$78,386	\$90,457	\$90,488	545	APS 4

Chapter 8: Remuneration by gender⁶

This chapter outlines key remuneration findings by gender. It uses two measures to explore remuneration for female and male employees:

- The first uses average (mean) Base Salary to calculate the gender pay gap for the APS overall, allowing comparison to the National Gender Pay Gap.
- The second uses median Base Salary by gender within each classification level to assess differences in remuneration for comparable work value.

APS gender pay gap

The gender pay gap can be an indicator of how the contribution of each gender is valued in a workforce, and as such it is monitored at a national level, and across the APS. The gender pay gap is the difference between male and female employees' earnings, expressed as a percentage of male earnings. While unequal pay is a potential influence, the gender pay gap is not a measure of the extent to which females and males are paid equally for the same work⁷.

The APS gender pay gap calculation method uses average Base Salary of both full-time and part-time employees, with part-time salaries annualised to full-time equivalent earnings. Using Base Salary and an average (or mean) ensures that the APS gender pay gap is comparable to the National Gender Pay Gap. The National Gender Pay Gap uses data from the Australian Bureau of Statistics and is one of two gender pay gap methods applied by the Workplace Gender Equality Agency.⁸

In 2022, the average Base Salary for males in the APS was \$104,668 while the average Base Salary for females was \$99,200. This represents a 5.2% gender pay gap for the APS and continues the improvement shown since 2018 (Figure 8.1).

⁶ APS Remuneration Survey data used within this chapter does not include employees who identify as indeterminate/intersex/unspecified due to these numbers being statistically small.

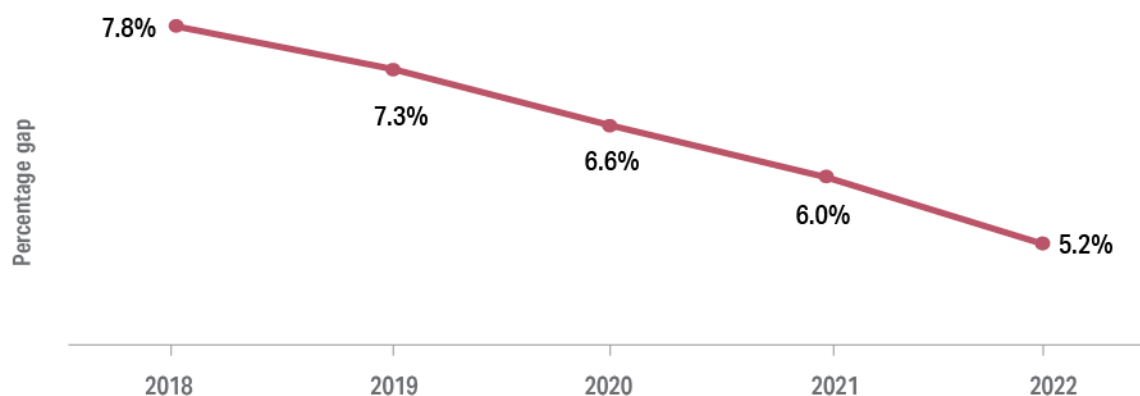
⁷ <https://www.abs.gov.au/statistics/understanding-statistics/guide-labour-statistics/gender-pay-gap-guide>: "Measuring the gender pay gap".

⁸ The two gender pay gap methods monitored by Workplace Gender Equality Agency are:

- The *National Gender Pay Gap*, which uses Base Salary data from the Australian Bureau of Statistics survey of Average Weekly Earnings; and
- The *WGEA Annual Gender Pay Gap*, which uses Total Remuneration data from the Workplace Gender Equality Agency's annual employer census.

Source: <https://www.wgea.gov.au/pay-and-gender/how-to-calculate-gender-pay-gap> - "How to calculate gender pay gap"

Figure 8.1 Average gender pay gap trends with data table, 2018 to 2022



Female	2018	2019	2020	2021	2022
Average Base Salary	\$88,896	\$91,016	\$92,536	\$96,006	\$99,200
Headcount	79,860	78,789	81,049	85,446	89,544
Male	2018	2019	2020	2021	2022
Average Base Salary	\$96,391	\$98,149	\$99,082	\$102,112	\$104,668
Headcount	55,928	54,500	55,622	57,473	59,795

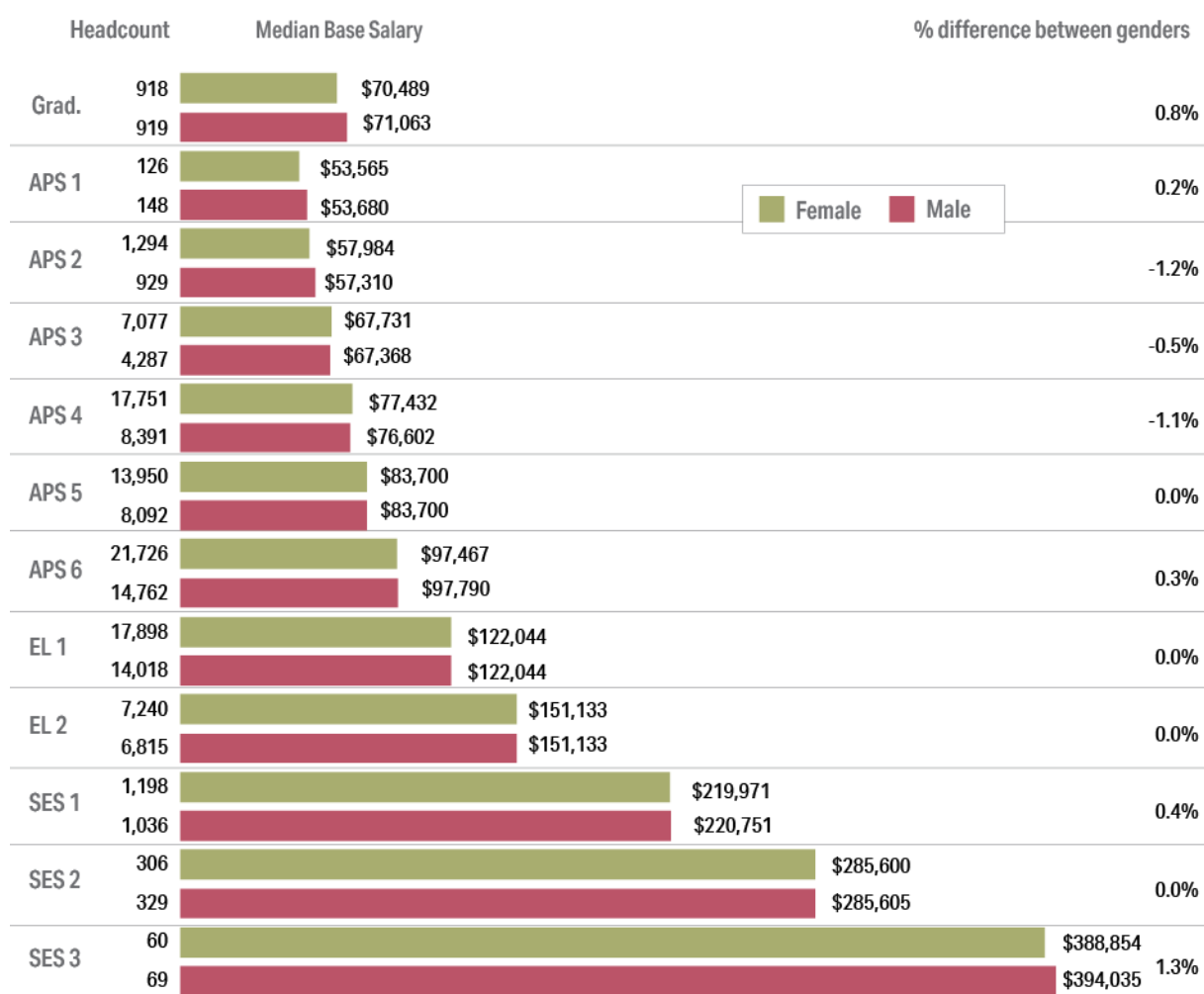
Note: As the data is annualised, the higher proportion of women working part-time hours is not directly reflected in the APS gender pay gap

Remuneration by gender and classification

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

Figure 8.2 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. From 2021 to 2022 the small gaps between female and male median Base Salaries at most senior classifications further decreased.

Figure 8.2 Median Base Salary by gender and classification, 2022



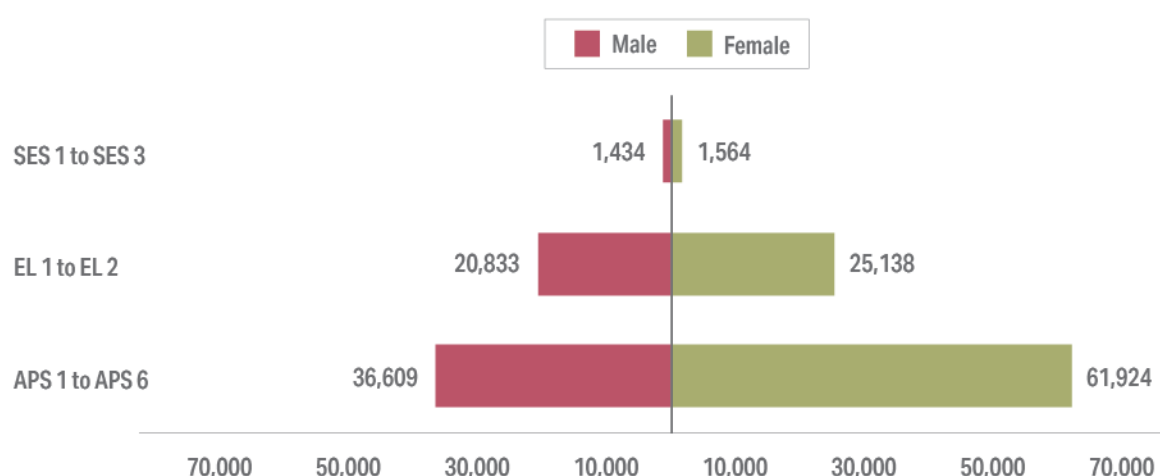
Note: The percentage difference between genders is the difference between male and female median Base Salaries expressed as a percentage of male earnings.

The small gender pay gaps at each level suggest that the overall APS gender pay gap is not due to unequal pay for comparable work, but rather the distribution of females and males across the classification structure.

Analysis conducted by the APSC⁹ further supports this, finding that the gender pay gap is primarily driven by the different representation of males and females across classifications, particularly the higher number of females at the APS 3 to APS 5 levels. APSC analysis also suggests it is not a lack of promotions of females that is leading to their overrepresentation at these levels. Future APSC research will investigate other potential factors that may be associated with this pattern, such as the type of work being undertaken at those levels and the locations of those roles.

The graph below illustrates that while there is strong overall representation of females at the Executive and Senior Executive levels, there is a larger proportion of female employees at the more junior levels that results in a lower overall average female Base Salary. This suggests a gap will remain to some extent unless there is more gender balance at these lower classifications.

Figure 8.3 Number of males and females by classification group

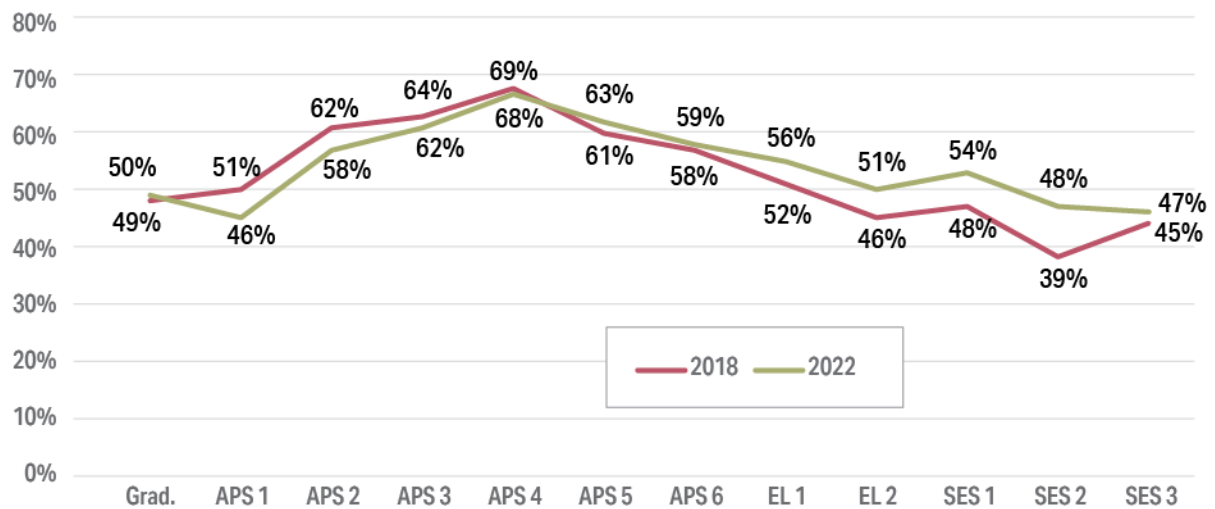


⁹ See APSC Research Note 03-23 (available at www.apsc.gov.au)

Female representation in the APS

Overall females represent 60% of the APS workforce. 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 1 and above) since 2018, along with a slight decrease in the proportion of females at lower classifications. This trend is consistent with the narrowing gender pay gap over this time.

Figure 8.4 Females as a percentage of APS population by classification, 2018 and 2022



Individual flexibility arrangements by gender

Table 8.1 shows the headcount and the proportion of employees with an individual flexibility arrangement for each APS classification, by gender. Individual flexibility arrangements are discussed further in Chapter 9.

Table 8.1 Number of employees with an individual flexibility arrangement by classification and gender

Classification	Gender	Headcount	Individual flexibility arrangements	Percentage of gender with an individual flexibility arrangement
Graduate	Female	918	.	.
	Male	919	1	0.1%
APS 1	Female	126	.	.
	Male	148	.	.
APS 2	Female	1,294	.	.
	Male	929	2	0.2%
APS 3	Female	7,077	14	0.2%
	Male	4,287	26	0.6%
APS 4	Female	17,751	65	0.4%
	Male	8,391	63	0.8%
APS 5	Female	13,950	106	0.8%
	Male	8,092	91	1.1%
APS 6	Female	21,726	344	1.6%
	Male	14,762	361	2.5%
EL 1	Female	17,898	664	3.7%
	Male	14,018	713	5.1%
EL2	Female	7,240	780	10.8%
	Male	6,815	839	12.3%

Chapter 9: Employment instruments

Primary employment instruments

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

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

- enterprise agreements ^{10 11}
- Public Service Act (PS Act) determinations (sections 24 (1) and 24 (3))
- common law arrangements
- Australian Workplace Agreements.

As a proportion of the APS, enterprise agreement coverage decreased from 77.4% in 2021 to 74.5% in 2022. This was primarily due to the movement of over 6,000 employees to one of two new departments which preserved the terms and conditions of employees' former enterprise agreements under a PS Act determination.

Employees in the newly created Department of Climate Change, Energy, the Environment and Water and the Department of Employment and Workplace Relations, along with Services Australia (established as a new agency in 2020) made up over 90% of employees with a PS Act determination as their primary employment instrument.

Only 0.5% of employees were covered by a common law arrangement or Australian Workplace Agreement that operated as the primary employment instrument. This proportion has remained relatively stable in the previous five years.

The *Public Sector Workplace Relations Policy 2023* was released on 28 March 2023. It requires agencies to commence bargaining new enterprise agreements. As this occurs the use of determinations to set terms and conditions will decrease.

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

¹⁰ Includes agencies using a PS 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.

¹¹ As at 31 December 2022, 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 primary employment instrument and classification, 2022

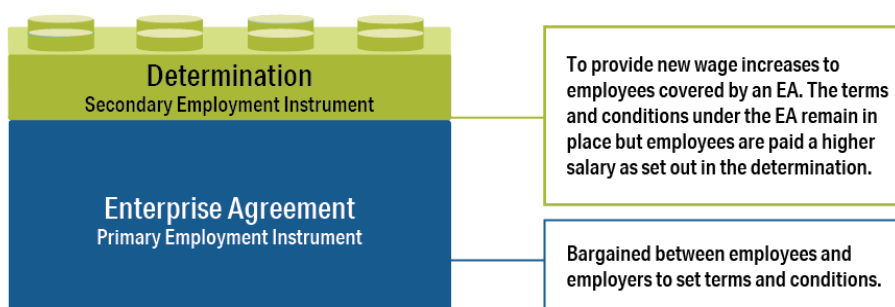
Classification	Primary employment instrument			
	Australian Workplace Agreements	Common law arrangements	Enterprise agreements	PS Act determinations
Graduate	.	.	1,651	198
APS 1	.	.	211	64
APS 2	.		2,119	110
APS 3	.	7	7,111	4,328
APS 4	.	59	14,640	11,526
APS 5	.	56	17,814	4,215
APS 6	.	87	29,155	7,298
EL 1	1	116	26,780	5,049
EL 2	1	63	12,049	1,947
SES 1	2	244	22	1,968
SES 2	.	69	5	562
SES 3	1	15	.	113
All employees	5	716	111,557	37,378

Public Service Act determinations providing wage increases

As at 31 December 2022, 88 agencies had a PS Act determination in place to set salaries for non-SES employees while a nominally expired enterprise agreement (or other primary employment instrument) continued to operate. Over 130,000 employees, or 88% of the APS workforce were covered by these arrangements. This includes agencies that used a determination to implement a 3% wage increase under the *Public Sector Interim Workplace Arrangements 2022*.

As agencies bargain new enterprise agreements the use of determinations to set employees' salaries will decrease.

Figure 9.1 Supplementation of salaries in an enterprise agreement (EA) using a determination



Individual flexibility arrangements and other supplementary arrangements

An individual flexibility arrangement is a written agreement between an employer and employee. It varies the effect of an enterprise agreement or an award on an individual basis and must result in the employee being better off overall.

Around 3% of employees had additional terms and conditions provided through the individual flexibility arrangement provision in their enterprise agreement. Table 9.2 shows that 73.6% of employees using these arrangements were at the EL 1 or EL 2 classification.

An individual flexibility arrangement 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 individual flexibility arrangement may cover multiple arrangements.

The majority of individual flexibility arrangements (88.7%) 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 individual flexibility arrangement by classification, 2022¹²

Classification	Headcount	Percentage
Graduate	1	0%
APS 1	.	.
APS 2	2	0%
APS 3	40	1%
APS 4	128	3%
APS 5	197	5%
APS 6	706	17%
EL 1	1,381	34%
EL 2	1,620	40%
SES 1	.	.
SES 2	.	.
SES 3	.	.
All employees	4,075	100%

A small number of non-SES employees (234) were covered by other supplementary arrangements implemented through a PS Act determination. The majority of these preserve or maintain pay and conditions that employees received in an individual flexibility arrangement made under a former, or abolished, enterprise agreement following a Machinery of Government change.

¹² These numbers do not include individual flexibility arrangements that have been preserved or maintained through a PS Act determination following a Machinery of Government change.

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 and weighted 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.

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.

Quartiles

A quartile is a statistical term in which a range of data, ordered from smallest to largest is divided into four equal groups. Each quartile accounts for 25% of the data.

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 and Total Reward.

Percentiles mark intervals within the data, 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 – Uppermost value in first quartile	25%	75%
50th	Median	50%	50%
75th	Q3 – Uppermost value in 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.

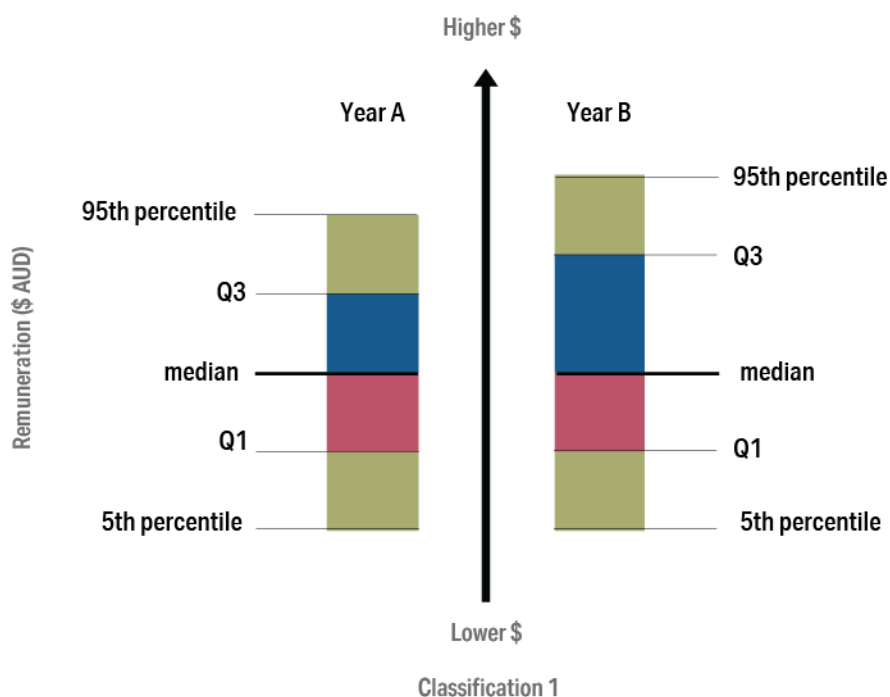
In each set of 4 boxes (one set for each year), the percentiles are represented by horizontal lines and are labelled at their appropriate positions for P5, Q1, Q3 and P95. The median is represented by the thicker middle line. The minimum and maximum values are not represented in these box plots to reduce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

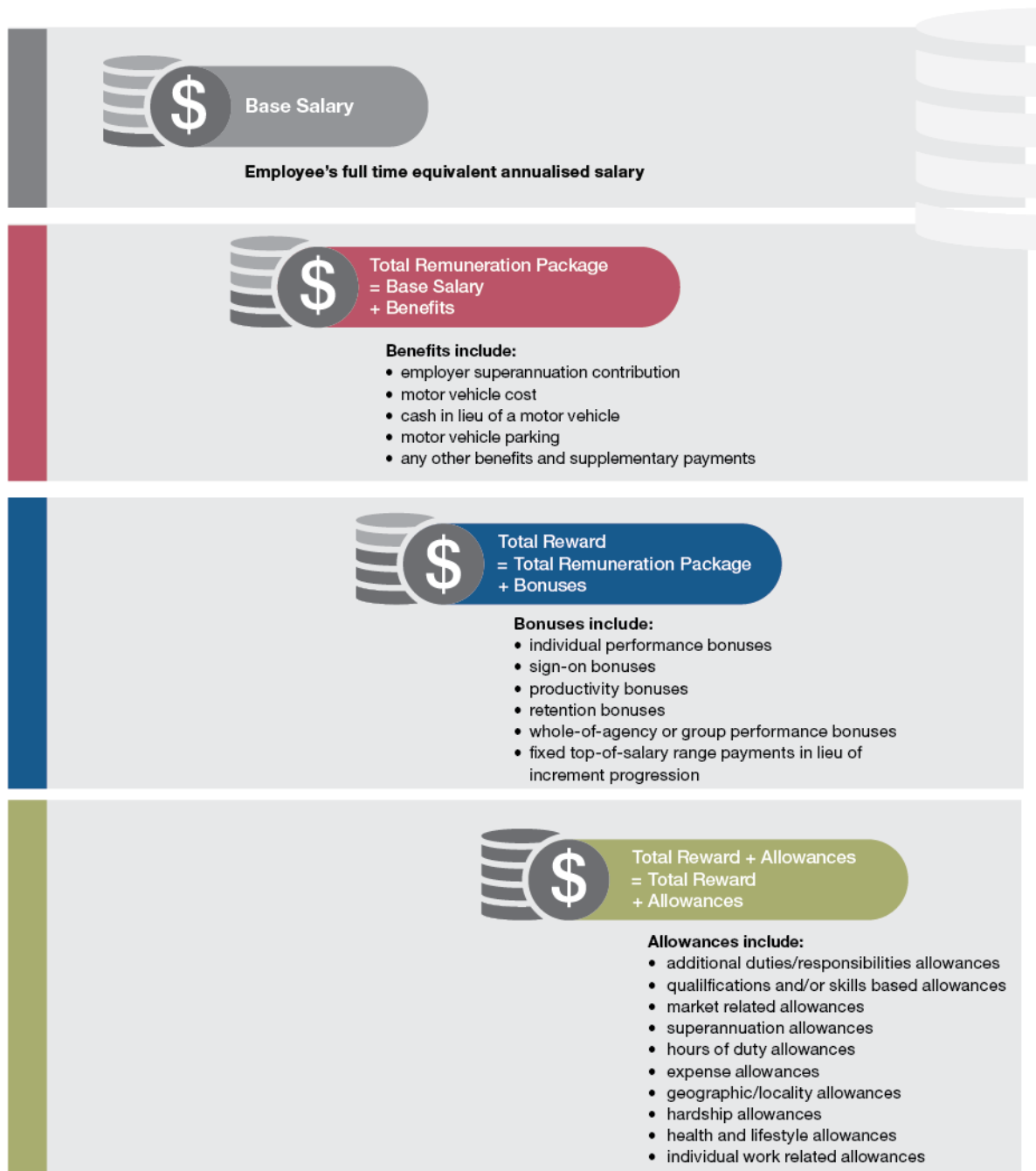


Remuneration components

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



Remuneration components include:

- Base salary - the employees full-time equivalent annualised salary
- Total remuneration package - the base salary plus benefits
 - benefits include things like:
 - employer superannuation contribution
 - motor vehicle cost
 - cash in lieu of a motor vehicle
 - motor vehicle parking
 - any other benefits and supplementary payments
- Total reward - total remuneration package plus bonuses
 - bonuses include things like:
 - 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 progress
- Total reward plus allowances - total reward plus allowances
 - allowances include things like:
 - additional duties/responsibilities allowances
 - qualifications and/or skills based allowances
 - market related allowances
 - superannuation allowances
 - hours of duty allowances
 - expense allowances
 - geographic/locality allowances
 - hardship allowances
 - health and lifestyle allowances
 - individual work-related allowances

Additional notes on interpreting this report

- Some columns in the data tables at Appendix A.3 may not add up because Total Remuneration Package and Total Reward are calculated separately for each employee. These are the values that determine the median. Therefore median Total Reward is not always the sum of all medians for Base Salary, Total Remuneration Package and Total Reward.
- Data from this report should not be used to calculate past or present populations of the APS. For accurate data as at 31 December 2022, please refer to the 31 December 2022 APS Employment Data Release, which is available from the APSC website:
<https://www.apsc.gov.au/employment-data/aps-employment-data-31-december-2022>
- Data is analysed and tabulated using several different propriety software packages which may lead to minor variances in data reported between tables. These differences are also evident when trying to recalculate values based on the data in the reports in common programs like Microsoft Excel.
- Changes in software used to analyse and produce the APS Remuneration Report occurred in 2017, from SAS to Tableau. This has resulted in minor changes to how the reported distribution data is calculated due to the two programs using different, patented methods for calculating percentiles when even numbers of observations occur. Such differences in calculations have had a minor impact on the position of percentiles 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 2022.

Raw data was collected from agencies using standard guidelines set out in the *Australian Public Service 2022 Remuneration Survey Guide and 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.
- Figures were annualised for employees who worked for only part of the year (but active 31 December 2022).
- Employees who were in a graduate program in 2022, for more than 90 days during the year, were categorised as Graduates, even if they had advanced to other classifications by 31 December 2022. 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, 2022

Classification	Median Base Salary	% change from 2021	Median Total Remuneration Package	% change from 2021	Median Total Reward	% change from 2021
Graduate	\$71,063	5.0%	\$82,007	5.8%	\$82,007	5.8%
APS 1	\$53,565	1.5%	\$62,427	1.1%	\$63,232	2.3%
APS 2	\$57,645	-0.7%	\$66,648	-0.5%	\$66,648	-0.5%
APS 3	\$67,368	1.2%	\$78,075	0.7%	\$78,075	0.7%
APS 4	\$77,091	1.3%	\$89,325	1.3%	\$89,325	1.3%
APS 5	\$83,700	2.0%	\$96,784	1.4%	\$96,956	1.3%
APS 6	\$97,588	1.8%	\$112,850	1.5%	\$113,828	2.0%
EL 1	\$122,044	2.0%	\$142,196	2.1%	\$142,340	2.1%
EL 2	\$151,133	1.9%	\$179,220	2.1%	\$179,388	2.1%
SES 1	\$220,052	4.1%	\$266,235	2.2%	\$266,842	2.4%
SES 2	\$285,600	3.9%	\$339,782	3.3%	\$339,840	3.3%
SES 3	\$389,500	3.4%	\$457,474	2.1%	\$460,077	2.4%
All employees	\$93,987	3.5%	\$109,127	3.2%	\$109,127	3.1%

Table 1a: Summary of median and average remuneration components^(a), non-SES^(b) and SES^(c), 2022

Classification	Median Base Salary	Average Base Salary	Median Total Remuneration Package	Average Total Remuneration Package	Median Total Reward	Average Total Reward
Non-SES	\$92,627	\$98,455	\$107,181	\$114,930	\$107,223	\$115,142
SES	\$231,376	\$242,781	\$275,914	\$292,250	\$276,477	\$293,165
All employees	\$93,987	\$101,349	\$109,127	\$118,486	\$109,127	\$118,712

Table 1b: Proportional change in weighted median remuneration components^(a), non-SES^(b) and SES^(c) 2021 to 2022

Classification	Base Salary	Total Remuneration Package	Total Reward
Non-SES	1.7	1.6	1.7
SES	4.0	2.5	2.6
All employees	1.8	1.6	1.7

(a) 2022 median remuneration weighted by average headcount 2021-2022

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

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

Table 2: Composition of median Total Reward by classification, 2022

Classification	Median Total Reward	Median Base Salary	Base Salary component %	Benefit ^(a) Component \$	Benefit component %	Bonus ^(b) Component \$	Bonus component %
Graduate	\$82,007	\$71,063	86.7%	\$10,944	13.3%	\$0	0.0%
APS 1	\$63,232	\$53,565	84.7%	\$8,862	14.0%	\$806	1.3%
APS 2	\$66,648	\$57,645	86.5%	\$9,003	13.5%	\$0	0.0%
APS 3	\$78,075	\$67,368	86.3%	\$10,707	13.7%	\$0	0.0%
APS 4	\$89,325	\$77,091	86.3%	\$12,234	13.7%	\$0	0.0%
APS 5	\$96,956	\$83,700	86.3%	\$13,084	13.5%	\$172	0.2%
APS 6	\$113,828	\$97,588	85.7%	\$15,262	13.4%	\$978	0.9%
EL 1	\$142,340	\$122,044	85.7%	\$20,152	14.2%	\$144	0.1%
EL 2	\$179,388	\$151,133	84.2%	\$28,087	15.7%	\$168	0.1%
SES 1	\$266,842	\$220,052	82.5%	\$46,183	17.3%	\$607	0.2%
SES 2	\$339,840	\$285,600	84.0%	\$54,183	15.9%	\$58	0.0%
SES 3	\$460,077	\$389,500	84.7%	\$67,974	14.8%	\$2,603	0.6%
All employees	\$109,127	\$93,987	86.1%	\$15,140	13.9%	\$0	0.0%

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

Table 3: Summary of average key remuneration components by classification, 2022

Classification	Average Base Salary	% change from 2021	Average Total Remuneration Package	% change from 2021	Average Total Reward	% change from 2021
Graduate	\$69,414	2.9%	\$80,121	2.9%	\$80,133	2.9%
APS 1	\$53,139	2.5%	\$61,859	1.8%	\$62,030	1.8%
APS 2	\$57,983	0.7%	\$67,396	-0.1%	\$67,558	-0.1%
APS 3	\$67,130	2.2%	\$77,954	1.1%	\$78,004	1.1%
APS 4	\$75,978	2.0%	\$88,514	1.4%	\$88,552	1.4%
APS 5	\$83,262	2.0%	\$96,880	1.4%	\$97,016	1.4%
APS 6	\$96,656	2.0%	\$112,742	1.6%	\$112,907	1.5%
EL 1	\$121,748	2.4%	\$142,279	2.1%	\$142,533	2.1%
EL 2	\$152,624	2.1%	\$179,351	1.7%	\$180,199	1.6%
SES 1	\$221,135	3.9%	\$267,389	2.4%	\$268,095	2.3%
SES 2	\$287,362	4.1%	\$344,119	3.0%	\$345,216	2.6%
SES 3	\$398,188	5.2%	\$467,458	3.9%	\$471,088	3.1%
All employees	\$101,349	3.0%	\$118,486	2.5%	\$118,712	2.4%

Table 4: Motor Vehicle Allowance recipients by classification, 2022

Classification	Total Employees	Employees with motor vehicle allowance ^(a)	% with motor vehicle allowance	Distribution of motor vehicle allowances					
				Percentile (5)	Percentile (25)	Median	Percentile (75)	Percentile (95)	Average
Graduate	1,849	0	0.0%						
APS 1	275	0	0.0%						
APS 2	2,229	0	0.0%						
APS 3	11,446	0	0.0%						
APS 4	26,225	0	0.0%						
APS 5	22,085	0	0.0%						
APS 6	36,540	0	0.0%						
EL 1	31,946	2	0.0%	\$25,208	\$25,208	\$25,208	\$25,208	\$25,208	\$25,208
EL 2	14,060	107	0.8%	\$24,222	\$24,222	\$25,000	\$25,208	\$27,000	\$24,833
SES 1	2,236	642	28.7%	\$22,084	\$24,222	\$25,000	\$30,592	\$30,592	\$26,442
SES 2	636	155	24.4%	\$22,084	\$24,222	\$27,000	\$30,000	\$31,951	\$26,523
SES 3	129	16	12.4%	\$25,980	\$26,515	\$27,581	\$31,000	\$31,577	\$28,481
All employees	149,656	922	0.6%	\$22,084	\$24,222	\$25,000	\$30,592	\$31,429	\$26,301

(a) Includes cost of motor vehicle and cash in lieu of motor vehicle.

Table 5: Performance bonus recipients by classification, 2022

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	1,849	0	0.0%						
APS 1	275	0	0.0%						
APS 2	2,229	0	0.0%						
APS 3	11,446	19	0.2%	\$673	\$870	\$889	\$926	\$1,027	\$891
APS 4	26,225	60	0.2%	\$499	\$848	\$971	\$5,932	\$10,440	\$3,420
APS 5	22,085	238	1.1%	\$576	\$896	\$935	\$984	\$17,900	\$3,224
APS 6	36,540	141	0.4%	\$837	\$965	\$1,884	\$10,531	\$62,859	\$11,086
EL 1	31,946	138	0.4%	\$460	\$987	\$1,942	\$9,806	\$86,684	\$15,425
EL 2	14,060	133	0.9%	\$972	\$1,707	\$6,793	\$47,935	\$273,294	\$49,466
SES 1	2,236	31	1.4%	\$1,083	\$2,500	\$5,000	\$12,503	\$22,277	\$8,229
SES 2	636	4	0.6%	\$7,112	\$7,386	\$15,580	\$98,076	\$276,675	\$89,882
SES 3	129	1	0.8%	\$399,933	\$399,933	\$399,933	\$399,933	\$399,933	\$399,933
All employees	149,656	765	0.5%	\$575	\$929	\$1,286	\$7,500	\$89,818	\$16,046

Table 6: Fixed top-of-salary-range payments by classification, 2022

Classification	Total Employees	Employees with fixed top-of-salary-range payment	% with fixed top-of-salary-range payment	Distribution of fixed top-of-salary-range payments					
				Percentile (5)	Percentile (25)	Median	Percentile (75)	Percentile (95)	Average
Graduate	1,849	5	0.3%	\$777	\$777	\$777	\$777	\$777	\$777
APS 1	275	30	10.9%	\$332	\$522	\$725	\$725	\$725	\$610
APS 2	2,229	228	10.2%	\$542	\$725	\$725	\$725	\$725	\$699
APS 3	11,446	569	5.0%	\$439	\$725	\$725	\$725	\$847	\$720
APS 4	26,225	697	2.7%	\$466	\$777	\$777	\$777	\$777	\$743
APS 5	22,085	1,703	7.7%	\$670	\$837	\$837	\$837	\$1,724	\$986
APS 6	36,540	2,843	7.8%	\$717	\$978	\$978	\$978	\$2,000	\$1,054
EL 1	31,946	2,825	8.8%	\$182	\$1,220	\$1,220	\$2,000	\$2,478	\$1,463
EL 2	14,060	1,241	8.8%	\$1,220	\$1,508	\$1,508	\$2,494	\$3,023	\$1,909
SES 1	2,236	27	1.2%	\$1,508	\$3,023	\$3,023	\$3,023	\$3,069	\$2,841
SES 2	636	0	0.0%						
SES 3	129	0	0.0%						
All employees	149,656	10,168	6.8%	\$587	\$837	\$978	\$1,508	\$2,478	\$1,216

Table 7: Employees by superannuation fund and age group, 2022

	Commonwealth Superannuation Scheme		Public Sector Superannuation Scheme		Public Sector Superannuation Accumulation Plan		Other (non-Commonwealth funds)	
Age group	N	%	N	%	N	%	N	%
Under 20					231	70.4%	97	29.6%
20-24					3,529	63.9%	1,997	36.1%
25-29					8,795	63.2%	5,116	36.8%
30-34			3	0.0%	11,421	68.9%	5,154	31.1%
35-39			722	3.6%	14,511	71.5%	5,050	24.9%
40-44			5,701	26.1%	12,106	55.4%	4,045	18.5%
45-49	1	0.0%	9,683	45.3%	8,467	39.6%	3,226	15.1%
50-54	332	1.6%	11,166	52.2%	6,923	32.3%	2,990	14.0%
55-59	194	1.2%	8,680	54.2%	4,731	29.5%	2,415	15.1%
60 & over	407	3.3%	5,278	42.7%	4,409	35.6%	2,276	18.4%
All employees	934	0.6%	41,233	27.6%	75,123	50.2%	32,366	21.6%

Table 8: Employer superannuation contribution as a proportion of Base Salary by classification, 2021 and 2022

	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	2021	2022	2021	2022	2021	2022	2021	2022	2021	2022	2021	2022	2021	2022
Graduate	1,659	1,849	15.4	15.4	15.4	15.4	15.4	15.4	15.4	15.4	15.4	15.4	15.4	15.4
APS 1	293	275	15.4	15.4	15.4	15.4	15.4	15.4	15.4	15.4	20.6	20.5	16.4	16.4
APS 2	1,993	2,229	15.4	15.4	15.4	15.4	15.4	15.4	15.4	15.4	20.2	20.1	16.4	16.1
APS 3	12,628	11,446	15.4	15.4	15.4	15.4	15.4	15.4	15.4	15.4	19.8	19.8	16.2	16.1
APS 4	25,762	26,225	15.4	15.4	15.4	15.4	15.4	15.4	19.5	15.4	19.8	19.8	16.6	16.4
APS 5	21,201	22,085	15.4	15.4	15.4	15.4	15.4	15.4	17.0	15.4	19.8	19.8	16.5	16.3
APS 6	34,132	36,540	15.4	15.4	15.4	15.4	15.4	15.4	19.5	19.8	19.8	19.8	16.7	16.5
EL 1	29,614	31,946	15.4	15.4	15.4	15.4	15.4	15.4	19.5	19.5	19.8	19.6	16.9	16.8
EL 2	12,969	14,060	15.4	15.4	15.4	15.4	18.5	15.4	19.0	19.0	19.5	19.1	17.3	17.1
SES 1	2,104	2,236	15.4	15.4	15.4	15.4	18.8	18.8	18.8	18.8	19.5	19.5	17.7	17.4
SES 2	619	636	15.4	15.4	15.4	16.2	18.8	18.8	18.8	18.8	19.5	19.5	17.8	17.7
SES 3	136	129	15.4	15.4	16.8	16.8	18.8	18.8	18.8	18.8	19.5	19.4	17.7	17.6
All employees	143,110	149,656	15.4	15.4	15.4	15.4	15.4	15.4	19.2	18.9	19.8	19.8	16.7	16.6

Table 9: Employees by superannuation fund and classification, 2022

	Commonwealth Superannuation Scheme		Public Sector Superannuation Scheme		Public Sector Superannuation Accumulation Plan		Other (non-Commonwealth funds)	
Classification	N	%	N	%	N	%	N	%
Graduate			3	0.2%	994	53.8%	852	46.1%
APS 1	8	2.9%	45	16.4%	166	60.4%	56	20.4%
APS 2	17	0.8%	335	15.0%	1,211	54.3%	666	29.9%
APS 3	44	0.4%	1,695	14.8%	6,799	59.4%	2,908	25.4%
APS 4	89	0.3%	6,220	23.7%	14,432	55.0%	5,484	20.9%
APS 5	92	0.4%	4,518	20.5%	11,913	53.9%	5,562	25.2%
APS 6	201	0.6%	9,255	25.3%	18,852	51.6%	8,232	22.5%
EL 1	200	0.6%	10,588	33.1%	15,072	47.2%	6,086	19.1%
EL 2	179	1.3%	6,650	47.3%	5,074	36.1%	2,157	15.3%
SES 1	67	3.0%	1,395	62.4%	508	22.7%	266	11.9%
SES 2	26	4.1%	438	68.9%	93	14.6%	79	12.4%
SES 3	11	8.5%	91	70.5%	9	7.0%	18	14.0%
All employees	934	0.6%	41,233	27.6%	75,123	50.2%	32,366	21.6%

Table 10: Geographical allowance recipients by classification, 2022

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	1,849	376	20.3%	\$217	\$623	\$884	\$1,929	\$9,494	\$2,128
APS 1	275	21	7.6%	\$2,351	\$6,686	\$14,366	\$19,056	\$36,352	\$15,137
APS 2	2,229	176	7.9%	\$517	\$1,233	\$2,458	\$4,981	\$26,065	\$5,762
APS 3	11,446	469	4.1%	\$250	\$1,280	\$2,827	\$5,608	\$22,654	\$5,446
APS 4	26,225	833	3.2%	\$442	\$1,206	\$2,574	\$6,392	\$17,132	\$5,076
APS 5	22,085	903	4.1%	\$432	\$1,720	\$3,952	\$11,382	\$35,316	\$8,934
APS 6	36,540	1,218	3.3%	\$228	\$980	\$2,892	\$9,275	\$39,607	\$8,571
EL 1	31,946	1,192	3.7%	\$110	\$1,495	\$8,325	\$36,979	\$73,206	\$21,711
EL 2	14,060	622	4.4%	\$64	\$1,847	\$12,883	\$58,296	\$122,149	\$34,647
SES 1	2,236	175	7.8%	\$64	\$9,644	\$48,104	\$80,642	\$143,678	\$53,307
SES 2	636	51	8.0%	\$126	\$10,576	\$42,152	\$83,985	\$139,466	\$52,151
SES 3	129	18	14.0%	\$128	\$18,178	\$43,241	\$71,765	\$112,232	\$48,545
All employees	149,656	6,054	4.0%	\$192	\$1,230	\$3,505	\$14,719	\$67,124	\$14,489

Table 11: Hardship allowance recipients by classification, 2022

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	1,849	34	1.8%	\$27	\$114	\$1,693	\$7,928	\$22,245	\$5,225
APS 1	275	4	1.5%	\$677	\$1,204	\$1,651	\$2,081	\$2,566	\$1,634
APS 2	2,229	43	1.9%	\$25	\$172	\$827	\$1,609	\$2,213	\$952
APS 3	11,446	660	5.8%	\$109	\$828	\$4,458	\$43,983	\$48,550	\$19,519
APS 4	26,225	1,085	4.1%	\$121	\$1,060	\$2,028	\$2,220	\$20,741	\$4,589
APS 5	22,085	653	3.0%	\$64	\$829	\$3,059	\$44,302	\$65,813	\$20,300
APS 6	36,540	747	2.0%	\$44	\$1,445	\$2,228	\$24,893	\$66,884	\$17,418
EL 1	31,946	775	2.4%	\$163	\$5,938	\$24,748	\$65,624	\$95,743	\$37,662
EL 2	14,060	358	2.5%	\$759	\$8,518	\$27,060	\$65,130	\$100,568	\$37,303
SES 1	2,236	94	4.2%	\$6,877	\$34,722	\$50,738	\$86,705	\$110,742	\$56,667
SES 2	636	35	5.5%	\$3,762	\$33,110	\$37,374	\$72,815	\$100,855	\$52,080
SES 3	129	10	7.8%	\$12,929	\$37,300	\$37,367	\$77,783	\$111,150	\$53,080
All employees	149,656	4,498	3.0%	\$100	\$1,350	\$3,265	\$40,554	\$80,720	\$21,027

Table 12: Additional duties/responsibilities allowance by classification, 2022

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	1,849	38	2.1%	\$372	\$580	\$697	\$704	\$789	\$628
APS 1	275	8	2.9%	\$411	\$411	\$702	\$919	\$1,092	\$710
APS 2	2,229	119	5.3%	\$411	\$537	\$651	\$884	\$1,097	\$776
APS 3	11,446	1,048	9.2%	\$370	\$643	\$796	\$2,448	\$2,448	\$1,368
APS 4	26,225	2,307	8.8%	\$358	\$646	\$714	\$808	\$1,429	\$775
APS 5	22,085	2,213	10.0%	\$358	\$530	\$704	\$827	\$2,448	\$955
APS 6	36,540	3,135	8.6%	\$370	\$553	\$704	\$812	\$2,448	\$849
EL 1	31,946	2,412	7.6%	\$370	\$520	\$704	\$793	\$2,448	\$1,330
EL 2	14,060	808	5.7%	\$370	\$603	\$714	\$1,000	\$30,000	\$5,411
SES 1	2,236	96	4.3%	\$483	\$3,821	\$10,461	\$27,430	\$27,976	\$14,467
SES 2	636	27	4.2%	\$383	\$3,647	\$27,430	\$28,671	\$38,665	\$20,866
SES 3	129	3	2.3%	\$29,130	\$29,130	\$29,130	\$29,130	\$29,130	\$29,130
All employees	149,656	12,214	8.2%	\$370	\$584	\$714	\$860	\$2,448	\$1,452

Table 13: Base Salary by primary employment instrument and classification, 2022

Classification	Primary Employment Instrument	Number of employees	Percentile (5) of Base Salary	Percentile (25) of Base Salary	Median Base Salary	Percentile (75) of Base Salary	Percentile (95) of Base Salary
Graduate	EA	1,651	\$64,930	\$65,609	\$70,489	\$72,002	\$75,964
	PSA	198	\$63,760	\$71,063	\$71,063	\$71,063	\$73,783
APS 1	EA	211	\$48,685	\$50,744	\$52,800	\$54,740	\$56,299
	PSA	64	\$51,888	\$55,188	\$55,188	\$55,188	\$55,188
APS 2	EA	2,119	\$52,853	\$53,596	\$57,645	\$62,004	\$63,887
	PSA	110	\$57,517	\$60,736	\$62,074	\$62,074	\$63,417
APS 3	CLA	7	\$71,383	\$72,484	\$75,910	\$80,212	\$87,993
	EA	7,111	\$60,112	\$65,334	\$69,006	\$69,265	\$70,784
	PSA	4,328	\$63,760	\$63,760	\$65,514	\$71,062	\$71,062
APS 4	CLA	59	\$77,216	\$90,305	\$100,940	\$109,751	\$121,992
	EA	14,640	\$69,015	\$72,253	\$75,396	\$77,785	\$79,323
	PSA	11,526	\$71,063	\$75,028	\$78,735	\$78,735	\$78,735
APS 5	CLA	56	\$104,701	\$124,591	\$137,229	\$149,094	\$170,527
	EA	17,814	\$77,544	\$80,890	\$83,532	\$85,437	\$87,093
	PSA	4,215	\$79,257	\$83,199	\$85,523	\$85,523	\$86,168
APS 6	CLA	87	\$106,010	\$141,120	\$178,751	\$199,284	\$222,975
	EA	29,155	\$86,081	\$92,371	\$97,214	\$99,772	\$103,605
	PSA	7,298	\$87,793	\$94,838	\$100,482	\$101,451	\$101,451
EL 1	AWA	1	\$114,298	\$114,298	\$114,298	\$114,298	\$114,298
	CLA	116	\$151,917	\$219,372	\$239,632	\$260,900	\$312,853
	EA	26,780	\$109,011	\$117,765	\$122,044	\$123,951	\$132,489
	PSA	5,049	\$112,756	\$119,043	\$121,598	\$124,403	\$127,087
EL 2	AWA	1	\$158,149	\$158,149	\$158,149	\$158,149	\$158,149
	CLA	63	\$167,723	\$268,334	\$328,698	\$409,005	\$583,183
	EA	12,049	\$133,339	\$144,806	\$151,133	\$157,000	\$172,429
	PSA	1,947	\$130,484	\$142,826	\$151,019	\$158,149	\$163,620
SES 1	AWA	2	\$237,778	\$241,420	\$245,972	\$250,524	\$254,166
	CLA	244	\$183,173	\$216,127	\$225,360	\$235,401	\$253,759
	EA	22	\$217,701	\$228,283	\$241,158	\$249,448	\$264,613
	PSA	1,968	\$186,806	\$205,236	\$219,472	\$233,850	\$253,100
SES 2	CLA	69	\$254,940	\$272,878	\$284,907	\$291,806	\$319,353
	EA	5	\$267,590	\$294,802	\$294,802	\$294,802	\$358,299
	PSA	562	\$253,599	\$268,672	\$285,605	\$298,969	\$331,368
SES 3	AWA	1	\$452,914	\$452,914	\$452,914	\$452,914	\$452,914
	CLA	15	\$340,661	\$352,988	\$378,369	\$408,268	\$499,724
	PSA	113	\$338,847	\$371,308	\$389,500	\$404,845	\$482,830
All employees		149,656	\$65,609	\$78,735	\$93,987	\$121,262	\$153,782

EA = enterprise agreement
PSA = PS Act determination
CLA = common law arrangement
AWA = Australian Workplace Agreement

Table 14: Base Salary by classification and gender, 2022

Classification	Gender	Number of employees	Percentile (5) of Base Salary	Percentile (25) of Base Salary	Median Base Salary	Female Median as % of male	Percentile (75) of Base Salary	Percentile (95) of Base Salary	Average Base Salary
Graduate	Male	919	\$64,930	\$65,609	\$71,063		\$72,002	\$75,964	\$69,656
	Female	918	\$63,760	\$65,609	\$70,489	99.2%	\$72,002	\$75,964	\$69,187
APS 1	Male	148	\$48,764	\$50,977	\$53,680		\$55,188	\$56,299	\$53,222
	Female	126	\$48,702	\$50,977	\$53,565	99.8%	\$55,188	\$56,299	\$53,076
APS 2	Male	929	\$52,853	\$52,893	\$57,310		\$61,135	\$63,887	\$57,388
	Female	1,294	\$52,853	\$55,187	\$57,984	101.2%	\$62,042	\$63,887	\$58,411
APS 3	Male	4,287	\$60,382	\$63,760	\$67,368		\$69,265	\$71,062	\$66,981
	Female	7,077	\$61,133	\$63,760	\$67,731	100.5%	\$70,784	\$71,062	\$67,249
APS 4	Male	8,391	\$69,127	\$73,018	\$76,602		\$78,735	\$79,323	\$75,756
	Female	17,751	\$69,127	\$73,251	\$77,432	101.1%	\$78,735	\$79,323	\$76,097
APS 5	Male	8,092	\$77,544	\$81,150	\$83,700		\$85,523	\$87,093	\$83,126
	Female	13,950	\$77,642	\$81,150	\$83,700	100.0%	\$85,523	\$87,093	\$83,346
APS 6	Male	14,762	\$86,977	\$92,612	\$97,790		\$100,378	\$103,605	\$96,807
	Female	21,726	\$86,977	\$92,612	\$97,467	99.7%	\$100,482	\$102,869	\$96,558
EL 1	Male	14,018	\$109,723	\$118,522	\$122,044		\$123,951	\$132,517	\$122,020
	Female	17,898	\$109,723	\$117,765	\$122,044	100.0%	\$123,953	\$132,274	\$121,534
EL 2	Male	6,815	\$133,404	\$145,832	\$151,133		\$157,640	\$172,429	\$153,490
	Female	7,240	\$132,031	\$144,408	\$151,133	100.0%	\$157,229	\$171,253	\$151,800
SES 1	Male	1,036	\$186,314	\$205,411	\$220,751		\$235,113	\$253,547	\$221,544
	Female	1,198	\$186,314	\$205,420	\$219,971	99.6%	\$233,895	\$253,100	\$220,794
SES 2	Male	329	\$254,591	\$267,909	\$285,605		\$302,817	\$346,366	\$289,258
	Female	306	\$250,395	\$269,040	\$285,600	100.0%	\$295,296	\$317,952	\$285,346
SES 3	Male	69	\$336,271	\$360,000	\$394,035		\$414,844	\$495,443	\$401,142
	Female	60	\$342,783	\$368,799	\$388,854	98.7%	\$404,845	\$421,622	\$394,791
All employees		149,339	\$65,609	\$78,735	\$94,264		\$121,292	\$153,782	\$101,389

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

Table 15: Total Remuneration Package by classification and gender, 2022

Classification	Gender	Number of employees	Percentile (5) of Total Remuneration Package	Percentile (25) of Total Remuneration Package	Median Total Remuneration Package	Percentile (75) of Total Remuneration Package	Percentile (95) of Total Remuneration Package	Average Total Remuneration Package
Graduate	Male	919	\$74,929	\$75,713	\$82,007	\$83,090	\$87,662	\$80,395
	Female	918	\$73,579	\$75,713	\$81,344	\$83,090	\$87,662	\$79,867
APS 1	Male	148	\$56,247	\$58,827	\$62,927	\$64,902	\$67,466	\$62,120
	Female	126	\$56,202	\$58,827	\$62,282	\$63,687	\$66,315	\$61,597
APS 2	Male	929	\$60,992	\$61,039	\$66,136	\$71,124	\$74,834	\$66,684
	Female	1,294	\$60,992	\$63,686	\$67,102	\$71,596	\$76,667	\$67,907
APS 3	Male	4,287	\$69,753	\$73,579	\$78,075	\$81,685	\$84,799	\$77,742
	Female	7,077	\$70,547	\$73,579	\$78,274	\$82,006	\$85,132	\$78,121
APS 4	Male	8,391	\$79,773	\$84,263	\$88,424	\$90,898	\$94,325	\$88,120
	Female	17,751	\$79,798	\$84,795	\$89,711	\$91,539	\$94,325	\$88,720
APS 5	Male	8,092	\$89,599	\$93,700	\$96,590	\$99,601	\$103,478	\$96,682
	Female	13,950	\$89,777	\$93,700	\$96,784	\$99,678	\$103,478	\$97,003
APS 6	Male	14,762	\$100,371	\$107,009	\$112,850	\$117,074	\$121,785	\$112,870
	Female	21,726	\$100,400	\$107,009	\$112,853	\$117,074	\$121,538	\$112,664
EL 1	Male	14,018	\$127,174	\$137,377	\$141,902	\$146,422	\$154,652	\$142,554
	Female	17,898	\$127,234	\$136,914	\$142,503	\$146,783	\$154,782	\$142,065
EL 2	Male	6,815	\$154,720	\$170,734	\$179,414	\$184,669	\$204,846	\$180,380
	Female	7,240	\$154,544	\$168,481	\$177,845	\$184,669	\$202,339	\$178,373
SES 1	Male	1,036	\$236,081	\$254,404	\$267,580	\$282,010	\$300,709	\$268,596
	Female	1,198	\$234,723	\$253,098	\$265,022	\$278,938	\$299,018	\$266,344
SES 2	Male	329	\$301,425	\$324,679	\$339,394	\$358,665	\$409,863	\$345,597
	Female	306	\$309,178	\$326,355	\$339,846	\$352,961	\$382,052	\$342,600
SES 3	Male	69	\$397,777	\$431,466	\$460,354	\$494,121	\$581,329	\$470,804
	Female	60	\$405,929	\$437,482	\$456,058	\$475,818	\$489,974	\$463,610
All employees		149,339	\$75,713	\$91,168	\$109,127	\$140,324	\$183,574	\$118,534

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

Table 16: Total Reward by classification and gender, 2022

Classification	Gender	Number of employees	Percentile (5) of Total Reward	Percentile (25) of Total Reward	Median Total Reward	Percentile (75) of Total Reward	Percentile (95) of Total Reward	Average Total Reward
Graduate	Male	919	\$74,929	\$75,713	\$82,007	\$83,090	\$87,662	\$80,406
	Female	918	\$73,579	\$75,713	\$81,344	\$83,090	\$87,662	\$79,880
APS 1	Male	148	\$56,247	\$58,827	\$63,349	\$64,902	\$67,466	\$62,312
	Female	126	\$56,202	\$58,827	\$63,113	\$63,715	\$66,506	\$61,745
APS 2	Male	929	\$60,992	\$61,039	\$66,136	\$71,936	\$75,237	\$66,816
	Female	1,294	\$60,992	\$63,686	\$67,522	\$72,570	\$76,667	\$68,090
APS 3	Male	4,287	\$69,753	\$73,579	\$78,075	\$81,685	\$84,799	\$77,790
	Female	7,077	\$70,547	\$73,579	\$78,370	\$82,006	\$85,132	\$78,173
APS 4	Male	8,391	\$79,773	\$84,263	\$88,424	\$91,059	\$94,325	\$88,164
	Female	17,751	\$79,798	\$84,892	\$89,872	\$91,612	\$94,325	\$88,755
APS 5	Male	8,092	\$89,599	\$93,700	\$96,956	\$99,601	\$103,478	\$96,840
	Female	13,950	\$89,818	\$93,700	\$97,048	\$99,678	\$103,478	\$97,126
APS 6	Male	14,762	\$100,371	\$107,089	\$113,828	\$117,074	\$122,530	\$113,094
	Female	21,726	\$100,400	\$107,009	\$113,524	\$117,074	\$121,538	\$112,789
EL 1	Male	14,018	\$127,234	\$137,377	\$142,059	\$146,783	\$155,445	\$142,861
	Female	17,898	\$127,234	\$136,914	\$142,503	\$146,783	\$155,060	\$142,277
EL 2	Male	6,815	\$155,072	\$170,960	\$179,687	\$184,804	\$205,935	\$181,369
	Female	7,240	\$154,715	\$168,565	\$178,530	\$184,669	\$203,845	\$179,089
SES 1	Male	1,036	\$236,451	\$254,585	\$267,877	\$282,234	\$302,763	\$269,095
	Female	1,198	\$236,361	\$253,200	\$265,757	\$279,368	\$301,509	\$267,230
SES 2	Male	329	\$301,425	\$324,890	\$339,394	\$359,443	\$413,215	\$347,305
	Female	306	\$309,192	\$326,521	\$339,951	\$353,638	\$385,082	\$343,045
SES 3	Male	69	\$397,777	\$431,466	\$462,136	\$494,121	\$581,329	\$477,011
	Female	60	\$405,929	\$437,482	\$456,755	\$476,381	\$489,974	\$464,277
All employees		149,339	\$75,713	\$91,224	\$109,140	\$140,371	\$183,574	\$118,760

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

Table 17: Base Salary by employment category and classification, 2022

	Number of employees		Percentile (5) of Base Salary		Percentile (25) of Base Salary		Median Base Salary		Percentile (75) of Base Salary		Percentile (95) of Base Salary		Average Base Salary	
Classification	Ongoing	Non-ongoing	Ongoing	Non-ongoing	Ongoing	Non-ongoing	Ongoing	Non-ongoing	Ongoing	Non-ongoing	Ongoing	Non-ongoing	Ongoing	Non-ongoing
Graduate	1,845	4	\$63,760	\$72,164	\$65,609	\$72,164	\$71,063	\$72,272	\$72,002	\$73,230	\$75,964	\$75,272	\$69,405	\$73,122
APS 1	209	66	\$48,803	\$48,685	\$52,675	\$50,268	\$54,740	\$50,977	\$55,188	\$52,675	\$56,299	\$53,475	\$53,753	\$51,193
APS 2	1,622	607	\$52,853	\$52,853	\$52,893	\$54,992	\$59,220	\$55,977	\$62,042	\$58,677	\$63,887	\$61,530	\$58,437	\$56,771
APS 3	9,588	1,858	\$61,915	\$60,112	\$65,514	\$63,760	\$69,006	\$63,760	\$70,784	\$65,609	\$71,062	\$69,373	\$67,635	\$64,523
APS 4	23,690	2,535	\$70,087	\$68,122	\$73,913	\$70,821	\$77,739	\$72,403	\$78,735	\$74,483	\$79,323	\$79,070	\$76,311	\$72,862
APS 5	20,373	1,712	\$77,642	\$76,560	\$81,196	\$78,958	\$83,700	\$81,644	\$85,523	\$83,475	\$87,093	\$86,376	\$83,413	\$81,465
APS 6	35,040	1,500	\$86,977	\$84,670	\$92,627	\$88,439	\$97,790	\$92,729	\$100,482	\$98,106	\$103,455	\$101,554	\$96,794	\$93,417
EL 1	31,007	939	\$109,738	\$105,834	\$118,209	\$113,410	\$122,044	\$118,802	\$123,951	\$124,210	\$132,274	\$137,394	\$121,776	\$120,831
EL 2	13,642	418	\$132,526	\$133,048	\$144,656	\$144,491	\$151,133	\$152,890	\$157,402	\$159,400	\$171,288	\$204,150	\$152,479	\$157,351
SES 1	2,194	42	\$186,314	\$192,337	\$205,384	\$207,099	\$220,052	\$228,609	\$234,346	\$242,275	\$253,100	\$257,497	\$221,057	\$225,178
SES 2	611	25	\$251,600	\$259,147	\$268,677	\$259,147	\$285,598	\$294,802	\$298,177	\$306,628	\$324,450	\$403,751	\$286,850	\$299,884
SES 3	116	13	\$338,847	\$338,847	\$372,044	\$338,847	\$390,092	\$360,000	\$404,845	\$478,978	\$455,776	\$698,338	\$393,385	\$441,054
All employees	139,937	9,719	\$68,122	\$57,872	\$78,735	\$68,122	\$96,186	\$76,560	\$121,598	\$90,129	\$154,994	\$140,643	\$102,498	\$84,806

Table 18: Median Base Salary by classification 2018 to 2022

	2018		2019		2020		2021		2022	
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	\$63,030	0.5%	\$66,443	5.4%	\$66,313	-0.2%	\$67,661	2.0%	\$71,063	5.0%
APS 1	\$49,460	2.6%	\$48,521	-1.9%	\$51,484	6.1%	\$52,792	2.5%	\$53,565	1.5%
APS 2	\$56,694	0.8%	\$57,925	2.2%	\$57,122	-1.4%	\$58,059	1.6%	\$57,645	-0.7%
APS 3	\$63,952	3.2%	\$64,799	1.3%	\$65,270	0.7%	\$66,563	2.0%	\$67,368	1.2%
APS 4	\$72,531	1.7%	\$73,256	1.0%	\$73,472	0.3%	\$76,103	3.6%	\$77,091	1.3%
APS 5	\$78,092	2.0%	\$78,873	1.0%	\$79,725	1.1%	\$82,059	2.9%	\$83,700	2.0%
APS 6	\$91,238	2.0%	\$92,150	1.0%	\$93,112	1.0%	\$95,873	3.0%	\$97,588	1.8%
EL 1	\$113,866	2.0%	\$115,005	1.0%	\$115,762	0.7%	\$119,651	3.4%	\$122,044	2.0%
EL 2	\$140,680	1.8%	\$142,556	1.3%	\$144,837	1.6%	\$148,315	2.4%	\$151,133	1.9%
SES 1	\$196,609	3.8%	\$202,910	3.2%	\$202,910	0.0%	\$211,395	4.2%	\$220,052	4.1%
SES 2	\$256,491	4.5%	\$265,091	3.4%	\$263,750	-0.5%	\$275,000	4.3%	\$285,600	3.9%
SES 3	\$350,000	3.9%	\$362,100	3.5%	\$361,501	-0.2%	\$376,578	4.2%	\$389,500	3.4%
All employees	\$83,347	2.6%	\$86,436	3.7%	\$88,114	1.9%	\$90,796	3.0%	\$93,987	3.5%

Table 19: Median Total Remuneration Package by classification 2018 to 2022

	2018		2019		2020		2021		2022	
Classification	Median Total Remuneration Package	% change from previous year	Median Total Remuneration Package	% change from previous year	Median Total Remuneration Package	% change from previous year	Median Total Remuneration Package	% change from previous year	Median Total Remuneration Package	% change from previous year
Graduate	\$72,862	0.7%	\$76,643	5.2%	\$76,230	-0.5%	\$77,515	1.7%	\$82,007	5.8%
APS 1	\$57,077	1.4%	\$57,136	0.1%	\$59,430	4.0%	\$61,729	3.9%	\$62,427	1.1%
APS 2	\$65,559	0.1%	\$68,052	3.8%	\$66,340	-2.5%	\$67,000	1.0%	\$66,648	-0.5%
APS 3	\$74,576	1.9%	\$76,525	2.6%	\$76,524	0.0%	\$77,495	1.3%	\$78,075	0.7%
APS 4	\$83,947	2.0%	\$84,787	1.0%	\$84,787	0.0%	\$88,213	4.0%	\$89,325	1.3%
APS 5	\$91,254	1.8%	\$92,151	1.0%	\$93,021	0.9%	\$95,468	2.6%	\$96,784	1.4%
APS 6	\$107,136	1.0%	\$108,603	1.4%	\$108,705	0.1%	\$111,155	2.3%	\$112,850	1.5%
EL 1	\$133,609	1.4%	\$135,598	1.5%	\$136,598	0.7%	\$139,278	2.0%	\$142,196	2.1%
EL 2	\$166,891	1.7%	\$169,070	1.3%	\$170,148	0.6%	\$175,453	3.1%	\$179,220	2.1%
SES 1	\$251,141	1.4%	\$254,739	1.4%	\$254,739	0.0%	\$260,432	2.2%	\$266,235	2.2%
SES 2	\$316,953	2.0%	\$323,857	2.2%	\$322,733	-0.3%	\$328,890	1.9%	\$339,782	3.3%
SES 3	\$426,771	1.5%	\$436,338	2.2%	\$439,777	0.8%	\$448,253	1.9%	\$457,474	2.1%
All employees	\$97,586	2.4%	\$100,557	3.0%	\$102,717	2.1%	\$105,743	2.9%	\$109,127	3.2%

Table 20: Median Total Reward by classification 2018 to 2022

	2018		2019		2020		2021		2022	
Classification	Median Total Reward	% change from previous year	Median Total Reward	% change from previous year	Median Total Reward	% change from previous year	Median Total Reward	% change from previous year	Median Total Reward	% change from previous year
Graduate	\$72,862	0.7%	\$76,643	5.2%	\$76,230	-0.5%	\$77,515	1.7%	\$82,007	5.8%
APS 1	\$57,077	1.0%	\$57,136	0.1%	\$59,430	4.0%	\$61,831	4.0%	\$63,232	2.3%
APS 2	\$65,729	-0.5%	\$68,286	3.9%	\$66,354	-2.8%	\$67,000	1.0%	\$66,648	-0.5%
APS 3	\$74,995	1.6%	\$76,525	2.0%	\$76,524	0.0%	\$77,496	1.3%	\$78,075	0.7%
APS 4	\$83,947	2.0%	\$84,787	1.0%	\$84,787	0.0%	\$88,213	4.0%	\$89,325	1.3%
APS 5	\$91,344	1.7%	\$92,370	1.1%	\$93,026	0.7%	\$95,733	2.9%	\$96,956	1.3%
APS 6	\$107,463	1.3%	\$108,603	1.1%	\$108,793	0.2%	\$111,596	2.6%	\$113,828	2.0%
EL 1	\$133,825	1.4%	\$135,598	1.3%	\$136,693	0.8%	\$139,382	2.0%	\$142,340	2.1%
EL 2	\$168,298	1.7%	\$170,397	1.2%	\$170,592	0.1%	\$175,706	3.0%	\$179,388	2.1%
SES 1	\$251,519	1.3%	\$255,317	1.5%	\$254,996	-0.1%	\$260,601	2.2%	\$266,842	2.4%
SES 2	\$317,159	2.0%	\$324,212	2.2%	\$322,740	-0.5%	\$329,099	2.0%	\$339,840	3.3%
SES 3	\$430,080	2.0%	\$436,856	1.6%	\$442,155	1.2%	\$449,310	1.6%	\$460,077	2.4%
All employees	\$97,847	2.5%	\$100,700	2.9%	\$102,871	2.2%	\$105,800	2.8%	\$109,127	3.1%

Table 21: Remuneration findings by classification, 2022

Graduate

	Number of employees	Min	P5	Q1	Median	Q3	P95	Max	Average
Base salary	1849	\$59,442	\$63,760	\$65,609	\$71,063	\$72,002	\$75,964	\$86,168	\$69,414
Agency superannuation contribution	1849	\$9,154	\$9,819	\$10,104	\$10,944	\$11,088	\$11,698	\$14,743	\$10,694
Cost of motor vehicle	0								
Cash in lieu of motor vehicle	0								
Motor vehicle parking	115	\$118	\$118	\$118	\$118	\$118	\$118	\$1,599	\$131
Personal benefits	29	\$83	\$88	\$100	\$100	\$181	\$361	\$366	\$154
Other supplementary payments	6	\$77	\$101	\$262	\$564	\$1,321	\$2,020	\$2,172	\$852
Total Remuneration Package	1849	\$68,596	\$73,579	\$75,713	\$82,007	\$83,090	\$87,662	\$99,438	\$80,121
Performance bonus paid	0								
Retention bonus paid	7	\$2,600	\$2,600	\$2,600	\$2,600	\$2,600	\$2,600	\$2,600	\$2,600
Productivity bonus	0								
Sign on bonus	0								
Group or whole of agency performance bonus	0								
Fixed top-of-salary-range payment	5	\$777	\$777	\$777	\$777	\$777	\$777	\$777	\$777
Total Reward	1849	\$68,596	\$73,579	\$75,713	\$82,007	\$83,090	\$87,662	\$99,438	\$80,133
Additional duties/responsibilities allowances	38	\$212	\$372	\$580	\$697	\$704	\$789	\$887	\$628
Qualifications and/or skills based allowances	6	\$388	\$656	\$1,532	\$2,184	\$2,676	\$2,952	\$3,037	\$1,991
Market related allowances - specific job	0								
Market related allowances - specific individual	0								
Superannuation allowances	0								
Hours of duty allowances	184	\$2	\$32	\$33	\$67	\$407	\$1,500	\$5,453	\$378
Expense allowances	129	\$53	\$152	\$192	\$349	\$518	\$722	\$984	\$367
Geographic/locality allowances	376	\$38	\$217	\$623	\$884	\$1,929	\$9,494	\$18,390	\$2,128
Hardship allowances	34	\$13	\$27	\$114	\$1,693	\$7,928	\$22,245	\$28,893	\$5,225
Health and lifestyle allowances	272	\$63	\$200	\$268	\$500	\$600	\$600	\$993	\$438
Individual work related allowances	6	\$400	\$409	\$436	\$440	\$473	\$7,351	\$9,640	\$1,973
Total Reward + Allowances	1849	\$68,596	\$74,528	\$75,713	\$82,166	\$83,543	\$89,711	\$130,920	\$80,815

Table 22: Remuneration findings by classification, 2022
APS 1

	Number of employees	Min	P5	Q1	Median	Q3	P95	Max	Average
Base salary	275	\$47,275	\$48,718	\$50,977	\$53,565	\$55,188	\$56,299	\$57,561	\$53,139
Agency superannuation contribution	275	\$7,060	\$7,498	\$7,850	\$8,331	\$8,650	\$11,318	\$11,505	\$8,718
Cost of motor vehicle	0								
Cash in lieu of motor vehicle	0								
Motor vehicle parking	2	\$118	\$118	\$118	\$118	\$118	\$118	\$118	\$118
Personal benefits	1	\$289	\$289	\$289	\$289	\$289	\$289	\$289	\$289
Other supplementary payments	0								
Total Remuneration Package	275	\$54,555	\$56,189	\$58,827	\$62,427	\$63,702	\$66,506	\$67,804	\$61,859
Performance bonus paid	0								
Retention bonus paid	13	\$1,479	\$1,521	\$1,808	\$2,324	\$2,457	\$2,975	\$3,370	\$2,210
Productivity bonus	0								
Sign on bonus	0								
Group or whole of agency performance bonus	0								
Fixed top-of-salary-range payment	30	\$258	\$332	\$522	\$725	\$725	\$725	\$725	\$610
Total Reward	275	\$54,555	\$56,189	\$58,827	\$63,232	\$64,030	\$66,708	\$67,804	\$62,030
Additional duties/responsibilities allowances	8	\$411	\$411	\$411	\$702	\$919	\$1,092	\$1,101	\$710
Qualifications and/or skills based allowances	1	\$2,076	\$2,076	\$2,076	\$2,076	\$2,076	\$2,076	\$2,076	\$2,076
Market related allowances - specific job	0								
Market related allowances - specific individual	0								
Superannuation allowances	0								
Hours of duty allowances	37	\$33	\$33	\$67	\$230	\$931	\$3,100	\$4,187	\$805
Expense allowances	3	\$300	\$330	\$450	\$600	\$600	\$600	\$600	\$500
Geographic/locality allowances	21	\$1,497	\$2,351	\$6,686	\$14,366	\$19,056	\$36,352	\$36,847	\$15,137
Hardship allowances	4	\$545	\$677	\$1,204	\$1,651	\$2,081	\$2,566	\$2,687	\$1,634
Health and lifestyle allowances	2	\$200	\$202	\$212	\$225	\$237	\$247	\$250	\$225
Individual work related allowances	0								
Total Reward + Allowances	275	\$54,555	\$56,221	\$59,026	\$63,687	\$64,969	\$71,872	\$100,053	\$63,353

Table 23: Remuneration findings by classification, 2022
APS 2

	Number of employees	Min	P5	Q1	Median	Q3	P95	Max	Average
Base salary	2229	\$52,652	\$52,853	\$54,439	\$57,645	\$62,042	\$63,887	\$71,400	\$57,983
Agency superannuation contribution	2229	\$8,108	\$8,139	\$8,384	\$8,894	\$9,554	\$12,475	\$17,698	\$9,409
Cost of motor vehicle	0								
Cash in lieu of motor vehicle	0								
Motor vehicle parking	0								
Personal benefits	24	\$100	\$104	\$140	\$263	\$289	\$289	\$289	\$214
Other supplementary payments	8	\$14	\$21	\$105	\$205	\$353	\$827	\$907	\$302
Total Remuneration Package	2229	\$60,760	\$60,992	\$62,823	\$66,648	\$71,596	\$75,941	\$82,808	\$67,396
Performance bonus paid	0								
Retention bonus paid	78	\$940	\$1,621	\$2,600	\$2,600	\$2,600	\$3,370	\$3,500	\$2,522
Productivity bonus	0								
Sign on bonus	1	\$3,000	\$3,000	\$3,000	\$3,000	\$3,000	\$3,000	\$3,000	\$3,000
Group or whole of agency performance bonus	3	\$300	\$300	\$300	\$300	\$300	\$300	\$300	\$300
Fixed top-of-salary-range payment	228	\$290	\$542	\$725	\$725	\$725	\$725	\$725	\$699
Total Reward	2229	\$60,760	\$60,992	\$62,823	\$66,648	\$72,321	\$76,288	\$82,808	\$67,558
Additional duties/responsibilities allowances	119	\$258	\$411	\$537	\$651	\$884	\$1,097	\$4,091	\$776
Qualifications and/or skills based allowances	9	\$1,108	\$1,484	\$2,076	\$2,216	\$2,216	\$2,216	\$2,216	\$2,043
Market related allowances - specific job	0								
Market related allowances - specific individual	0								
Superannuation allowances	0								
Hours of duty allowances	529	\$31	\$33	\$67	\$224	\$543	\$1,986	\$25,144	\$702
Expense allowances	51	\$49	\$65	\$536	\$600	\$600	\$600	\$700	\$503
Geographic/locality allowances	176	\$71	\$517	\$1,233	\$2,458	\$4,981	\$26,065	\$70,008	\$5,762
Hardship allowances	43	\$16	\$25	\$172	\$827	\$1,609	\$2,213	\$3,897	\$952
Health and lifestyle allowances	99	\$100	\$182	\$250	\$299	\$500	\$500	\$600	\$364
Individual work related allowances	0								
Total Reward + Allowances	2229	\$60,760	\$60,992	\$63,461	\$66,976	\$72,947	\$77,005	\$143,095	\$68,275

Table 24: Remuneration findings by classification, 2022

APS 3

	Number of employees	Min	P5	Q1	Median	Q3	P95	Max	Average
Base salary	11446	\$57,106	\$61,102	\$63,760	\$67,368	\$70,489	\$71,062	\$90,626	\$67,130
Agency superannuation contribution	11446	\$7,566	\$9,410	\$9,819	\$10,433	\$10,944	\$14,015	\$20,482	\$10,806
Cost of motor vehicle	0								
Cash in lieu of motor vehicle	0								
Motor vehicle parking	46	\$118	\$118	\$118	\$118	\$118	\$118	\$118	\$118
Personal benefits	116	\$90	\$124	\$149	\$258	\$263	\$289	\$870	\$224
Other supplementary payments	294	\$2	\$19	\$138	\$265	\$601	\$2,703	\$12,924	\$596
Total Remuneration Package	11446	\$65,900	\$70,547	\$73,579	\$78,075	\$81,740	\$84,857	\$100,142	\$77,954
Performance bonus paid	19	\$198	\$673	\$870	\$889	\$926	\$1,027	\$1,623	\$891
Retention bonus paid	56	\$1,637	\$2,380	\$2,600	\$2,600	\$2,600	\$3,500	\$3,640	\$2,707
Productivity bonus	0								
Sign on bonus	0								
Group or whole of agency performance bonus	11	\$300	\$300	\$300	\$300	\$300	\$300	\$300	\$300
Fixed top-of-salary-range payment	569	\$14	\$439	\$725	\$725	\$725	\$847	\$1,423	\$720
Total Reward	11446	\$65,900	\$70,547	\$73,579	\$78,075	\$81,947	\$84,948	\$101,034	\$78,005
Additional duties/responsibilities allowances	1048	\$86	\$370	\$643	\$796	\$2,448	\$2,448	\$59,731	\$1,368
Qualifications and/or skills based allowances	112	\$672	\$924	\$1,038	\$1,094	\$2,897	\$2,897	\$3,490	\$1,647
Market related allowances - specific job	0								
Market related allowances - specific individual	16	\$137	\$194	\$214	\$498	\$498	\$3,132	\$10,390	\$1,001
Superannuation allowances	1	\$1,506	\$1,506	\$1,506	\$1,506	\$1,506	\$1,506	\$1,506	\$1,506
Hours of duty allowances	3874	\$7	\$33	\$67	\$266	\$813	\$3,392	\$37,044	\$836
Expense allowances	230	\$8	\$35	\$166	\$362	\$600	\$1,612	\$3,555	\$527
Geographic/locality allowances	469	\$16	\$250	\$1,280	\$2,827	\$5,608	\$22,654	\$51,604	\$5,446
Hardship allowances	660	\$11	\$109	\$828	\$4,458	\$43,983	\$48,550	\$55,693	\$19,519
Health and lifestyle allowances	270	\$70	\$150	\$250	\$299	\$500	\$580	\$1,133	\$346
Individual work related allowances	3	\$424	\$454	\$576	\$729	\$11,605	\$20,306	\$22,482	\$7,878
Total Reward + Allowances	11446	\$65,900	\$70,565	\$74,048	\$79,012	\$82,168	\$87,733	\$146,357	\$79,800

Table 25: Remuneration findings by classification, 2022

APS 4

	Number of employees	Min	P5	Q1	Median	Q3	P95	Max	Average
Base salary	26225	\$63,703	\$69,127	\$73,086	\$77,091	\$78,735	\$79,323	\$133,674	\$75,978
Agency superannuation contribution	26225	\$8,527	\$10,646	\$11,255	\$11,972	\$12,603	\$15,590	\$22,764	\$12,520
Cost of motor vehicle	0								
Cash in lieu of motor vehicle	0								
Motor vehicle parking	233	\$118	\$118	\$118	\$118	\$118	\$1,599	\$2,768	\$227
Personal benefits	265	\$13	\$98	\$140	\$198	\$280	\$412	\$4,500	\$260
Other supplementary payments	302	\$5	\$26	\$214	\$584	\$941	\$2,436	\$32,319	\$1,016
Total Remuneration Package	26225	\$73,513	\$79,773	\$84,341	\$89,325	\$91,539	\$94,325	\$152,097	\$88,514
Performance bonus paid	60	\$89	\$499	\$848	\$971	\$5,932	\$10,440	\$18,135	\$3,420
Retention bonus paid	84	\$1,377	\$1,962	\$2,600	\$2,600	\$3,500	\$5,731	\$9,148	\$3,105
Productivity bonus	0								
Sign on bonus	1	\$3,000	\$3,000	\$3,000	\$3,000	\$3,000	\$3,000	\$3,000	\$3,000
Group or whole of agency performance bonus	5	\$300	\$300	\$300	\$300	\$300	\$300	\$300	\$300
Fixed top-of-salary-range payment	697	\$87	\$466	\$777	\$777	\$777	\$777	\$1,507	\$743
Total Reward	26225	\$73,513	\$79,773	\$84,341	\$89,325	\$91,539	\$94,325	\$161,376	\$88,552
Additional duties/responsibilities allowances	2307	\$55	\$358	\$646	\$714	\$808	\$1,429	\$5,188	\$775
Qualifications and/or skills based allowances	385	\$408	\$1,038	\$1,414	\$2,897	\$2,897	\$2,897	\$9,188	\$2,446
Market related allowances - specific job	14	\$2,091	\$2,208	\$3,845	\$6,139	\$10,803	\$20,382	\$36,466	\$8,638
Market related allowances - specific individual	17	\$51	\$181	\$214	\$1,062	\$6,083	\$8,102	\$9,256	\$2,631
Superannuation allowances	2	\$757	\$801	\$978	\$1,198	\$1,418	\$1,595	\$1,639	\$1,198
Hours of duty allowances	9115	\$6	\$33	\$98	\$377	\$1,178	\$4,048	\$27,153	\$982
Expense allowances	475	\$7	\$52	\$176	\$405	\$604	\$4,274	\$34,860	\$1,062
Geographic/locality allowances	833	\$7	\$442	\$1,206	\$2,574	\$6,392	\$17,132	\$55,380	\$5,076
Hardship allowances	1085	\$3	\$121	\$1,060	\$2,028	\$2,220	\$20,741	\$172,054	\$4,589
Health and lifestyle allowances	1088	\$15	\$110	\$200	\$250	\$299	\$600	\$4,509	\$292
Individual work related allowances	30	\$24	\$37	\$223	\$445	\$1,012	\$5,696	\$19,864	\$1,575
Total Reward + Allowances	26225	\$73,513	\$80,023	\$84,892	\$89,872	\$93,299	\$96,761	\$278,137	\$89,388

Table 26: Remuneration findings by classification, 2022

APS 5

	Number of employees	Min	P5	Q1	Median	Q3	P95	Max	Average
Base salary	22085	\$70,960	\$77,642	\$81,150	\$83,700	\$85,523	\$87,093	\$186,252	\$83,262
Agency superannuation contribution	22085	\$8,761	\$11,957	\$12,504	\$12,916	\$13,412	\$17,061	\$21,986	\$13,580
Cost of motor vehicle	0								
Cash in lieu of motor vehicle	0								
Motor vehicle parking	675	\$118	\$118	\$118	\$118	\$118	\$118	\$6,292	\$197
Personal benefits	312	\$51	\$97	\$149	\$252	\$355	\$824	\$39,492	\$576
Other supplementary payments	456	\$3	\$58	\$262	\$646	\$1,084	\$3,800	\$16,948	\$1,165
Total Remuneration Package	22085	\$81,888	\$89,599	\$93,700	\$96,784	\$99,601	\$103,478	\$205,808	\$96,880
Performance bonus paid	238	\$255	\$576	\$896	\$935	\$984	\$17,900	\$42,997	\$3,224
Retention bonus paid	140	\$340	\$2,051	\$3,500	\$3,500	\$3,500	\$6,335	\$16,148	\$3,748
Productivity bonus	15	\$41	\$188	\$490	\$1,204	\$2,792	\$4,867	\$5,589	\$1,852
Sign on bonus	0								
Group or whole of agency performance bonus	16	\$300	\$300	\$300	\$300	\$300	\$300	\$300	\$300
Fixed top-of-salary-range payment	1703	\$145	\$670	\$837	\$837	\$837	\$1,724	\$4,603	\$986
Total Reward	22085	\$81,888	\$89,599	\$93,700	\$96,956	\$99,678	\$103,478	\$248,008	\$97,016
Additional duties/responsibilities allowances	2213	\$66	\$358	\$530	\$704	\$827	\$2,448	\$59,731	\$955
Qualifications and/or skills based allowances	240	\$244	\$997	\$1,038	\$2,076	\$3,910	\$9,188	\$22,460	\$2,897
Market related allowances - specific job	56	\$1,700	\$3,549	\$8,370	\$11,675	\$12,555	\$13,493	\$39,815	\$10,775
Market related allowances - specific individual	83	\$214	\$214	\$498	\$2,651	\$5,386	\$11,107	\$13,426	\$3,466
Superannuation allowances	1	\$757	\$757	\$757	\$757	\$757	\$757	\$757	\$757
Hours of duty allowances	4815	\$2	\$33	\$67	\$288	\$1,069	\$4,934	\$40,033	\$1,135
Expense allowances	729	\$9	\$61	\$266	\$331	\$600	\$1,820	\$22,800	\$629
Geographic/locality allowances	903	\$40	\$432	\$1,720	\$3,952	\$11,382	\$35,316	\$79,122	\$8,934
Hardship allowances	653	\$5	\$64	\$829	\$3,059	\$44,302	\$65,813	\$117,403	\$20,300
Health and lifestyle allowances	1909	\$45	\$150	\$200	\$265	\$299	\$600	\$2,994	\$287
Individual work related allowances	88	\$18	\$65	\$225	\$921	\$1,189	\$4,604	\$17,294	\$1,543
Total Reward + Allowances	22085	\$81,888	\$89,904	\$93,978	\$97,427	\$100,608	\$105,673	\$260,537	\$98,449

Table 27: Remuneration findings by classification, 2022

APS 6

	Number of employees	Min	P5	Q1	Median	Q3	P95	Max	Average
Base salary	36540	\$77,912	\$86,977	\$92,612	\$97,588	\$100,481	\$103,455	\$267,611	\$96,656
Agency superannuation contribution	36540	\$10,235	\$13,398	\$14,303	\$15,138	\$17,846	\$20,087	\$31,595	\$15,991
Cost of motor vehicle	0								
Cash in lieu of motor vehicle	0								
Motor vehicle parking	852	\$118	\$118	\$118	\$118	\$118	\$118	\$11,124	\$236
Personal benefits	1056	\$8	\$100	\$180	\$300	\$659	\$9,231	\$60,429	\$1,726
Other supplementary payments	680	\$3	\$84	\$468	\$984	\$2,198	\$8,964	\$34,859	\$2,169
Total Remuneration Package	36540	\$89,910	\$100,400	\$107,009	\$112,850	\$117,074	\$121,538	\$295,199	\$112,742
Performance bonus paid	141	\$397	\$837	\$965	\$1,884	\$10,531	\$62,859	\$110,073	\$11,086
Retention bonus paid	248	\$240	\$2,502	\$3,500	\$3,500	\$4,044	\$7,463	\$27,850	\$4,348
Productivity bonus	41	\$36	\$638	\$2,966	\$6,856	\$13,438	\$23,911	\$27,832	\$9,408
Sign on bonus	0								
Group or whole of agency performance bonus	38	\$300	\$300	\$300	\$300	\$300	\$300	\$300	\$300
Fixed top-of-salary-range payment	2843	\$23	\$717	\$978	\$978	\$978	\$2,000	\$2,478	\$1,054
Total Reward	36540	\$89,910	\$100,400	\$107,009	\$113,828	\$117,074	\$121,538	\$381,002	\$112,907
Additional duties/responsibilities allowances	3135	\$53	\$370	\$553	\$704	\$812	\$2,448	\$24,177	\$849
Qualifications and/or skills based allowances	328	\$170	\$1,035	\$1,224	\$2,216	\$2,897	\$9,716	\$25,837	\$3,250
Market related allowances - specific job	155	\$57	\$2,708	\$9,552	\$14,361	\$14,669	\$24,062	\$40,520	\$12,584
Market related allowances - specific individual	190	\$181	\$289	\$1,567	\$5,726	\$9,723	\$14,669	\$35,142	\$6,285
Superannuation allowances	8	\$757	\$757	\$757	\$757	\$3,384	\$9,818	\$11,288	\$3,039
Hours of duty allowances	6867	\$7	\$33	\$67	\$325	\$1,367	\$7,435	\$71,805	\$1,603
Expense allowances	1244	\$0	\$57	\$256	\$300	\$600	\$2,204	\$28,850	\$735
Geographic/locality allowances	1218	\$36	\$228	\$980	\$2,892	\$9,275	\$39,607	\$139,425	\$8,571
Hardship allowances	747	\$10	\$44	\$1,445	\$2,228	\$24,893	\$66,884	\$127,187	\$17,418
Health and lifestyle allowances	3879	\$30	\$150	\$200	\$250	\$300	\$600	\$2,801	\$290
Individual work related allowances	314	\$15	\$108	\$408	\$921	\$1,125	\$6,301	\$48,846	\$1,749
Total Reward + Allowances	36540	\$89,910	\$101,190	\$107,581	\$113,828	\$118,130	\$124,782	\$381,002	\$114,110

Table 28: Remuneration findings by classification, 2022

EL 1

	Number of employees	Min	P5	Q1	Median	Q3	P95	Max	Average
Base salary	31946	\$97,230	\$109,723	\$117,765	\$122,044	\$123,951	\$132,378	\$446,847	\$121,748
Agency superannuation contribution	31946	\$12,542	\$16,979	\$18,333	\$19,088	\$23,715	\$24,322	\$48,179	\$20,416
Cost of motor vehicle	0								
Cash in lieu of motor vehicle	2	\$25,208	\$25,208	\$25,208	\$25,208	\$25,208	\$25,208	\$25,208	\$25,208
Motor vehicle parking	1704	\$118	\$118	\$118	\$118	\$118	\$118	\$11,124	\$178
Personal benefits	901	\$19	\$91	\$175	\$360	\$790	\$16,904	\$124,550	\$2,737
Other supplementary payments	437	\$6	\$185	\$496	\$893	\$2,033	\$6,949	\$34,888	\$1,943
Total Remuneration Package	31946	\$112,203	\$127,234	\$137,098	\$142,196	\$146,783	\$154,728	\$472,221	\$142,279
Performance bonus paid	138	\$351	\$460	\$987	\$1,942	\$9,806	\$86,684	\$158,936	\$15,425
Retention bonus paid	229	\$376	\$2,563	\$3,500	\$3,500	\$6,407	\$13,732	\$32,297	\$5,545
Productivity bonus	73	\$17	\$539	\$2,822	\$5,717	\$10,330	\$22,131	\$32,608	\$7,861
Sign on bonus	0								
Group or whole of agency performance bonus	40	\$300	\$300	\$300	\$300	\$300	\$300	\$300	\$300
Fixed top-of-salary-range payment	2825	\$35	\$182	\$1,220	\$1,220	\$2,000	\$2,478	\$2,925	\$1,463
Total Reward	31946	\$112,203	\$127,234	\$137,098	\$142,340	\$146,783	\$155,118	\$631,157	\$142,533
Additional duties/responsibilities allowances	2412	\$54	\$370	\$520	\$704	\$793	\$2,448	\$59,731	\$1,330
Qualifications and/or skills based allowances	506	\$63	\$1,049	\$2,286	\$3,835	\$6,886	\$19,026	\$58,478	\$5,776
Market related allowances - specific job	208	\$616	\$2,750	\$16,433	\$18,307	\$18,307	\$35,392	\$82,770	\$17,505
Market related allowances - specific individual	285	\$288	\$1,326	\$6,103	\$11,974	\$18,306	\$25,000	\$50,000	\$12,411
Superannuation allowances	5	\$584	\$619	\$757	\$757	\$757	\$757	\$757	\$723
Hours of duty allowances	3502	\$9	\$33	\$132	\$620	\$2,582	\$11,005	\$93,448	\$2,442
Expense allowances	1303	\$7	\$60	\$299	\$300	\$536	\$1,225	\$16,318	\$470
Geographic/locality allowances	1192	\$7	\$110	\$1,495	\$8,325	\$36,979	\$73,206	\$394,614	\$21,711
Hardship allowances	775	\$10	\$163	\$5,938	\$24,748	\$65,624	\$95,743	\$225,927	\$37,662
Health and lifestyle allowances	4143	\$15	\$160	\$200	\$250	\$300	\$600	\$2,167	\$293
Individual work related allowances	382	\$6	\$139	\$1,201	\$1,404	\$2,384	\$10,858	\$35,000	\$2,726
Total Reward + Allowances	31946	\$112,203	\$127,745	\$137,482	\$143,039	\$147,194	\$163,428	\$631,157	\$145,031

Table 29: Remuneration findings by classification, 2022

EL2

	Number of employees	Min	P5	Q1	Median	Q3	P95	Max	Average
Base salary	14060	\$115,545	\$132,691	\$144,656	\$151,133	\$157,402	\$172,429	\$619,725	\$152,624
Agency superannuation contribution	14060	\$17,186	\$20,758	\$23,198	\$25,946	\$28,999	\$30,852	\$69,513	\$26,059
Cost of motor vehicle	2	\$9,623	\$10,392	\$13,467	\$17,311	\$21,156	\$24,231	\$25,000	\$17,311
Cash in lieu of motor vehicle	105	\$4,438	\$24,222	\$24,222	\$25,000	\$25,208	\$27,000	\$31,429	\$24,976
Motor vehicle parking	906	\$118	\$118	\$118	\$118	\$1,139	\$6,292	\$16,182	\$1,204
Personal benefits	2062	\$0	\$326	\$1,847	\$1,847	\$1,847	\$2,136	\$99,589	\$2,136
Other supplementary payments	323	\$24	\$213	\$536	\$1,173	\$4,323	\$19,908	\$36,002	\$3,840
Total Remuneration Package	14060	\$133,339	\$154,718	\$168,816	\$179,220	\$184,669	\$204,017	\$645,099	\$179,351
Performance bonus paid	133	\$250	\$972	\$1,707	\$6,793	\$47,935	\$273,294	\$476,351	\$49,466
Retention bonus paid	232	\$80	\$986	\$3,500	\$7,035	\$12,118	\$24,508	\$50,000	\$8,866
Productivity bonus	80	\$154	\$832	\$3,135	\$9,125	\$14,916	\$33,559	\$40,142	\$11,348
Sign on bonus	0								
Group or whole of agency performance bonus	13	\$300	\$300	\$300	\$300	\$300	\$300	\$300	\$300
Fixed top-of-salary-range payment	1241	\$121	\$1,220	\$1,508	\$1,508	\$2,494	\$3,023	\$8,134	\$1,909
Total Reward	14060	\$133,339	\$154,720	\$169,083	\$179,388	\$184,669	\$204,846	\$1,067,268	\$180,199
Additional duties/responsibilities allowances	808	\$54	\$370	\$603	\$714	\$1,000	\$30,000	\$104,076	\$5,411
Qualifications and/or skills based allowances	343	\$340	\$1,229	\$2,881	\$4,084	\$11,000	\$34,257	\$68,240	\$9,525
Market related allowances - specific job	87	\$1,303	\$2,242	\$7,676	\$22,617	\$96,715	\$111,206	\$171,139	\$44,271
Market related allowances - specific individual	387	\$463	\$1,687	\$10,000	\$15,079	\$22,617	\$43,727	\$287,750	\$18,701
Superannuation allowances	3	\$2,602	\$2,861	\$3,897	\$5,192	\$5,715	\$6,133	\$6,238	\$4,677
Hours of duty allowances	995	\$26	\$33	\$130	\$837	\$2,884	\$11,021	\$77,966	\$2,721
Expense allowances	906	\$12	\$95	\$299	\$300	\$600	\$1,820	\$25,244	\$658
Geographic/locality allowances	622	\$7	\$64	\$1,847	\$12,883	\$58,296	\$122,149	\$233,408	\$34,647
Hardship allowances	358	\$14	\$759	\$8,518	\$27,060	\$65,130	\$100,568	\$156,691	\$37,303
Health and lifestyle allowances	1805	\$25	\$182	\$200	\$268	\$300	\$600	\$2,384	\$310
Individual work related allowances	329	\$1	\$320	\$1,658	\$2,965	\$9,275	\$27,513	\$61,825	\$7,100
Total Reward + Allowances	14060	\$133,339	\$155,702	\$170,131	\$180,017	\$188,015	\$223,666	\$1,067,268	\$184,455

Table 30: Remuneration findings by classification, 2022

SES 1

	Number of employees	Min	P5	Q1	Median	Q3	P95	Max	Average
Base salary	2236	\$162,864	\$186,314	\$205,411	\$220,052	\$234,577	\$253,100	\$347,965	\$221,135
Agency superannuation contribution	2236	\$15,916	\$27,615	\$33,475	\$37,494	\$41,132	\$45,872	\$59,494	\$37,250
Cost of motor vehicle	12	\$20,000	\$22,750	\$25,750	\$26,000	\$26,470	\$27,880	\$27,880	\$25,803
Cash in lieu of motor vehicle	630	\$4,500	\$22,084	\$24,222	\$25,000	\$30,592	\$30,592	\$50,416	\$26,454
Motor vehicle parking	661	\$527	\$1,334	\$2,826	\$2,826	\$3,529	\$6,996	\$17,687	\$3,404
Personal benefits	211	\$6	\$157	\$359	\$420	\$756	\$7,143	\$198,685	\$3,142
Other supplementary payments	71	\$140	\$235	\$550	\$767	\$3,841	\$11,973	\$24,588	\$3,460
Total Remuneration Package	2236	\$202,661	\$235,089	\$253,467	\$266,235	\$280,600	\$300,554	\$491,899	\$267,389
Performance bonus paid	31	\$375	\$1,083	\$2,500	\$5,000	\$12,503	\$22,277	\$30,375	\$8,229
Retention bonus paid	14	\$2,760	\$3,241	\$3,500	\$4,798	\$10,681	\$22,208	\$29,936	\$8,575
Productivity bonus	68	\$270	\$2,501	\$8,043	\$13,149	\$21,962	\$41,061	\$51,970	\$16,573
Sign on bonus	0								
Group or whole of agency performance bonus	0								
Fixed top of salary range payment	27	\$1,508	\$1,508	\$3,023	\$3,023	\$3,023	\$3,069	\$6,045	\$2,841
Total Reward	2236	\$202,661	\$236,388	\$253,621	\$266,842	\$281,382	\$301,867	\$491,899	\$268,095
Additional duties/responsibilities allowances	96	\$112	\$483	\$3,821	\$10,461	\$27,430	\$27,976	\$45,065	\$14,467
Qualifications and/or skills based allowances	73	\$545	\$1,221	\$4,084	\$5,301	\$12,061	\$18,065	\$60,051	\$9,143
Market related allowances - specific job	0								
Market related allowances - specific individual	11	\$2,338	\$8,669	\$15,311	\$18,000	\$18,000	\$24,050	\$30,100	\$16,727
Superannuation allowances	2	\$6,193	\$6,200	\$6,227	\$6,261	\$6,295	\$6,323	\$6,330	\$6,261
Hours of duty allowances	41	\$37	\$104	\$442	\$1,595	\$3,465	\$4,274	\$10,727	\$2,093
Expense allowances	154	\$20	\$120	\$299	\$300	\$1,283	\$4,183	\$27,451	\$1,683
Geographic/locality allowances	175	\$7	\$64	\$9,644	\$48,104	\$80,642	\$143,678	\$196,472	\$53,307
Hardship allowances	94	\$594	\$6,877	\$34,722	\$50,738	\$86,705	\$110,742	\$148,003	\$56,667
Health and lifestyle allowances	36	\$86	\$138	\$240	\$250	\$299	\$513	\$600	\$280
Individual work related allowances	21	\$1	\$3	\$118	\$408	\$1,094	\$7,655	\$15,938	\$1,757
Total Reward + Allowances	2236	\$205,729	\$239,542	\$255,575	\$270,290	\$285,152	\$337,673	\$589,222	\$275,832

Table 31: Remuneration findings by classification, 2022

SES 2

	Number of employees	Min	P5	Q1	Median	Q3	P95	Max	Average
Base salary	636	\$214,399	\$253,508	\$268,677	\$285,600	\$298,540	\$327,688	\$598,981	\$287,362
Agency superannuation contribution	636	\$14,411	\$37,026	\$43,536	\$49,045	\$53,746	\$59,542	\$96,132	\$48,636
Cost of motor vehicle	5	\$388	\$5,710	\$27,000	\$27,000	\$27,000	\$27,000	\$27,000	\$21,678
Cash in lieu of motor vehicle	150	\$15,000	\$22,084	\$24,222	\$27,000	\$30,675	\$31,951	\$34,827	\$26,684
Motor vehicle parking	187	\$323	\$1,334	\$2,826	\$3,120	\$3,907	\$8,177	\$20,362	\$3,688
Personal benefits	61	\$209	\$245	\$359	\$420	\$718	\$1,460	\$194,599	\$4,463
Other supplementary payments	23	\$127	\$216	\$415	\$790	\$7,046	\$13,672	\$14,102	\$3,982
Total Remuneration Package	636	\$262,644	\$304,405	\$325,637	\$339,782	\$356,754	\$391,852	\$636,195	\$344,119
Performance bonus paid	4	\$7,044	\$7,112	\$7,386	\$15,580	\$98,076	\$276,675	\$321,325	\$89,882
Retention bonus paid	8	\$3,500	\$3,500	\$3,500	\$16,522	\$28,882	\$49,248	\$57,034	\$20,285
Productivity bonus	9	\$2,461	\$3,879	\$7,170	\$16,474	\$30,000	\$37,903	\$43,172	\$19,573
Sign on bonus	0								
Group or whole of agency performance bonus	0								
Fixed top-of-salary-range payment	0								
Total Reward	636	\$262,644	\$304,405	\$325,637	\$339,840	\$357,125	\$391,947	\$957,520	\$345,216
Additional duties/responsibilities allowances	27	\$172	\$383	\$3,647	\$27,430	\$28,671	\$38,665	\$78,793	\$20,866
Qualifications and/or skills based allowances	25	\$1,210	\$1,214	\$3,025	\$5,971	\$7,479	\$24,353	\$56,693	\$7,974
Market related allowances - specific job	0								
Market related allowances - specific individual	8	\$1,774	\$6,403	\$15,726	\$20,000	\$20,000	\$26,500	\$30,000	\$17,843
Superannuation allowances	4	\$10,672	\$11,029	\$12,453	\$13,634	\$14,264	\$14,368	\$14,394	\$13,084
Hours of duty allowances	4	\$2,171	\$2,194	\$2,288	\$2,948	\$4,092	\$5,346	\$5,659	\$3,432
Expense allowances	46	\$55	\$125	\$167	\$418	\$1,515	\$2,432	\$8,736	\$945
Geographic/locality allowances	51	\$63	\$126	\$10,576	\$42,152	\$83,985	\$139,466	\$172,931	\$52,151
Hardship allowances	35	\$1,122	\$3,762	\$33,110	\$37,374	\$72,815	\$100,855	\$269,406	\$52,080
Health and lifestyle allowances	8	\$238	\$242	\$250	\$250	\$261	\$295	\$295	\$260
Individual work related allowances	7	\$8	\$44	\$170	\$426	\$1,852	\$5,999	\$7,269	\$1,678
Total Reward + Allowances	636	\$283,204	\$310,256	\$328,925	\$344,264	\$366,316	\$433,871	\$957,520	\$353,882

Table 32: Remuneration findings by classification, 2022

SES 3

	Number of employees	Min	P5	Q1	Median	Q3	P95	Max	Average
Base salary	129	\$300,974	\$338,847	\$368,764	\$389,500	\$405,305	\$484,756	\$796,403	\$398,188
Agency superannuation contribution	129	\$25,080	\$34,184	\$56,790	\$67,317	\$72,774	\$79,013	\$114,144	\$64,647
Cost of motor vehicle	0								
Cash in lieu of motor vehicle	16	\$24,376	\$25,980	\$26,515	\$27,581	\$31,000	\$31,577	\$33,309	\$28,481
Motor vehicle parking	30	\$1,080	\$1,471	\$2,839	\$3,120	\$3,907	\$5,584	\$11,505	\$3,453
Personal benefits	7	\$272	\$298	\$390	\$420	\$522	\$746	\$798	\$473
Other supplementary payments	2	\$564	\$2,193	\$8,710	\$16,856	\$25,002	\$31,518	\$33,147	\$16,856
Total Remuneration Package	129	\$366,864	\$399,233	\$432,374	\$457,474	\$479,892	\$551,727	\$910,547	\$467,458
Performance bonus paid	1	\$399,933	\$399,933	\$399,933	\$399,933	\$399,933	\$399,933	\$399,933	\$399,933
Retention bonus paid	0								
Productivity bonus	2	\$28,394	\$28,974	\$31,296	\$34,197	\$37,099	\$39,420	\$40,000	\$34,197
Sign on bonus	0								
Group or whole of agency performance bonus	0								
Fixed top-of-salary-range payment	0								
Total Reward	129	\$366,864	\$399,233	\$432,374	\$460,077	\$480,403	\$551,727	\$1,124,933	\$471,088
Additional duties/responsibilities allowances	3	\$29,130	\$29,130	\$29,130	\$29,130	\$29,130	\$29,130	\$29,130	\$29,130
Qualifications and/or skills based allowances	5	\$4,084	\$4,492	\$6,126	\$7,600	\$7,600	\$8,870	\$9,188	\$6,919
Market related allowances - specific job	0								
Market related allowances - specific individual	1	\$40,000	\$40,000	\$40,000	\$40,000	\$40,000	\$40,000	\$40,000	\$40,000
Superannuation allowances	0								
Hours of duty allowances	0								
Expense allowances	14	\$20	\$54	\$162	\$293	\$393	\$920	\$968	\$362
Geographic/locality allowances	18	\$128	\$128	\$18,178	\$43,241	\$71,765	\$112,232	\$120,530	\$48,545
Hardship allowances	10	\$6,240	\$12,929	\$37,300	\$37,367	\$77,783	\$111,150	\$111,154	\$53,080
Health and lifestyle allowances	0								
Individual work related allowances	1	\$53	\$53	\$53	\$53	\$53	\$53	\$53	\$53
Total Reward + Allowances	129	\$375,868	\$404,807	\$446,176	\$469,029	\$489,947	\$591,925	\$1,124,933	\$483,272

A.4 Agencies covered in the 2022 report

This list reflects the names of APS agencies employing staff under the *Public Service Act 1999* as at 31 December 2022. Some agencies may have changed name or have been affected by Machinery of Government changes since then.

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

Independent Parliamentary Expenses Authority
Inspector-General of Taxation
IP Australia
Murray-Darling Basin Authority
National Archives of Australia
National Blood Authority
National Capital Authority
National Disability Insurance Agency
National Emergency Management Agency
National Faster Rail Agency
National Film and Sound Archive of Australia
National Health and Medical Research Council
National Health Funding Body
National Indigenous Australians Agency
National Library of Australia
National Mental Health Commission
National Museum of Australia
National Offshore Petroleum Safety and
Environmental Management Authority
National Portrait Gallery of Australia
NDIS Quality and Safeguards Commission
North Queensland Water Infrastructure Authority
Office of National Intelligence
Office of Parliamentary Counsel
Office of the Australian Information Commissioner
Office of the Commonwealth Ombudsman
Office of the Director of Public Prosecutions
Office of the Inspector-General of Intelligence and
Security
Office of the Special Investigator
Old Parliament House
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

