



Administrative Appeals Tribunal

Executive remuneration report 2017-18

Explanatory notes

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.

Who are highly paid staff?

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.

Individuals with dual roles

For the purposes of this publication, where an individual is both an executive and director of the same entity or company, they have been reported as an executive within these disclosures.

Fee-for-service contracts

Executives subject to fee-for-service contract arrangements where the Tribunal is not the direct employer are not included in this publication.

Average annual reportable remuneration paid to substantive executives and highly paid staff during the reporting period

The Tribunal has disclosed the following information in respect of substantive executives and highly paid staff for reportable remuneration of \$0 to \$200,000 and each successive \$25,000 band:

- (a) the number of individuals;
- (b) the average reportable salary for individuals in that band for the reporting period;
- (c) average contributed superannuation for individuals in that band for the reporting period;
- (d) average reportable allowances paid to individuals in that band for the reporting period; the average bonus paid to individuals in that band for the reporting period; and
- (e) the total of items (b) through (d).

Remuneration paid to executives and highly paid staff during the reporting period 2017-18

Total remuneration	Executive numbers	Average reportable salary	Average contributed superannuation	Average allowances	Average bonus paid	Average total remuneration
\$200 000 and less	0	-	-	-	-	-
\$200 001 to \$225 000	2	\$171 336	\$32 924	\$0	\$0	\$204 261
\$225 001 to \$250 000	4	\$208 119	\$33 141	\$0	\$0	\$241 260
\$375 001 to \$400 000	1	\$337 216	\$53 796	\$0	\$0	\$391 012
\$450 001 to \$475 000	0	-	-	-	-	-
\$475 001 to \$500 000	3	\$428 222	\$54 279	\$0	\$0	\$482 501
Total number of executives	10	-	-	-	-	-

The figures above relate to remuneration paid to the Registrar, Division Heads, Senior Executive Service officers and highly paid staff.