



Remuneration disclosure for executive and other highly paid staff

Annual disclosure

2016-17

Preface

IP Australia is committed to provide transparency of our remuneration for executive and other highly paid staff.

To this end, IP Australia (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 substantive Senior Executive Service (SES) employees.

For the purposes of this publication, **other highly paid staff** are defined as employees of IP Australia, 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 Secretary of the Department of Industry, Innovation and Science determines remuneration and conditions for IP Australia'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 *IP Australia's Enterprise Agreement 2017*.

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:

Remuneration paid to executives during the reporting period

Remuneration paid to executives in 2016-17

Total remuneration	Executives No.	Average Reportable Salary \$	Average Contributed superannuation \$	Average Allowances \$	Average bonus paid \$	Average Total remuneration \$
\$200,000 and less	2	75,893.68	11,884.34	-	-	87,778.02
\$225,001 to \$250,000	3	202,397.31	36,190.77	-	-	238,588.08
\$250,001 to \$275,000	4	213,219.26	42,755.68	-	2,500.00	\$258,474.94
\$300,001 to \$325,000	2	242,504.63	62,926.50	-	-	\$305,431.13
\$350,001 to \$375,000	1	300,126.35	55,901.06	-	-	356,027.41
\$400,001 to \$425,000	1	348,841.27	62,664.28	-	-	411,505.55
Total number of executives	13					

Table B:

Remuneration paid to highly paid staff during the reporting period

Remuneration paid to highly paid staff in 2016-17

Total remuneration	Highly paid staff No.	Average Reportable Salary \$	Average Contributed superannuation \$	Average Allowances \$	Average bonus paid \$	Average Total remuneration \$
\$200,001 to \$225,000	1	171,248.65	20,985.36	-	18,019.00	210,253.01
\$225,001 to \$250,000	1	186,170.25	21,499.80	-	18,132.99	225,803.04
\$250,001 to \$275,000	1	213,484.41	19,484.25	-	21,636.11	254,604.77
Total number of highly paid staff	3					
