

Explanatory notes

Definition of executive

For the purposes of this publication executives are defined as chief executive officers and equivalents and Senior Executive Service (SES).

Definition of other 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) excludes members deployed on missions outside Australia during the reporting period.

Information disclosed

The '**reportable salary**' column is prepared on a cash basis using reportable salary defined as the sum of:

- (a) gross payments(excluding bonuses);
- (b) reportable fringe benefits (net amount);
- (c) reportable employer superannuation contributions;
- (d) lump sum payments; and
- (e) including salary sacrificed amounts.

Exempt foreign employment income has been excluded if members were deployed on a mission overseas.

The '**contributed superannuation**' column is prepared on a cash basis using contributed superannuation 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 Contributions (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 equal to the 'total allowances' figure reported in an individual's payment summary. Reportable allowances exclude 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 equal to the actual bonus paid to individuals during the reporting period and is a component of gross payments reported on the payment summary.



Remuneration paid to executives during the reporting period.

Remuneration paid to executives in 2017-18						
	Executives No.	Average Reportable Salary \$	Average Contributed Superannuation \$	Average Allowances \$	Average bonus paid \$	Average Total Remuneration \$
Total remuneration (including part-time arrangements):						
\$200,000 and less	14	72,973	22,247	-	-	95,220
\$200,001 to \$225,000	3	193,197	32,668	-	-	225,865
\$225,001 to \$250,000	18	202,398	36,143	-	-	238,541
\$250,001 to \$275,000	23	222,587	39,371	-	-	261,958
\$275,001 to \$300,000	8	246,294	38,647	-	-	284,941
\$300,001 to \$325,000	5	264,475	47,485	-	-	311,960
\$325,001 to \$350,000	8	288,420	47,323	-	-	335,743
\$350,001 to \$375,000	2	310,701	46,096	-	-	356,797
\$375,001 to \$400,000	1	319,254	60,198	-	-	379,452
\$400,001 to \$425,000	3	357,298	51,403	-	-	408,701
\$425,001 to \$450,000	1	400,416	42,132	-	-	442,548
\$450,001 to \$475,000	1	416,660	38,400	-	-	455,060
\$475,001 to \$500,000	1	448,742	39,488	-	-	488,230

\$525,001 to \$550,000	1	480,327	47,567	-	-	527,894

\$700,001 to \$725,000	1	614,079	90,858	-	-	704,937
Total number of executives	90					

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 - gross payments(excluding bonuses);
 - reportable fringe benefits (net amount);
 - reportable employer superannuation contributions;
 - lump sum payments; and
 - including salary sacrificed amounts.
- The 'contributed superannuation' column is prepared on a cash basis.
- The figures above includes individuals promoted to executive positions during the year for the proportion of time they have been a substantive executive and employees that have left the AFP during the year.
- Seconded executive members are pro-rated for the period of time they were a staff member for the AFP. If executive members were not cost recovered (i.e. funded by AFP) the full remuneration was included.
- Foreign income has been excluded if members were deployed on mission overseas.

Remuneration paid to other highly paid staff during the reporting period.

Remuneration paid to highly paid staff in 2016-17

	Other highly paid staff No.	Average Reportable Salary \$	Average Contributed Superannuation \$	Average Allowances \$	Average bonus paid \$	Average Total Remuneration \$
Total remuneration (including part-time arrangements):						
\$200,001 to \$225,000	133	185,620	28,259	-	-	213,879
\$225,001 to \$250,000	61	201,892	31,113	-	-	233,005
\$250,001 to \$275,000	23	237,264	26,037	-	-	263,301
\$275,001 to \$300,000	6	260,697	27,412	-	-	288,109
\$300,001 to \$325,000	12	279,773	31,569	-	-	311,342
\$325,001 to \$350,000	4	304,856	31,927	-	-	336,783
\$350,001 to \$375,000	6	325,974	35,064	-	-	361,038
\$375,001 to \$400,000	1	346,119	33,932	-	-	380,051
\$400,001 to \$425,000	1	380,416	20,654	-	-	401,070

\$450,001 to \$475,000	1	434,872	28,839	-	-	463,711
Total number of other highly paid staff	248					

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 - gross payments(excluding bonuses);
 - reportable fringe benefits (net amount);
 - reportable employer superannuation contributions;
 - lump sum payments; and
 - including salary sacrificed amounts.
- The 'contributed superannuation' column is prepared on a cash basis.
- The figures exclude individuals promoted to SES during the year.
- Seconded members are pro-rated for the period of time they were a staff member for the AFP. If members were not cost recovered (i.e. funded by AFP) the full remuneration was included.
- Foreign income has been excluded if members were deployed on mission overseas.