

## EXECUTIVE REMUNERATION 2016-17

ASIO is committed to providing transparency of the remuneration of its senior executives and other highly paid staff. This is in addition to formal reporting obligations on executive remuneration (see also ASIO's Annual Reports).

- Table A details the value of remuneration for senior executives.
- Table B details the value of remuneration for other highly paid staff.

This information will be updated on an annual basis.

**Table A: Remuneration paid to senior executives in 2016-17**

Total remuneration	Executives	Average reportable salary	Average contributed superannuation	Average Allowances <sup>1</sup>	Average bonus paid <sup>2</sup>	Average total remuneration
	Number	\$	\$	\$	\$	\$
\$0 to \$200,000	12	70,791	11,276	n/a	n/a	82,067
\$200,001 to \$225,000	1	174,302	31,799	n/a	n/a	206,101
\$225,001 to \$250,000	5	207,395	33,945	n/a	n/a	241,340
\$250,001 to \$275,000	19	222,259	39,361	n/a	n/a	261,620
\$275,001 to \$300,000	5	248,749	40,234	n/a	n/a	288,983
\$300,001 to \$325,000	4	262,327	46,291	n/a	n/a	308,618
\$325,001 to \$350,000	2	287,310	49,296	n/a	n/a	336,605
\$350,001 to \$450,000	4	352,816	51,880	n/a	n/a	404,697
\$625,001 to \$650,000	1	554,793	92,884	n/a	n/a	647,677
<b>Total number of executives</b>	<b>53</b>					

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

Total remuneration	Highly paid staff	Average reportable salary	Average contributed superannuation	Average Allowances <sup>1</sup>	Average bonus paid <sup>2</sup>	Average total remuneration
	Number	\$	\$	\$	\$	\$
\$200,001 to \$225,000	26	178,467	32,172	n/a	n/a	210,639
\$225,001 to \$250,000	8	205,048	28,733	n/a	n/a	233,781
\$250,001 to \$275,000	2	220,557	36,822	n/a	n/a	257,378
<b>Total number of highly paid staff</b>	<b>36</b>					

**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; (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.

<sup>1</sup> Note: There were no employees within the scope of **'reportable allowances'**.

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.

<sup>2</sup> Note: There were no employees within the scope of **'bonus paid'**.