

## ***Workplace Gender Equality Agency Executive Remuneration Reporting***

The Workplace Gender Equality Agency publishes information detailing the scope and value of remuneration for executive and other highly paid staff on our website in accordance with the general definitions and key requirements/definitions outlined below. This information is presented in two tables:

**Table A:** Average annual reportable remuneration paid to substantive executives during the reporting period; and

**Table B:** Other highly paid staff.

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### ***General definitions***

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#### ***What is an executive?***

For the purposes of this publication executives are defined as:

1. Chief executive officers and equivalents, Senior Executive Service (SES) and equivalents classified in Groups 9-11 of the *Public Service Classification Rules 2000* and star ranked military officers; or
2. Employees of an entity or company who:
  - (a) make, or participate in making, decisions that affect the whole, or a substantial part, of the operations of the entity or company; or
  - (b) have the capacity to affect significantly the entity's or company's financial standing or performance in achieving its purposes (as defined by section 8 of the *Public Governance, Performance and Accountability Act 2013*); or
  - (c) perform functions controlling operational activities, which directly impact the economic function and viability of the entity or company; and
  - (d) have employment conditions equivalent to SES employment conditions of service.

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

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

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### ***Table A: Key requirements/definitions***

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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;
- (d) contributions; and
- (e) 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” should include the defined contribution amounts. This amount is typically located on the individual’s payslips; or
- For individuals that are in a defined benefit scheme (e.g., PSS and CSS), ‘contributed superannuation’ should include 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 financial 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.

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***Table B: Key requirements/definitions***

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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
- (d) contributions; and
- (e) 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” should include the defined contribution amounts. This amount is typically located on the individual’s payslips; or
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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.

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**Table A: Remuneration paid WGEA Executives in 2016-17**

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<b>Total remuneration</b>	Executives	Average Reportable Salary	Average Contributed superannuation	Average Allowances	Average bonus paid	Average Total remuneration
	No.	\$	\$	\$	\$	\$
\$250,001 to \$275,000	1	233,087	17,425			250,512
<b>Total number of executives</b>	<b>1</b>					

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**Table B: Remuneration paid to highly paid WGEA staff 2016-17**

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<b>Total remuneration</b>	Highly paid staff	Average Reportable Salary	Average Contributed superannuation	Average Allowances	Average bonus paid	Average Total remuneration
	No.	\$	\$	\$	\$	\$
Not Applicable	0					
<b>Total number of highly paid staff</b>	<b>0</b>					

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