



**Australian Government**  
**Department of Industry,  
Innovation and Science**

# Remuneration disclosure for executive and other highly paid staff

Annual disclosure

2016-17

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# Preface

The Department of Industry, Innovation and Science (the department) is committed to provide transparency of our remuneration for executive and other highly paid staff.

To this end, the department (together with other Australian Public Service entities) has decided to disclose the remuneration of our executives and other highly paid staff, starting from the 2016-17 reporting period.

For the purposes of this publication, **executives** are defined as:

- a) substantive Senior Executive Service (SES) employees
- b) the Secretary of the Department of Industry, Innovation and Science (the Secretary)
- c) the Chief Scientist, and
- d) the Innovation and Science Australia, Chief Executive Officer.

For the purposes of this publication, **other highly paid staff** are defined as employees of the department, other than executives as defined above:

- a) where the sum of their reportable remuneration was \$200,001 or more for the reporting period, and
- b) who were not deployed outside Australia during the reporting period.

## How is remuneration determined?

The responsibility for the remuneration arrangements for the Secretary is shared between the Remuneration Tribunal and the Secretary of the Department of the Prime Minister and Cabinet.

The Remuneration Tribunal also sets the remuneration arrangements for the Chief Scientist and the Innovation and Science Australia, Chief Executive Officer.

The Secretary determines remuneration and conditions for the department's SES employees having regard to the *APS Executive Remuneration Management Policy* and the Government's *Workplace Relations Bargaining Policy 2015*. To maintain relativity with other APS entities, remuneration for SES is aligned with the annual remuneration survey conducted by the Australian Public Service Commission.

Remuneration arrangements for other highly paid staff are set in the *Department of Industry, Innovation and Science Enterprise Agreement 2016-2019*.

# Disclosure

**Table A** (executives) and **Table B** (other highly paid officials) discloses the 2016-17 reportable remuneration at an aggregate level, within average dollar ranges showing the number of individuals within each range.

## Table A and Table B

### Key requirements/definitions:

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

- a) gross payments (excluding bonuses);
- b) reportable fringe benefits (net amount);
- c) reportable employer superannuation contributions; and
- d) exempt foreign employment income

as reported in an individual's payment summary.

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

- For individuals that are in a defined contribution scheme (e.g., PSSap), "Contributed superannuation" is the defined contribution amounts; or
- For individuals that are in a defined benefit scheme (e.g., PSS and CSS), 'contributed superannuation' includes the Notional Employer Contribution Rate (NECR) amount, Employer Productivity Superannuation Contribution (also known as the Productivity Component) and any Additional Lump Sum Contribution paid during the reporting period.

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

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

## Table A

### Average annual reportable remuneration paid to executives during the reporting period

Remuneration Range	Executive No.	Average Reportable Salary \$	Average Contributed Superannuation \$	Average Reportable Allowances \$	Average Bonus Paid \$	Average Total Remuneration \$
\$200,001 to \$225,000	3	189,632	26,271	-	-	215,903
\$225,001 to \$250,000	17	203,565	34,415	169	294	238,444
\$250,001 to \$275,000	24	221,590	38,339	-	833	260,762
\$275,001 to \$300,000	8	250,033	41,512	60	-	291,605
\$300,001 to \$325,000	6	268,799	42,682	90	-	311,571
\$325,001 to \$350,000	3	282,735	48,475	4,400	-	335,610
\$350,001 to \$375,000	2	313,456	48,963	223	-	362,642
.....						
\$400,001 to \$425,000	1	348,841	63,108	-	-	411,949
.....						
\$450,001 to \$475,000	1	414,497	50,507	-	-	465,004
.....						
\$725,001 to \$750,000	1	646,724	93,147	-	-	739,872
<b>Total Number of Executives</b>	<b>66</b>					

Remuneration disclosure for executive and other highly paid staff

## Table B

Average annual reportable remuneration paid to other highly paid staff during the reporting period

Remuneration Range	Staff	Average Reportable Salary	Average Contributed Superannuation	Average Reportable Allowances	Average Bonus Paid	Average Total Remuneration
	No.	\$	\$	\$	\$	\$
\$200,001 to \$225,000	20	177,403	28,220	1,127	1,238	207,987
\$225,001 to \$250,000	3	203,119	30,756	-	-	233,875
Total Number of Staff	23					