

Comparison of SES Benefits and Total Remuneration across Jurisdictions (for 2015 and 2016)

	Description of Benefit ⁱ					
	Executive Vehicle	FBT	Employers Superannuation Contribution	Parking	Relocation Allowance	Estimated TRP (b) ⁱⁱ
Jurisdiction						
APS	Average cost of vehicle ⁱⁱⁱ : SES band 1: \$22,628 SES band 2: \$24,515 SES band 3: \$25,926 ^{iv}	Rolled into TRP	15.4%	\$3,072 average cost per annum ^v	-	\$166,762
ACT Public Service	Band 1: \$38,300 maximum packaging value or \$19,500 cash out value Band 2: \$41,800 or 20,000 Band 3: \$46,000 or 21,500	\$7,000 per annum (Rolled into TRP estimate in this table)	Notionally 16% for CSS/PSS members and for those employed before 30 June 2006 For all others 10.5% (plus 1% further if the executive personally contributes 3%)	A parking space or \$2,500 per annum in lieu	\$51,533 (application for greater value or more time in unusual/ exceptional circumstances ^{vi})	\$190,839 ^{vii} (not including relocation allowance)
South Australia	Fleet car	Rolled into TRP	9.5%	yes	-	\$156,798
Northern Territory	Fleet car	Rolled into TRP	9.5%	yes	Reasonable expenses up to 12 weeks ^{viii}	\$201,020
Victoria	Fleet car or option to salary sacrifice (estimated \$5K value)	Rolled into TRP	9.5%	yes	Necessary and reasonable costs covered ^{ix} .	\$152,560
New South Wales	No fleet car or automatic entitlement: provision is on a case by case basis	Rolled into TRP	9.5%	Yes – where the vehicle is also used for work	Relocation costs capped at \$65,000 for Band 4&3 and specialists and \$25,000 for bands 2&1.	\$174,500
QLD	No fleet car or entitlement	Rolled into TRP	12.75%	no	-	\$152,372
WA	Fleet car	Rolled into TRP	9.5%	yes	-	\$158,063
TAS	Fleet car or allowance in lieu of a vehicle of \$15,700 (SES band 1 & 2) or \$16,900 (SES band 3&4). ^x	Rolled into TRP	9.5%	yes	Reasonable expenses as determined by agency head ^{xi}	\$148,543

ⁱ Unless otherwise cited: the data in this table was sourced from The review of Victoria's Executive Officer Employment and Remuneration Framework: Summary Report August 2016

ⁱⁱ Total Remuneration Package (TRP) is the sum of an executives' salary (annual value of cash component); employer superannuation contributions and the cost of any fringe benefits (plus any associated fringe benefits tax). This data has been calculated from the lowest point on executive salary scales and sourced from The review of Victoria's Executive Officer Employment and Remuneration Framework: Summary Report August 2016.

ⁱⁱⁱ Sourced from <http://www.apsc.gov.au/publications-and-media/current-publications/remuneration-surveys/aps-remuneration-report-2015/remuneration-findings> (APS Remuneration Report 2015). Cash in lieu payments for SES band 1 are also captured in this report and averaged \$2,000-\$4,000 more than the 'cost of motor vehicle'.

^{iv} Sourced from <http://www.apsc.gov.au/publications-and-media/current-publications/remuneration-surveys/aps-remuneration-report-2015/remuneration-findings>

^v *Ibid*

^{vi} As per ACT Remuneration Tribunal Determination 3 of 2016 (Head of Service, Directors-General and Executives).

^{vii} ACT Executive band 1.1 salary plus FBT plus super (non-PSS/CSS) plus Executive Vehicle Allowance: calculated as per salary figures contained in ACT Remuneration Tribunal Determination 3 of 2016 and Division 5.5 of the *Public Sector Management Standards 2016*

^{viii} Sourced from https://ocpe.nt.gov.au/_data/assets/pdf_file/0010/244675/NEW_Booklet_ECE_in_the_NTPS.pdf

^{ix} Sourced from <http://vpvc.vic.gov.au/wp-content/uploads/2016/06/Victorian-Public-Service-Executive-Employment-Handbook.pdf>

^x Allowances sourced from Tasmanian Government website http://www.dpac.tas.gov.au/_data/assets/pdf_file/0005/293846/Attachment_1c_-_Allowance_in_Lieu_of_a_Motor_Vehicle.pdf

^{xi} Sourced from http://www.dpac.tas.gov.au/_data/assets/pdf_file/0009/254979/Employment_Direction_No._17_of_2015_-_Final.pdf