



31 January 2024

Senator Karen Grogan  
Chair of Environment and Communications Legislation Committee  
PO Box 6100  
Senate  
Parliament House  
Canberra ACT 2600  
c/- [senator.grogan@aph.gov.au](mailto:senator.grogan@aph.gov.au)

Dear Senator,

**2023-24 SUPPLEMENTARY BUDGET ESTIMATES: REMUNERATION INFORMATION – PUBLIC INTEREST IMMUNITY CLAIM**

1. I refer to departmental question numbers SQ23-004902, SQ23-004903 and SQ23 005370 from the 2023-24 Supplementary Budget Estimates which request remuneration information of individual ABC staff members ('Questions on Notice').
  - (a) SQ23-004902 requests the salary of Mr David Speers.
  - (b) SQ23-004903 requests the names and salaries (within a \$5000 increment salary band) of ABC staff members earning more than \$230,000.
  - (c) SQ23-005370 requests the total salaries for the top ten paid on-air ABC staff members.
  
2. As a Commonwealth entity, the ABC is already required to disclose information regarding remuneration in its annual report in accordance with the *Public Governance, Performance and Accountability Rule 2014*. Sections 17CB and 17CC indicate how remuneration for senior executives and other highly paid staff should be reported. The ABC has included in this letter at **Appendix A** extracts of the ABC Annual Report 2022-2023 relating to remuneration as follows:
  - (a) Page 192 and 193 – Notes to and Forming Part of the Financial Statements – Employee Provisions;
  - (b) Page 194 and 195 – Notes to and Forming Part of the Financial Statements – Key Management Personnel Remuneration; and

- (c) Appendix 6, pages 226 to 230 inclusive – Executive remuneration reporting which at page 230 breaks down Senior executive remuneration and Other highly paid staff remuneration by salary brackets.

### Claim of public interest immunity

3. The ABC wishes to make a claim for public interest immunity in respect of the information requested in the Questions on Notice referred to in paragraph 1 above.
4. The ABC is mindful of its obligations under the *Australian Broadcasting Corporation Act 1983* and does not wish to compromise its independence, its obligations to its employees, or the proper functioning of the ABC. Further details of the ABC's concerns are set out below.
5. *Odgers' Australian Senate Practice* (14th ed) (Odgers) acknowledges that the disclosure of some information can damage the commercial interests of participants in the marketplace, and potentially compromise the privacy of individuals (see Chapter 19 - Orders to ministers and public interest immunity claims). See also *Government Guidelines for Official Witnesses before Parliamentary Committees and Related Matters*, specifically Attachment A (at paragraph 13) which provides that it may be appropriate to decline to provide information if to do so would unreasonably disclose personal information.
6. The ABC considers that disclosing remuneration information about individual employees as requested in the Questions on Notice exceeds established disclosure practice in Australia and unreasonably discloses personal information in circumstances where a significant amount of aggregated information is publicly available.
7. The ABC does not make a practice of disclosing staff information at an individual level, aside from the information published for Key Management Personnel and Board members in the ABC's annual report.
8. The ABC made a public interest immunity claim in November 2022 in relation to remuneration information of ABC employees which was accepted by the Committee.
9. The ABC is seeking to make a public interest immunity claim in relation to the information requested in 1(a), (b) and (c) above to the Committee on the following grounds:
  - (a) First, all three Questions on Notice ask for the salaries of either identified or identifiable individuals. Disclosure of this personal information would be an unreasonable invasion of privacy for those affected individuals and goes beyond what is necessary to ensure that the ABC is accountable for its expenditure of taxpayer funds. It is in the public interest that private information about individuals not be unreasonably disclosed. That is the basis for the *Privacy Act 1988*. The ABC considers that the requested disclosure places individuals in precisely the situation which the Privacy

Act intends to guard against as it would unduly impinge on the privacy of individuals. In that respect, the ABC is concerned that care be taken in assessing potential damage from allowing the circumvention of an established area of law (privacy law) that is of increasing importance to the Australian community, and the knock-on effects if similar requests are made in the future.

- (b) Second, the protection of ABC staff from work health and safety risks, including unwarranted public criticism or targeted online abuse that may arise from the requested disclosure. A significant number of ABC staff already experience abuse on a regular basis. Unfortunately, it is likely that such disclosure will amplify abuse for those staff and also increase the number of staff experiencing abuse. The ABC is taking steps to support staff in this area, and disclosure of the requested information will only serve to undermine that work. ABC staff members remain accountable to the public for their performance without this information.
- (c) Third, the ABC is distinguishable from many other entities and agencies. Its statutory independence and role as Australia's largest public broadcaster and member of the fourth estate, mean that requests for the production of information (including the personal information of its staff), should be assessed with an additional degree of caution.
- (d) Fourth, the information requested is commercially sensitive and disclosure would damage the ABC's commercial interests. The ABC competes with the private sector for talent. The requested level of disclosure would give commercial competitors an unfair advantage as they will have significant visibility of the ABC's remuneration strategies and structures. This will inevitably undermine the ABC's ability to attract and retain quality talent, including by actually increasing the overall running costs of the ABC (by increasing the cost to the ABC to secure talent in the future) which would not be in the public interest.

10. For the reasons set out in the immediately preceding paragraph, the ABC claims public interest immunity in relation to the requested information.

Yours sincerely

David Anderson  
Managing Director

**Appendix A** – extracts of the ABC Annual Report 2022-2023

# Notes to and Forming Part of the Financial Statements

for the year ended 30 June 2023

## People and Relationships

### 11. Employee Provisions

#### Note 11

	2023 \$'000	2022 \$'000
<b>11 Employee provisions</b>		
Annual leave <sup>(a)</sup>	52,811	55,728
Long service leave <sup>(a)</sup>	94,866	90,484
Salaries and wages <sup>(b)</sup>	3,302	5,150
Superannuation <sup>(b)</sup>	2,957	1,523
Redundancy	22,178	4,347
<b>Total employee provisions</b>	<b>176,114</b>	<b>157,232</b>

(a) The settlement of employee leave provisions is based on the individual employee's entitlement to leave. Where an employee has a current entitlement to leave (i.e. is presently entitled to take the leave) or will have a present entitlement within 12 months, the value of that entitlement is included in the employee provisions expected to settle in no more than 12 months. Where the Corporation expects that an employee will be entitled to leave in the future but will not yet be entitled to that leave in 12 months, the value of the leave is included in the employee provision expected to settle in more than 12 months.

(b) A provision is made for estimated historical salary and wages, and superannuation entitlements owed to certain employees. This estimate is based on an extrapolation of entitlements calculated for a portion of potentially affected employees and factors in risks and uncertainties associated with the settlement of the liability. The provision for superannuation also includes an amount in respect of an outstanding employer contribution to a defined benefit superannuation scheme.

#### Accounting Policy

Liabilities for short-term employee benefits and termination benefits expected within twelve months of the end of reporting period are measured at their nominal amounts. Other long-term employee benefits are measured as the net total of the present value of the defined benefit obligation at the end of the reporting period minus the fair value at the end of the reporting period of plan assets (if any) out of which the obligations are to be settled directly.

#### Leave

Leave liabilities are calculated based on employees' remuneration at the estimated salary rates that will apply at the time the leave is taken, including the employer superannuation contribution rates to the extent that the leave is likely to be taken during service rather than paid out on termination. The calculation is based on the anticipated length of time taken for an employee to fully settle their leave entitlement. The long service leave liability is calculated by an actuary.

This amount is determined by reference to attrition rates and pay increases through promotion and inflation. This discount rate is based on the Commonwealth Government bond yield for a bond with a similar term to the liability.

#### Redundancy

A provision is made for separation and redundancy benefit payments. The ABC recognises a provision for termination when it has developed a detailed formal plan that will result in the terminations and has informed those employees affected that it will carry out the plan.

#### Superannuation

ABC employees are members of the Commonwealth Superannuation Scheme (CSS), Public Sector Superannuation Scheme (PSS), the Public Sector Superannuation Accumulation Plan Scheme (PSSap) or another non-Commonwealth superannuation fund.

The CSS and PSS are defined benefit schemes for the Australian Government. The PSSap and other non-Commonwealth funds are defined contribution schemes.

The liability for defined benefits is recognised in the financial statements of the Australian Government and is settled by the Australian Government in due course. This liability is reported in the Department of Finance's administered schedules and notes.

The Corporation makes employer contributions to the employee defined benefit superannuation schemes at rates determined by an actuary to be sufficient to meet the current cost to the Government of the superannuation entitlements of the Corporation's employees. The Corporation accounts for the contributions in the same manner as contributions to defined contribution plans.

The liability for superannuation recognised at 30 June 2023 represents outstanding historical contributions at the end of the period.

#### **Expenses**

Expenses attributable to the aforementioned employee benefits and provisions are reported in Note 3A *Employee benefits*.

#### **Assumptions surrounding uncertainty – Measurement of leave liabilities**

The discount rates used in valuing leave liabilities are based on Australian government bond rates with maturities that closely align with the length of the liability. The ABC regularly reviews leave liabilities and the impact of any adjustment to bond rates on these balances.

Leave liabilities are also impacted by assumptions surrounding future salary inflation. The ABC regularly monitors factors that are likely to impact future salary inflation.

# Notes to and Forming Part of the Financial Statements

for the year ended 30 June 2023

## 12. Key Management Personnel Remuneration

### Note 12

	2023 \$					2022 \$				
	Short-term employee benefits	Post employment benefits: Superannuation	Other long-term employee benefits: Long Service Leave	Termination Benefits	Total	Short-term employee benefits	Post employment benefits: Superannuation	Other long-term employee benefits: Long Service Leave	Termination Benefits	Total
<b>Executive management</b>										
David Anderson (Managing Director)	974,453	146,711	35,805	–	1,156,969	901,145	143,334	(7,577)	–	1,036,902
Michael Carrington	15,480	1,026	(722)	171,308	187,092	423,968	23,568	7,403	–	454,939
Melanie Kleyn	578,921	25,292	14,242	–	618,455	572,078	23,568	15,711	–	611,357
Gaven Morris	–	–	–	–	–	372,526	31,606	(31,368)	–	372,764
Chris Oliver-Taylor	192,982	7,268	1,663	–	201,913	–	–	–	–	–
Justin Stevens	451,741	70,061	12,015	–	533,817	148,290	8,529	99,793	–	256,612
Judith Whelan	252,781	15,117	10,998	–	278,896	480,024	23,568	7,615	–	511,207
<b>Board</b>										
Ita Buttrose (Chair)	183,100	28,197	–	–	211,297	178,190	27,441	–	–	205,631
Fiona Balfour	35,169	3,693	–	–	38,862	58,670	5,867	–	–	64,537
Jane Connors	50,242	9,445	–	–	59,687	58,670	11,030	–	–	69,700
Mario D'Orazio	60,290	6,330	–	–	66,620	58,670	5,867	–	–	64,537
Joseph Gersh	50,242	5,275	–	–	55,517	58,670	5,867	–	–	64,537
Peter Lewis	60,290	9,285	–	–	69,575	58,670	9,035	–	–	67,705
Georgina Somerset	60,290	6,330	–	–	66,620	58,670	5,867	–	–	64,537
Laura Tingle	10,048	1,547	–	–	11,595	–	–	–	–	–
Peter Tonagh (Deputy Chair)	90,390	9,491	–	–	99,881	78,203	7,820	–	–	86,023
<b>Total</b>	<b>3,066,419</b>	<b>345,068</b>	<b>74,001</b>	<b>171,308</b>	<b>3,656,796</b>	<b>3,506,444</b>	<b>332,967</b>	<b>91,577</b>	<b>–</b>	<b>3,930,988</b>
<b>Total number included above</b>					<b>15</b>					<b>14</b>

**Notes on remuneration**

- a. All Executive Managers who were remunerated in 2022 served for the full reporting period except as follows:
  - Gaven Morris served from 1 July 2021 to 3 December 2021 (resigned).
  - Justin Stevens served from 4 April 2022 to 30 June 2022.
- b. All Executive Managers who were remunerated in 2023 served for the full reporting period except as follows:
  - Michael Carrington served from 1 July 2022 to 8 July 2022 (resigned).
  - Judith Whelan served from 1 July 2022 to 5 February 2023 (changed roles).
  - Chris Oliver-Taylor served from 20 March 2023 to 30 June 2023.
- c. All Board members who were remunerated in 2022 served for the full reporting period.
- d. All Board members who were remunerated in 2023 served for the full reporting period except as follows:
  - Fiona Balfour served from 1 July 2022 to 31 January 2023 (resigned).
  - Jane Connors served from 1 July 2022 to 30 April 2023 (term ended).
  - Joseph Gersh served from 1 July 2022 to 10 May 2023 (term ended).
  - Laura Tingle served from 1 May 2023 onwards.
- e. The above table is prepared on an accrual basis, including remuneration at risk. Remuneration at risk is recognised in the period in which the decision to pay the entitlement is made. Other long-term employee benefits: Long Service Leave reflects the estimated entitlement to long service leave that was accrued during the period, calculated in accordance with the methodology explained in Note 11 Employee Provisions. This includes changes to the value of an employee's accrued leave entitlement that resulted from a change in their salary during the period and changes to the discount rate and other factors used to calculate the present value of the liability.
- f. The above key management personnel remuneration excludes the remuneration and other benefits of the Portfolio Minister. The Portfolio Minister's remuneration and other benefits are set by the Remuneration Tribunal and are not paid by the Corporation.
- g. Remuneration of the Chair and Directors of the Board is determined by the Remuneration Tribunal. In addition to the remuneration of the Chair and Directors of the Board disclosed above, the Board incurred expenses of **\$396,000** (2022 \$273,000).
- h. The aggregate remuneration of other Senior Executives and Other Highly Paid Employees is published in the ABC's Annual Report.

## Appendix 6 – Executive remuneration reporting

As a Commonwealth entity, the ABC is required to disclose executive remuneration information in annual reports in accordance with the *Public Governance, Performance and Accountability Rule 2014 (PGPA Rule)*.

Commonwealth entities are required to present remuneration for key management personnel, senior executives, and other highly paid staff, as defined in the PGPA Rule.

### Key management personnel

Key management personnel (**KMP**) are those persons having authority and responsibility for planning, directing and controlling the activities of the entity, directly or indirectly, including any director (whether executive or otherwise) of that entity. The Corporation determined KMP as the members of the Board, the Managing Director, Content Team Directors, and the Chief Financial Officer.

### Senior executives

Senior executives are employees employed in a position equivalent to classification Groups 9 to 11 of the table in Schedule 1 of the Public Service Classification Rules 2000. The Corporation determined senior executives as executive directors who are not KMP (**Senior Executives**).

### Other highly paid staff

Other highly paid staff are employees who are neither KMP nor senior executive and whose total remuneration paid during the year exceeded \$240,000 (**Other Highly Paid Staff**).

### Total remuneration

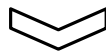
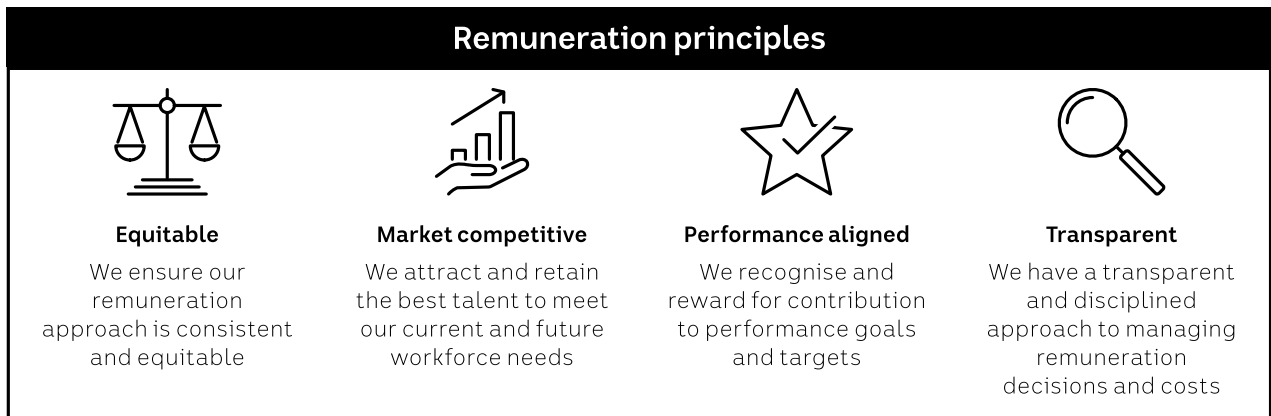
Total remuneration is defined in the PGPA rule as the sum of the following (calculated on an accrual basis):

- Base salary;
- Performance pay and bonuses;
- Other benefits and allowances;
- Superannuation contributions (made by the employer);
- Long service leave;
- Other long-term benefits;
- Termination benefits.

### Executive and employee remuneration policy

At the core of the ABC's approach to remuneration is a need to ensure the Corporation can realise its strategic priorities through an ability to attract and retain employees who deliver on its priorities and deliver value for audiences into the future.





### Remuneration framework

	<b>Fixed remuneration</b>	<b>At risk remuneration</b>
<b>Element</b>	Fixed remuneration comprises base salary, superannuation, and benefits.	The ABC removed at risk pay as an element of remuneration for executive KMP, senior executives and other highly paid staff with effect from 1 January 2021.
<b>Performance</b>	Reviewed annually to reflect the experience, competence and contribution of individuals whilst remaining conservatively competitive against the market.	The Commonwealth Remuneration Tribunal has consented to the removal of at risk pay from the position of Managing Director (MD). Some other highly paid staff are eligible to receive a one off bonus payment in lieu of a salary increase, for exceptional performance in accordance with the ABC Enterprise Agreement 2019-22.
<b>Alignment</b>	Attracts and retains the best talent to meet ABC's strategic priorities.	
<b>Target remuneration mix</b>	<span style="display: inline-block; width: 10px; height: 10px; background-color: black; margin-right: 5px;"></span> Fixed remuneration <span style="display: inline-block; width: 10px; height: 10px; background-color: yellow; margin-left: 20px; margin-right: 5px;"></span> At-risk remuneration	
	Executive KMP (excluding MD) and senior executives	<div style="background-color: black; width: 100%; height: 20px; display: flex; justify-content: center; align-items: center;"> <span style="color: white; font-weight: bold;">100%</span> </div>
	Eligible other highly paid staff	<div style="background-color: black; width: 98%; height: 20px; display: flex; justify-content: center; align-items: center;"> <span style="color: white; font-weight: bold;">98-100%</span> </div> <div style="background-color: yellow; width: 2%; height: 20px; display: flex; justify-content: center; align-items: center; margin-left: 2px;"> <span style="color: black; font-weight: bold;">0-2%</span> </div>

## Remuneration governance

All executive KMP, senior executives and other highly paid staff are employees of the ABC. Remuneration and other terms of employment are formalised as follows:

- **executive KMP and senior executives (executives):** Individual employment agreement.
- **other highly paid staff:** Individual employment agreement or engaged through either the ABC Senior Employment Agreement 2016 or the ABC Enterprise Agreement 2019-22.

During the year ended 30 June 2023, ABC's People & Sustainability Committee (**PSC**) assisted the Board in fulfilling its governance responsibilities in relation to remuneration. Outlined below is the ABC's approach for setting, monitoring and approving remuneration policy and amounts. Note that the Managing Director's (**MD**) remuneration arrangements, including the MD's annual total remuneration amount, are set by the Commonwealth Remuneration Tribunal (**the Tribunal**).

## Non-executive director (NED) remuneration

All ABC NEDs are appointed by the Commonwealth of Australia through the Shareholder Ministers.

The Commonwealth Remuneration Tribunal, an independent statutory body overseeing the remuneration of key Commonwealth offices, determines fees for all ABC NEDs. ABC is required to comply with the Tribunal's determinations and plays no role in the consideration or determination of NED fees.

The Tribunal sets annual Chair, Deputy Chair and Board Member fees (exclusive of statutory superannuation contributions) which are inclusive of all activities undertaken by NEDs on behalf of the ABC (that is, inclusive of Committee participation). Statutory superannuation is paid in addition to the fees set by the Tribunal.

The Commonwealth Remuneration Tribunal determination for the relevant period set the following ABC Board fees:

- **Chair:** \$183,100
- **Deputy Chair:** \$90,390
- **Member:** \$60,290

## Senior executive remuneration

Senior Executives are employees employed in a position equivalent to classification Groups 9 to 11 of the Table in schedule 1 of the Public Service Classification rules 2000. The Corporation determined senior executives as executive directors who are not KMP.

MD	PSC	ABC Board
✓ Recommend Executive KPIs	✓ Review and recommend to the Board Executive remuneration structures and incentive plans, policies and practices including any changes to those plans	✓ Review and approve recommendations referred by the PSC
✓ Evaluate and provide recommendations regarding remuneration structures and incentive plans for Executives, including any changes to those structures or plans		
✓ Approve Executive remuneration with respect to individual remuneration arrangements, KPIs, performance assessments and remuneration outcomes		
✓ Approve performance assessments and remuneration outcomes for Other Highly Paid Staff, as recommended by ABC's managers		

## Key management personnel remuneration

Name	Position title	Short-term benefits			Post-employment benefits	Other long-term benefits		Termination benefits	Total remuneration
		Base salary	Bonuses	Other benefits and allowances	Superannuation contributions	Long service leave	Other long-term benefits		
<b>Executives</b>									
David Anderson	Managing Director	974,453	–	–	146,711	35,805	–	–	1,156,969
Michael Carrington	Director, Entertainment & Specialist	15,480	–	–	1,026	(722)	–	171,308	187,092
Melanie Kleyn	Chief Financial Officer	578,921	–	–	25,292	14,242	–	–	618,455
Chris Oliver-Taylor	Chief Content Officer	192,982	–	–	7,268	1,663	–	–	201,913
Justin Stevens	Director, News	451,741	–	–	70,061	12,015	–	–	533,817
Judith Whelan	Director, Regional & Local	252,781	–	–	15,117	10,998	–	–	278,896
<b>Non-executive Directors (Part-Time)</b>									
Ita Buttrose	Chair	183,100	–	–	28,197	–	–	–	211,297
Peter Tonagh	Deputy Chair	90,390	–	–	9,491	–	–	–	99,881
Fiona Balfour	Director	35,169	–	–	3,693	–	–	–	38,862
Mario D'Orazio	Director	60,290	–	–	6,330	–	–	–	66,620
Joseph Gersh	Director	50,242	–	–	5,275	–	–	–	55,517
Peter Lewis	Director	60,290	–	–	9,285	–	–	–	69,575
Georgina Somerset	Director	60,290	–	–	6,330	–	–	–	66,620
Jane Connors	Staff Elected Director	50,242	–	–	9,445	–	–	–	59,687
Laura Tingle	Staff Elected Director	10,048	–	–	1,547	–	–	–	11,595

### Notes on remuneration

- The following Executive Managers served for part of the reporting period:
  - Michael Carrington served from 1 July 2022 to 8 July 2022 (resigned).
  - Judith Whelan served from 1 July 2022 to 5 February 2023 (changed roles).
  - Chris Oliver-Taylor served from 20 March 2023 to 30 June 2023.
- The following Board members served for part of the reporting period:
  - Fiona Balfour served from 1 July 2022 to 31 January 2023 (resigned).
  - Jane Connors served from 1 July 2022 to 30 April 2023 (term ended).
  - Joseph Gersh served from 1 July 2022 to 10 May 2023 (term ended).
  - Laura Tingle served from 1 May 2023 onwards.
- The above table is prepared on an accrual basis. Other long-term employee benefits: Long Service Leave reflects the estimated entitlement to long service leave that was accrued during the period, calculated in accordance with the methodology explained in Note 11 to the financial statements. This includes changes to the value of an employee's accrued leave entitlement that resulted from a change in their salary during the period and changes to the discount rate and other factors used to calculate the present value of the liability.
- Remuneration of the Chair and Directors of the Board is determined by the Remuneration Tribunal. In addition to the remuneration of the Chair and Directors of the Board disclosed above, the Board incurred expenses of \$396,000.

## Senior executive remuneration

Senior Executives are employees employed in a position equivalent to classification Groups 9 to 11 of the Table in schedule 1 of the Public Service Classification rules 2000. The Corporation determined senior executives as executive directors who are not KMP.

Total remuneration bands	Number of senior executives	Short-term benefits			Post-employment benefits	Other long-term benefits	Termination benefits	Total remuneration	
		Average base salary	Average bonuses	Average other benefits and allowances	Average superannuation contributions	Average long service leave	Average other long-term benefits	Average termination benefits	Average total remuneration
\$0-\$220,000	4	\$135,380	\$-	\$-	\$16,599	\$9,623	\$-	\$-	\$161,602
\$220,001-\$245,000	-	\$-	\$-	\$-	\$-	\$-	\$-	\$-	\$-
\$245,001-\$270,000	1	\$187,438	\$-	\$-	\$58,698	\$-	\$-	\$-	\$246,136
\$270,001-\$295,000	-	\$-	\$-	\$-	\$-	\$-	\$-	\$-	\$-
\$295,001-\$320,000	-	\$-	\$-	\$-	\$-	\$-	\$-	\$-	\$-
\$320,001-\$345,000	-	\$-	\$-	\$-	\$-	\$-	\$-	\$-	\$-
\$345,001-\$370,000	-	\$-	\$-	\$-	\$-	\$-	\$-	\$-	\$-
\$370,001-\$395,000	-	\$-	\$-	\$-	\$-	\$-	\$-	\$-	\$-
\$395,001-\$420,000	1	\$313,032	\$50,000	\$-	\$47,990	\$2,509	\$-	\$-	\$413,532
\$420,001-\$445,000	-	\$-	\$-	\$-	\$-	\$-	\$-	\$-	\$-
\$445,001-\$470,000	-	\$-	\$-	\$-	\$-	\$-	\$-	\$-	\$-
\$470,001-\$495,000	2	\$414,228	\$-	\$-	\$68,506	\$8,738	\$-	\$-	\$491,473
\$495,001-\$520,000	2	\$450,224	\$-	\$-	\$36,472	\$19,142	\$-	\$-	\$505,838
\$520,001-\$545,000	1	\$501,572	\$-	\$-	\$25,292	\$12,347	\$-	\$-	\$539,211

## Other highly paid staff remuneration

Other highly paid staff are employees who are neither KMP or senior executive and whose total remuneration paid during the year exceeded \$240,000.

Total remuneration bands	Number of other highly paid staff	Short-term benefits			Post-employment benefits	Other long-term benefits	Termination benefits	Total remuneration	
		Average base salary	Average bonuses	Average other benefits and allowances	Average superannuation contributions	Average long service leave	Average other long-term benefits	Average termination benefits	Average total remuneration
\$240,000-\$245,000	7	\$182,072	\$342	\$-	\$29,081	\$5,340	\$-	\$25,770	\$242,605
\$245,001-\$270,000	39	\$215,291	\$134	\$-	\$32,813	\$9,895	\$-	\$-	\$258,133
\$270,001-\$295,000	20	\$238,397	\$-	\$-	\$33,187	\$9,925	\$-	\$-	\$281,510
\$295,001-\$320,000	28	\$251,277	\$574	\$-	\$33,209	\$11,747	\$-	\$9,980	\$306,787
\$320,001-\$345,000	8	\$241,921	\$474	\$-	\$44,293	\$5,816	\$-	\$42,901	\$335,405
\$345,001-\$370,000	9	\$314,188	\$-	\$-	\$33,221	\$10,719	\$-	\$-	\$358,128
\$370,001-\$395,000	4	\$309,926	\$-	\$-	\$45,387	\$20,210	\$-	\$-	\$375,522
\$395,001-\$420,000	5	\$330,293	\$498	\$-	\$48,208	\$28,111	\$-	\$-	\$407,109
\$420,001-\$445,000	3	\$357,825	\$-	\$-	\$57,154	\$17,176	\$-	\$-	\$432,155
\$445,001-\$470,000	2	\$379,049	\$-	\$-	\$49,258	\$22,174	\$-	\$-	\$450,480
\$470,001-\$495,000	-	\$-	\$-	\$-	\$-	\$-	\$-	\$-	\$-
\$495,001-\$520,000	-	\$-	\$-	\$-	\$-	\$-	\$-	\$-	\$-
\$520,001-\$545,000	-	\$-	\$-	\$-	\$-	\$-	\$-	\$-	\$-
\$545,001-\$570,000	-	\$-	\$-	\$-	\$-	\$-	\$-	\$-	\$-
\$570,001-\$595,000	-	\$-	\$-	\$-	\$-	\$-	\$-	\$-	\$-
\$595,001-\$620,000	1	\$432,874	\$-	\$-	\$65,447	\$97,363	\$-	\$-	\$595,684