

EXECUTIVE REMUNERATION 2017-2018

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 2017-18

Total remuneration	Executives	Average reportable salary	Average contributed superannuation	Average Allowances ¹	Average bonus paid ²	Average total remuneration
	Number	\$	\$	\$	\$	\$
\$0 to \$200,000	12	83,857	13,596	0	0	75,642
\$200,001 to \$225,000	4	179,707	33,136	0	0	212,844
\$225,001 to \$250,000	7	203,869	34,124	0	0	237,993
\$250,001 to \$275,000	19	222,544	39,576	0	0	262,120
\$275,001 to \$300,000	6	243,744	41,528	0	0	285,272
\$300,001 to \$325,000	6	270,548	48,806	0	0	319,355
\$325,001 to \$350,000	2	288,327	51,397	0	0	339,724
\$350,001 to \$450,000	5	346,812	52,800	0	0	399,612
\$450,001 to \$475,000	1	387,390	65,140	0	0	452,531
\$625,001 to \$650,000	1	540,450	94,742	0	0	635,192
Total number of executives	63					

Table B: Remuneration paid to senior executives in 2017-18

Total remuneration	Highly paid staff	Average reportable salary	Average contributed superannuation	Average Allowances	Average Bonus Paid	Average total remuneration
	Number	\$	\$	\$	\$	\$
\$200,001 to \$225,000	27	180,566	30,287	0	0	210,853
\$225,001 to \$250,000	13	202,360	33,888	0	0	236,248
Total number of highly paid staff	40					

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 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 contributed scheme (e.g., PSSap), "Contributed superannuation" should include the defined contribution amounts. This amount is typically located on the individual's payslips that; 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.

¹ 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.

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