



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

Remuneration disclosure for executive and other highly paid staff

Annual disclosure

2017-18

www.industry.gov.au

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.

As a Commonwealth entity, we provide an annual update on the remuneration paid to the executive and other highly paid staff. This disclosure is in addition to the information we report in our financial statements on key management personnel remuneration.

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 2017-18 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	180,696	32,902	-	-	213,597
\$225,001 to \$250,000	17	206,727	30,954	264	-	237,945
\$250,001 to \$275,000	31	230,930	31,097	137	-	262,164
\$275,001 to \$300,000	13	255,204	27,835	140	-	283,179
\$300,001 to \$325,000	6	276,262	39,896	-	-	316,158
\$325,001 to \$350,000	5	261,163	40,210	30,471	-	331,844
\$350,001 to \$375,000	3	282,674	27,311	50,780	-	360,764
\$375,001 to \$400,000	1	376,081	-	-	-	376,081
\$400,001 to \$425,000	3	396,697	18,429	-	-	415,126
\$425,001 to \$450,000	2	390,159	44,604	-	-	434,763
\$450,001 to \$475,000	1	422,795	51,785	-	-	474,580
.....						
\$575,001 to \$600,000	1	515,101	76,439	-	-	591,540
Total Number of Executives	86					

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 No.	Average Reportable Salary \$	Average Contributed Superannuation \$	Average Reportable Allowances \$	Average Bonus Paid \$	Average Total Remuneration \$
\$200,001 to \$225,000	24	156,425	25,556	27,869	1,448	211,297
\$225,001 to \$250,000	5	141,581	25,583	68,045	-	235,208
\$250,001 to \$275,000	2	163,234	27,069	66,014	-	256,317
\$275,001 to \$300,000	3	207,847	25,679	47,394	4,483	285,404
\$300,001 to \$325,000	1	134,727	23,235	172,651	-	330,613
\$325,001 to \$350,000	1	151,426	27,227	167,573	-	346,225
Total Number of Staff	36					