



Part 6: Appendices

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Appendix A: Entity resource statement and expenses by outcome

Table A1: Agency resource statement, 2018–19

| | Actual available appropriations for 2018–19 \$'000 (A) | Payments made 2018–19 \$'000 (B) | Balance remaining 2018–19 \$'000 (A) – (B) |
|--|--|--|--|
| Ordinary annual services^a | | | |
| Departmental appropriation^b | | | |
| Departmental appropriation | 417,613 | 352,702 | 64,911 |
| Section 75 transfers | – | – | – |
| Total | 417,613 | 352,702 | 64,911 |
| Administered expenses | | | |
| Outcome 1 | – | – | |
| Outcome 2 ^c | 12,701 | 11,889 | |
| Outcome 3 ^c | 287,063 | 282,977 | |
| Total | 299,764 | 294,866 | |
| Total ordinary annual services [A] | 717,377 | 647,568 | |
| Other services^d | | | |
| Departmental non-operating | | | |
| Equity injections | 159,735 | 47,189 | 112,546 |
| Total | 159,735 | 47,189 | 112,546 |
| Administered non-operating | | | |
| Administered assets and liabilities | 453,969 | 312,826 | |
| Total | 453,969 | 312,826 | |
| Total other services [B] | 613,704 | 360,015 | |
| Special appropriations | | | |
| Special appropriations limited by criteria/entitlement | | | |
| <i>Medibank Private Sale Act 2006</i> | | 20 | |
| <i>Superannuation Act 1922</i> | | 67,060 | |
| <i>Superannuation Act 1976</i> | | 4,459,709 | |
| <i>Superannuation Act 1990</i> | | 2,397,465 | |
| <i>Governance of Australian Government Superannuation Schemes Act 2011</i> | | 138 | |
| <i>Parliamentary Contributory Superannuation Act 1948</i> | | 43,253 | |
| <i>Parliamentary Superannuation Act 2004</i> | | 7,358 | |
| <i>Parliamentary Entitlements Act 1990</i> | | 154 | |
| <i>Parliamentary Business Resources Act 2017</i> | | 234,813 | |

| | Actual available appropriations for 2018–19 \$'000 (A) | Payments made 2018–19 \$'000 (B) | Balance remaining 2018–19 \$'000 (A) – (B) |
|---|--|--|--|
| <i>Governor-General Act 1974</i> | | 1,537 | |
| <i>Judges' Pensions Act 1968</i> | | 53,267 | |
| <i>Federal Circuit Court of Australia Act 1999</i> | | 465 | |
| <i>Public Governance, Performance and Accountability Act 2013</i> | | 2,058 | |
| <i>Same-Sex Relationships (Equal Treatment in Commonwealth Laws— Superannuation) Act 2008</i> | | 62 | |
| Special appropriations limited by amount | | | |
| <i>Commonwealth of Australia Constitution Act (s. 66)</i> | | 5,077 | |
| Total special appropriations [C] | | 7,272,436 | |
| Special accounts | | | |
| Opening balance | 833,303 | | |
| Appropriation receipts ^a | 87,633 | | |
| Non-appropriation receipts to Special Accounts | 62,261,691 | | |
| Payments made | | 61,584,486 | |
| Closing balance | | | 1,598,141 |
| Total special accounts [D] | 63,182,627 | 61,584,486 | |
| Total resourcing and payments [A+B+C+D] | 64,513,708 | 69,864,505 | |
| Less appropriations drawn from annual or special appropriations above and credited to special accounts | 87,633 | | |
| Total net resourcing and payments for Department of Finance | 64,426,075 | 69,864,505 | |

a *Appropriation Act (No.1) 2018–19 and Appropriation Act (No.3) 2018–19*. The amount includes prior year departmental appropriations and section 74 retained revenue receipts.

b Includes an amount of \$78.689 million that has been credited to the Property Special Account, \$7.743 million that has been credited to the Comcover Special Account and \$1.201 million that has been credited to the Co-ordinated Procurement Special Account.

c Includes an amount of \$5.054 million in 2018–19 for the administered capital budget. For accounting purposes, this amount has been designated as 'contributions by owners'.

d Appropriation receipts from *Appropriation Act (No. 1)* and *Appropriation Act (No. 2)* included above.

Outcome 1

Table A2: Expenses for Outcome 1, 2018–19

| Outcome 1: Support sustainable Australian Government finances through providing high quality policy advice and operational support to the government and Commonwealth entities to maintain effective and efficient use of public resources. | Budget ^a 2018–19 \$'000 (A) | Actual expenses 2018–19 \$'000 (B) | Variation 2018–19 \$'000 (A) – (B) |
|---|---|--|---|
| Program 1.1: Budget and financial management | | | |
| Departmental expenses | | | |
| Departmental appropriation ^b | | | |
| Budget advice | 54,199 | 55,525 | (1,326) |
| Financial reporting | 30,729 | 28,948 | 1,781 |
| Expenses not requiring appropriation in the budget year ^c | 23,876 | 19,750 | 4,126 |
| Total for Program 1.1 | 108,804 | 104,223 | 4,581 |
| Outcome 1 totals by appropriation type | | | |
| Departmental expenses | | | |
| Departmental appropriation ^b | 84,928 | 84,473 | 455 |
| Expenses not requiring appropriation in the budget year ^c | 23,876 | 19,750 | 4,126 |
| Total expenses for Outcome 1 | 108,804 | 104,223 | 4,581 |
| | 2017–18 | 2018–19 | |
| Average staffing level (number) ^d | 408 | 425 | |

a Full-year budget, including any subsequent adjustments made in the 2018–19 Portfolio Additional Estimates.

b Departmental appropriation combines ordinary annual services (Appropriation Act Nos. 1 and 3) and retained revenue receipts under section 74 of the *Public Governance, Performance and Accountability Act 2013*.

c Expenses not requiring appropriation in the budget year is made up of depreciation and amortisation expenses, write-down and impairment of non-financial assets and resources received free of charge.

d Actual average staffing level (ASL) for 2017–18 and 2018–19.

Outcome 2

Table A3: Expenses for Outcome 2, 2018–19

| Outcome 2: Support an efficient and high-performing public sector through providing leadership to Commonwealth entities in ongoing improvements to public sector governance, including through systems, frameworks, policy, advice and service delivery. | Budget ^a 2018–19 \$'000 (A) | Actual expenses 2018–19 \$'000 (B) | Variation 2018–19 \$'000 (A) – (B) |
|--|---|--|---|
| Program 2.1: Public Sector Governance | | | |
| Administered expenses | | | |
| Ordinary annual services (Appropriation Act nos. 1 and 3) | | | |
| Grant in Aid—Australian Institute of Policy and Science | 38 | 38 | – |
| Grant in Aid—Chifley Research Centre | 237 | 238 | (1) |
| Grant in Aid—Green Institute | 89 | 89 | – |
| Grant in Aid—Menzies Research Centre | 237 | 238 | (1) |
| Grant in Aid—Page Research Centre | 89 | 115 | (26) |
| Grant in aid—Royal Humane Society of Australasia ^b | 27 | 27 | – |
| Grant in aid—RSPCA Australia Inc | 38 | 38 | – |
| Departmental expenses | | | |
| Departmental appropriation ^c | | | |
| Financial framework | 26,480 | 20,559 | 5,921 |
| Government shareholder oversight | 5,726 | 6,007 | (281) |
| Special financial claims | 3,871 | 4,291 | (420) |
| Expenses not requiring appropriation in the budget year ^d | 647 | 1,512 | (865) |
| Total for Program 2.1 | 37,479 | 33,152 | 4,327 |
| Program 2.2: Transforming government | | | |
| Departmental expenses | | | |
| Departmental appropriation ^c | | | |
| Transforming the public sector | 26,810 | 27,734 | (924) |
| Expenses not requiring appropriation in the budget year ^d | 694 | 3,457 | (2,763) |
| Total for Program 2.2 | 27,504 | 31,191 | (3,687) |
| Program 2.3: Property and construction | | | |
| Departmental expenses | | | |
| Special accounts | | | |
| Property Special Account ^e | 129,222 | 75,150 | 54,072 |
| Total for Program 2.3 | 129,222 | 75,150 | 54,072 |

Table A3: Expenses for Outcome 2, 2018–19 (continued)

| Outcome 2: Support an efficient and high-performing public sector through providing leadership to Commonwealth entities in ongoing improvements to public sector governance, including through systems, frameworks, policy, advice and service delivery. | Budget^a 2018–19 \$'000 (A) | Actual expenses 2018–19 \$'000 (B) | Variation 2018–19 \$'000 (A) – (B) |
|---|--|---|---|
| Program 2.4: Insurance and risk management | | | |
| Departmental expenses | | | |
| Special accounts | | | |
| Comcover Special Account ^f | 152,477 | 193,033 | (40,556) |
| Total for Program 2.4 | 152,477 | 193,033 | (40,556) |
| Program 2.5: Technology and procurement services | | | |
| Departmental expenses | | | |
| Departmental appropriation ^e | | | |
| Technology transformation | 18,997 | 15,608 | 3,389 |
| Procurement framework | 11,300 | 11,469 | (169) |
| Special accounts | | | |
| Coordinated Procurement Contracting Special Account | 21,672 | 23,857 | (2,185) |
| Expenses not requiring appropriation in the budget year ^d | 3,500 | 3,836 | (336) |
| Total for Program 2.5 | 55,469 | 54,770 | 699 |
| Program 2.6: Service Delivery Office | | | |
| Departmental expenses | | | |
| Departmental appropriation ^e | | | |
| Service Delivery Office | 32,638 | 32,006 | 632 |
| Expenses not requiring appropriation in the budget year ^d | 699 | 3,820 | (3,121) |
| Total for Program 2.6 | 33,337 | 35,826 | (2,489) |
| Program 2.7: Public Sector Superannuation | | | |
| Administered expenses | | | |
| Ordinary annual services (Appropriation Act Nos. 1 and 3) | | | |
| Act of Grace | 2,401 | 2,747 | (346) |
| Compensation and legal expenses | 500 | 149 | 351 |
| Superannuation administration costs | 9,043 | 9,043 | – |
| Special appropriations | | | |
| <i>Federal Circuit Court of Australia Act 1999</i> | 961 | 962 | (1) |
| <i>Governance of Australian Government Superannuation Schemes Act 2011</i> | 1,000 | 138 | 862 |

Table A3: Expenses for Outcome 2, 2018–19 (*continued*)

| Outcome 2: Support an efficient and high-performing public sector through providing leadership to Commonwealth entities in ongoing improvements to public sector governance, including through systems, frameworks, policy, advice and service delivery. | Budget ^a 2018–19 \$'000 (A) | Actual expenses 2018–19 \$'000 (B) | Variation 2018–19 \$'000 (A) – (B) |
|--|---|--|---|
| <i>Governor-General Act 1974</i> | 13,303 | 663 | 12,640 |
| <i>Judges' Pensions Act 1968</i> | 89,761 | 89,761 | – |
| <i>Parliamentary Contributory Superannuation Act 1948</i> | 42,049 | 42,048 | 1 |
| <i>Parliamentary Superannuation Act 2004</i> | 7,735 | 7,358 | 377 |
| <i>Same-Sex Relationships (Equal Treatment in Commonwealth Laws—General Law Reform) Act 2008</i> | 46 | 358 | (312) |
| <i>Superannuation Act 1922</i> | 16,622 | 16,622 | – |
| <i>Superannuation Act 1976</i> | 2,446,420 | 2,446,420 | – |
| <i>Superannuation Act 1990</i> | 5,838,714 | 5,838,714 | – |
| Departmental expenses | | | |
| Departmental appropriation ^c | | | |
| Public Sector Superannuation | 4,053 | 4,151 | (98) |
| Expenses not requiring appropriation in the budget year ^d | 115 | 175 | (60) |
| Total for Program 2.7 | 8,472,723 | 8,459,309 | 13,414 |
| Program 2.8: Australian Government Investment Funds | | | |
| Administered expenses | | | |
| Special Accounts | | | |
| DisabilityCare Australia Fund Special Account | 3,016,703 | 2,220,199 | 796,504 |
| Medical Research Future Fund Special Account | 241,970 | 275,466 | (33,496) |
| Building Australia Fund Special Account | 2,861 | 38,694 | (35,833) |
| Education Investment Fund Special Account | 6,301 | 64,074 | (57,773) |
| Aboriginal and Torres Strait Islander Land and Sea Future Fund Special Account | – | 308 | (308) |
| Total for Program 2.8 | 3,267,835 | 2,598,741 | 669,094 |

Table A3: Expenses for Outcome 2, 2018–19 (continued)

| Outcome 2: Support an efficient and high-performing public sector through providing leadership to Commonwealth entities in ongoing improvements to public sector governance, including through systems, frameworks, policy, advice and service delivery. | Budget ^a 2018–19 \$'000 (A) | Actual expenses 2018–19 \$'000 (B) | Variation 2018–19 \$'000 (A) – (B) |
|--|---|--|---|
| Outcome 2 totals by appropriation type | | | |
| Administered expenses | | | |
| Ordinary annual services (Appropriation Act nos. 1 and 3) | 12,699 | 12,722 | (23) |
| Special appropriations | 8,456,611 | 8,443,044 | 13,567 |
| Special accounts | 3,267,835 | 2,598,741 | 669,094 |
| Departmental expenses | | | |
| Departmental appropriation ^c | 129,875 | 121,825 | 8,050 |
| Special accounts | 303,371 | 292,040 | 11,331 |
| Expenses not requiring appropriation in the budget year ^d | 5,655 | 12,800 | (7,145) |
| Total expenses for Outcome 2 | 12,176,046 | 11,481,172 | 694,874 |
| | 2017–18 | 2018–19 | |
| Average staffing level (number) ^g | 655 | 615 | |

a Full-year budget, including any subsequent adjustments made in the 2018–19 Portfolio Additional Estimates.

b Amount paid from Departmental appropriation.

c Departmental appropriation combines ordinary annual services (Appropriation Act Nos. 1 and 3) and retained revenue receipts under section 74 of the *Public Governance, Performance and Accountability Act 2013*.

d Expenses not requiring appropriation in the budget year is made up of depreciation and amortisation expenses, write-down and impairment of non-financial assets and resources received free of charge.

e Excludes income tax equivalent expenses.

f Excludes internal charging of insurance premiums paid by Finance.

g Actual average staffing level (ASL) for 2017–18 and 2018–19.

Outcome 3

Table A4: Expenses for Outcome 3, 2018–19

| Outcome 3: Support for Parliamentarians and others as required by the Australian Government through the delivery of, and advice on, work expenses and allowances, entitlements and targeted programs. | Budget ^a 2018–19 \$'000 (A) | Actual expenses 2018–19 \$'000 (B) | Variation 2018–19 \$'000 (A) – (B) |
|---|---|--|---|
| Program 3.1: Ministerial and Parliamentary Services | | | |
| Administered expenses | | | |
| Ordinary annual services (Appropriation Act nos. 1 and 3) | | | |
| Electorate and ministerial support costs | 291,472 | 281,167 | 10,305 |
| Australian Political Exchange Program | 927 | 306 | 621 |
| Australian Political Parties for Democracy Program | 2,200 | 2,443 | (243) |
| Special appropriations | | | |
| <i>Commonwealth of Australia Constitution Act (s. 66)</i> | 5,230 | 5,087 | 143 |
| <i>Parliamentary Entitlements Act 1990</i> | – | 228 | (228) |
| <i>Parliamentary Business Resources Act 2017</i> | 221,253 | 290,093 | (68,840) |
| Expenses not requiring appropriation in the budget year ^b | 1,514 | 19,903 | (18,389) |
| Departmental expenses | | | |
| Departmental appropriation ^c | | | |
| Services to Senators, Members and their staff | 30,127 | 36,050 | (5,923) |
| Car-with-driver and associated transport services | 478 | 578 | (100) |
| Expenses not requiring appropriation in the budget year ^b | 1,492 | 2,384 | (892) |
| Total for Program 3.1 | 554,693 | 638,239 | (83,546) |
| Outcome 3 totals by appropriation type | | | |
| Administered expenses | | | |
| Ordinary annual services (Appropriation Act nos. 1 and 3) | 294,599 | 283,916 | 10,683 |
| Special appropriations | 226,483 | 295,408 | (68,925) |
| Expenses not requiring appropriation in the budget year ^b | 1,514 | 19,903 | (18,389) |

Table A4: Expenses for Outcome 3, 2018–19 (continued)

| Outcome 3: Support for Parliamentarians and others as required by the Australian Government through the delivery of, and advice on, work expenses and allowances, entitlements and targeted programs. | Budget ^a 2018–19 \$'000 (A) | Actual expenses 2018–19 \$'000 (B) | Variation 2018–19 \$'000 (A) – (B) |
|---|---|--|---|
| Departmental expenses | | | |
| Departmental appropriation ^c | 30,605 | 36,628 | (6,023) |
| Expenses not requiring appropriation in the budget year ^e | 1,492 | 2,384 | (892) |
| Total expenses for Outcome 3 | 554,693 | 638,239 | (83,546) |
| | 2017–18 | 2018–19 | |
| Average staffing level (number) ^d | 173 | 173 | |

a Full-year budget, including any subsequent adjustments made in the 2018–19 Portfolio Additional Estimates.

b Expenses not requiring appropriation in the budget year is made up of depreciation and amortisation expenses, write-down and impairment of non-financial assets and resources received free of charge.

c Departmental appropriation combines ordinary annual services (Appropriation Act Nos. 1 and 3) and retained revenue receipts under section 74 of the *Public Governance, Performance and Accountability Act 2013*.

d Actual average staffing level (ASL) for 2017–18 and 2018–19.

Appendix B: Other management matters

Grants

Information on grants awarded by the Department of Finance during the period 1 July 2018 to 30 June 2019 is available on our website, finance.gov.au.

Disability reporting

The National Disability Strategy 2010–2020 set out a 10-year national policy framework for improving the lives of people with disability, promoting participation and creating a more inclusive society. A key initiative of the Strategy is the introduction of a periodic high-level report tracking progress against each of the six outcome areas in the Strategy. The report uses trend data based on the six outcome areas. The report is available on the Department of Social Services website.

Freedom of information

Entities subject to the *Freedom of Information Act 1982* are required to publish information to the public as part of the Information Publication Scheme. This requirement is in Part II of the Act and has replaced the former requirement to publish a section 8 statement in an annual report. Each agency must display on its website a plan showing what information it publishes in accordance with the Scheme's requirements. The Department's plan is available on the Finance website at finance.gov.au/about-us/freedom-information.

Members of the public can provide comments on the Department's information publication plan to the Freedom of Information Team.

Advertising and market research

Under section 311A of the *Commonwealth Electoral Act 1918*, Finance is required to disclose payments for advertising and market research that are over the reportable threshold of \$13,800 (GST inclusive).

During 2018–19, Finance’s total reportable expenditure for advertising and market research was \$242,672.68 (see Table B1).

While Finance also manages whole-of-government campaign and non-campaign advertising contracts, the lead agency responsible for specific advertising or market research contracts reports the relevant expenditure.

Table B1: Advertising and market research expenditure, 2018–19

| Organisation | Purpose | Expenditure (\$, GST inclusive) |
|---|--|------------------------------------|
| Market research organisations | | |
| Australian Market Research Pty Ltd | Customer Survey and Analysis Services | 115,770.00 |
| Ebiquity Pty Ltd | Advertising and Media Industry Advisory Services | 82,500.00 |
| Media advertising organisations | | |
| Dentsu Mitchell Media Australia | Advertising in relation to electorate offices | 15,422.20 |
| Universal McCann | Advertising in relation to electorate offices and property sales | 28,980.48 |
| Total reportable payments over \$13,800 (incl GST) | | 242,672.68 |

Executive remuneration

Executive remuneration disclosure

Introduction

The categories of officials covered by the disclosure are:

- Key management personnel
- Senior executives
- Other highly paid staff, whose total remuneration exceeds the threshold remuneration amount for the reporting period.

Remuneration policy and practices

The Secretary's remuneration is set by the Remuneration Tribunal under section 13 of the *Remuneration Tribunal Act 1973*.

Remuneration for the Department's senior executive employees is established through individual determinations made under section 24(1) of the *Public Service Act 1999*.

- Salary levels for SES employees are generally set at rates within a salary band applicable to each SES classification.

The Finance Enterprise Agreement 2019 (Finance Agreement), provides remuneration and conditions for all non-SES employees.

- The Finance Agreement also allows individual flexibility arrangements (IFAs) for remuneration arrangements, superannuation, working hours, leave, allowance, overtime rates and penalty rates.

Remuneration governance arrangements

The Leadership and Remuneration Subcommittee is a subcommittee of the Executive Board.

- The Subcommittee is responsible for overseeing the Department's remuneration (all staff), staff development and SES recruitment.

The Subcommittee comprises members from across the Department as follows:

- Chair (Secretary)
- Deputy Chair (Deputy Secretary)—nominated by the Chair when needed
- The Deputy Secretaries (position-based members)
- Assistant Secretary, HR Branch (ex-officio member, position-based).

Key management personnel

The key management personnel (KMP) for Finance include the Finance Minister, the Assistant Minister for Finance, Charities and Electoral Matters and the members of the Finance Executive Board. Finance's Executive Board consists of seven positions at any one time, the Secretary and the four Deputy Secretaries. In addition, membership of the Board is offered for a period of nine months on a rotating basis to a First Assistant Secretary and Assistant Secretary. The rotations occurred in March 2019 for the First Assistant Secretaries and June 2019 for the Assistant Secretaries. Remuneration paid to members of the Finance Executive Board is disclosed in the information about remuneration for key management personnel table below.

Information about remuneration for senior executives

Table B2: Information about remuneration for senior executives

| 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 other benefits and allowances | | | | |
| \$0 - \$220,000 | 18 | 70,237 | 10,137 | 14,279 | (1,691) | 14,522 | 107,485 |
| \$220,001 - \$245,000 | 17 | 171,511 | 24,324 | 30,556 | 8,549 | – | 234,940 |
| \$245,001 - \$270,000 | 20 | 182,076 | 24,285 | 32,908 | 8,026 | 8,656 | 255,950 |
| \$270,001 - \$295,000 | 4 | 206,379 | 24,920 | 38,044 | 11,661 | – | 281,004 |
| \$295,001 - \$320,000 | 4 | 227,927 | 27,906 | 36,555 | 16,176 | – | 308,564 |
| \$320,001 - \$345,000 | 4 | 241,009 | 26,399 | 46,055 | 15,135 | – | 328,598 |
| \$345,001 - \$370,000 | 2 | 255,465 | 27,910 | 46,647 | 15,504 | – | 345,526 |
| \$370,001 - \$395,000 | 1 | 273,367 | 27,910 | 46,333 | 32,702 | – | 380,312 |
| \$420,001 - \$445,000 | 1 | 147,247 | 17,329 | 26,554 | (6,952) | 248,353 | 432,530 |

The table includes all substantive senior executives who received remuneration during the reporting period, including those who have been promoted, transferred or ceased during the reporting period. Therefore more than one individual may have filled a single position over the course of the year.

Long service leave on separation may create a negative leave expense for amounts accrued but not yet vested.

Information about remuneration for other highly paid staff

Table B3: Information about remuneration for other highly paid staff

| 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 other benefits and allowances | | | | |
| \$220,001 - \$245,000 | 6 | 132,963 | 7,848 | 24,597 | 4,649 | 58,511 | 228,567 |
| \$270,001 - \$295,000 | 3 | 116,710 | – | 23,261 | 2,436 | 139,460 | 281,867 |
| \$295,001 - \$320,000 | 1 | 134,705 | – | 25,461 | (3,475) | 143,542 | 300,233 |

The table includes other highly paid staff who received remuneration during the reporting period, including those who have been promoted, transferred or ceased during the reporting period. Three individuals included were acting as SES for a portion of the year. Seven others received a voluntary redundancy payment. Long service leave on separation may create a negative leave expense for amounts accrued but not yet vested.



Information about remuneration for key management personnel

Table B4: Information about remuneration for key management personnel

| | | | Short-term benefits | | Post-employment benefits | Other long-term benefits | Termination benefits | Total remuneration ^a |
|-------------------|---------------------------|------------------------------|--------------------------|--|---|---------------------------------|----------------------|---------------------------------|
| Name | Position title | Term as KMP | Base salary ^a | Other benefits & allowances ^b | Superannuation contributions ^c | Long service leave ^d | Termination benefits | |
| Rosemary Huxtable | Secretary | 1 July 2018 – 30 June 2019 | 686,563 | 2,797 | 106,002 | 26,076 | – | 821,438 |
| David Fredericks | Deputy Secretary | 1 July 2018 – 30 June 2019 | 371,878 | 27,987 | 65,680 | 16,103 | – | 481,648 |
| Stein Helgeby | Deputy Secretary | 1 July 2018 – 30 June 2019 | 324,210 | 28,059 | 65,649 | 7,180 | – | 425,098 |
| Andrew Jagers | Deputy Secretary | 1 July 2018 – 30 June 2019 | 311,742 | 27,987 | 56,509 | 13,487 | – | 409,726 |
| Katherine Jones | Deputy Secretary | 1 July 2018 – 30 June 2019 | 393,498 | 27,987 | 67,829 | 15,371 | – | 504,685 |
| Nicholas Hunt | First Assistant Secretary | 1 July 2018 – 1 March 2019 | 169,696 | 19,629 | 31,756 | 10,418 | – | 231,499 |
| Tracey Carroll | First Assistant Secretary | 13 March 2019 – 30 June 2019 | 80,904 | 8,434 | 12,417 | 1,946 | – | 103,701 |
| Dana Sutton | Assistant Secretary | 1 July 2018 – 12 June 2019 | 168,729 | 23,756 | 28,991 | 7,170 | – | 228,646 |
| Scott Austin | Assistant Secretary | 12 June 2019 – 30 June 2019 | 13,721 | 1,301 | 1,646 | 303 | – | 16,971 |
| Total | | | 2,520,941 | 167,937 | 436,479 | 98,054 | – | 3,223,412 |

(a) Base salary includes salary paid and accrued, salary paid while on annual leave, salary paid while on personal leave, annual leave accrued and higher duties allowances.

(b) Other benefits and allowances include monetary benefits such as car allowances and non-monetary benefits such as provision of a carpark.

(c) For individuals in a defined contribution scheme (for example PSSap and super choice), superannuation includes superannuation contribution amounts. For individuals in a defined benefit scheme (for example CSS and PSS), superannuation includes the relevant Notional Employer Contribution Rate and Employer Productivity Superannuation Contribution.

(d) Long service leave comprises the amount of leave accrued and taken for the period.

(e) Total remuneration is calculated on an accrual basis in accordance with AASB 119 Employee Benefits with the exception of the impact of any promotion on leave balances that existed prior to the promotion. This means there is a difference between the remuneration determined by the Remuneration Tribunal and the remuneration disclosed in this table and note E2 Key Management Personnel presented in the Financial Statements.

Appendix C: Information on recoverable payments

The Department of Finance is responsible for administering:

- the Parliamentary Contributory Superannuation Scheme (PCSS)
- the Judges' Pensions Scheme
- the Governors-General Pension Scheme.

The legislation for these schemes requires reporting of recoverable payments that may arise on the inadvertent overpayment of benefits (see Table C1).

Such overpayments most often are a consequence of Finance receiving notification of an event that has a retrospective impact on the amount of a pension payment that had previously been made in good faith. In general, recoverable payments arise where:

- regular pension payments are paid, but Finance is later informed of the death of a member
- in the case of the PCSS, regular pension payments are paid, but Finance is later informed that the member undertook work in a recognised 'office of profit', which would have the effect of reducing the amount of pension entitlement in that earlier period
- there is payment of incorrectly calculated benefits due to system or human error. Note that, for 2018–19, there were no overpayments due to incorrectly calculated benefits.

All amounts are recovered, although annual amounts paid and amounts recovered in a financial year may not align where recovery of amounts is undertaken over consecutive financial years.

The number of recoverable payments and the amounts of those payments can vary significantly between financial years, particularly depending on the number of 'office of profit' positions held by retired parliamentarians in a relevant year.

Information for the three schemes for 2016–17 and 2017–18 were reported in the Finance Annual Report 2017–18. The Commonwealth Superannuation Corporation has administrative responsibility for the Commonwealth civilian and military superannuation schemes and the reporting of recoverable payments for these schemes.

Table C1: Recoverable superannuation scheme payments—parliamentarians, judges and governors-general, 2017–18 and 2018–19

| | 2018–19 | | | 2017–18 | | |
|---|--------------------|--------------------|-------------------------|--------------------|--------------------|-------------------------|
| | Number of payments | Amount paid \$'000 | Amount recovered \$'000 | Number of payments | Amount paid \$'000 | Amount recovered \$'000 |
| Legislation | | | | | | |
| <i>Parliamentary Contributory Superannuation Act 1948</i> | | | | | | |
| • Death payments | 28 | 58 | 67 | 23 ^a | 45 ^a | 47 |
| • Other payments | 96 | 94 | 69 | 145 | 144 | 140 ^b |
| Total | 124 | 152 | 136 | 168 | 190 | 187 |
| <i>Judges' Pensions Act 1968</i> | | | | | | |
| • Death payments | 6 | 90 | 95 | 3 | 24 | 20 |
| • Other payments | – | – | – | – | – | – |
| Total | 6 | 90 | 95 | 3 | 24 | 20 |
| <i>Governor-General Act 1974</i> | | | | | | |
| • Death payments | – | – | – | 1 | 0 | 0 |
| • Other payments | – | – | – | – | – | – |
| Total | – | – | – | 1 | 0 | 0 |

a The previously reported number of payments was 22 and the amount previously paid was \$41,000. However, this did not include one death of a pensioner with a recoverable payment of \$4,000 that was notified after the relevant financial year.

b The previously reported amount recovered was \$130,000. However, this did not include \$10,000 that was attributable to June 2018.

Appendix D: Staff achievements

Secretary's Awards 2018

The following individuals and teams received Secretary's Awards in 2018.

Amkar Das. *For building the Department's organisation capability by developing the Government Network Services (GNSB) Network Design Team, through the tireless mentoring and development of its team members.*

Karen Incher, Gareth Bollen, Carmen Richardson, Maria Mammoliti, Paramjit Kaur and Michael Navaratnam. *For the provision of invaluable support and advice on accounting and budget management within BFR and across the APS.*

Dean Fitzsimmons, Gary Tobin and Brett Thistleton. *For excellence in collaboration, communication and engagement with stakeholders to ensure the successful delivery of COMCAR's ground transport services during the ASEAN–Australia Special Summit 2018.*

Heather Millard, Doug Rutherford, Calandra Colman, Stephanie Streatfeild, Jacob Hermes, Diane Pirret, Brenda Turner, Belinda Apps, Natasha Clark, Brianna Cayirylys, Jade Power and Chrysanthé Psychogios. *For outstanding collaboration in establishing and supporting the operation of the Secretaries APS Reform Committee.*

Elizabeth Eaton. *For outstanding dedication and sustained contribution to the Indigenous community inside and outside of Finance; and promoting the importance of identity, community and shared knowledge.*

Ben Riley. *For exemplifying APS leadership qualities through his role in the acquisition of Snowy Hydro Limited and the successful transitioning of the company to Commonwealth ownership.*

Radovan Dragojlovic. *For sustained excellence over many years in the development and effective delivery of the National Disability Insurance Scheme.*

Tom Gladwin. *A picture is worth a thousand words: infographics as briefing material in PCD.*

Louise O'Rance. *For demonstrating excellence in building the Government Business Analytic Unit, providing high-quality data analysis and enhancing the Department's reputation for collaboration.*

Damien Pratley, Max McConchie, Alif Rahman, Mitchel Boeg and Rajat Grover. *For building a consistent, well-governed approach to process automation across government.*

Lucelle Veneros. *For leadership pivotal to transforming the Service Delivery Office, unlocking capacity, and achieving innovative initiatives to deliver better outcomes, experience and savings for government.*

Australia Day Awards 2019

The following individuals and teams received an Australia Day Award in 2019.

Chi Tran. *For transforming the way Finance engages with Chief Financial Officer (CFO) areas across the APS in relation to monthly financial reporting.*

Jessica Wilson, Ashlee Livingstone, Kathleen Clisby, James Caesar and Priscilla Phommaly. *For outstanding APS leadership and policy stewardship in the development of the GBE Intergovernmental Community of Practice, Company Secretaries Forum and Customised Education Program.*

Hew Atkin. *For outstanding leadership and support in developing innovative financing solutions for the Inland Rail project and Snowy Hydro.*

Cleo Boutzios, Demo Bonu, Bianca Wu, Joseph Parisi, Jurgen Parsons and Lisa King. *For their ongoing commitment to excellence in business continuity planning.*

Steven Blazevski. *For developing strong collaborative working relationships in the coordination of Finance's Freedom of Information (FOI) requests.*

Kate Charlton, Angela di Pauli, Alistair O'Neill, Jade Power, Calan McKay, Eric Robson, Aaron McCreadie, Josh French, Brett Thomson, Liam Madge, Brian Nedic, Su Hong and Meena Bainbridge. *For successful collaboration in preparing, producing and publishing Finance's 2017–18 Annual Report including piloting the Digital Annual Reporting Tool—a Finance led whole-of-government initiative.*

Richard Adams, Kelly Carn, Lucy Sheers, James Hague, Rach Lewis, Taylor McLeod and Ellena Buckman. *For working collaboratively with Budget and Financial Reporting (BFR) Group and central agency colleagues to deliver high-quality Green Briefs (expenditure briefs) under intense pressure.*

Cathryn Martin. *For exceptional management in delivering and supporting the new Commonwealth Budget Management System infrastructure and providing leadership to whole-of-government IT initiatives.*

Marcel Gabriel, Ellen Saunders, Michael Pronin and Joanne Ruysenaers. *For delivering an innovative whole-of-government digital collaboration service that enables new and improved ways of working together across the APS.*

Amelia Dang. *For ongoing commitment to excellence through the delivery of high-quality and timely contributions to the work of the Department, including the recent Policy Sprint.*

Jane Wagner, Robert Whild, Michelle Dymowski, Emma Mortimer and Elise Paine. *For continuously demonstrating stewardship and engaging constructively and collaboratively with key stakeholders, leading to the successful completion of significant Free Trade Agreements.*

External awards

2018 Australasian Evaluation Society Awards for Excellence in Evaluation

Brad Cook and Dave Morton

Awarded the Rosalind Hurworth prize for the paper Evaluators and the Enhanced Commonwealth Performance Framework.

2019 Australasian HR Institute Awards

Career Starter Program, Department of Finance

The Susan Ryan Age Diversity category recognising excellence in age diversity initiatives and programs in the workplace.

2019 Australasian Reporting Awards

Kate Charlton, Angela di Pauli and Jade Power

The Department of Finance Annual Report 2017–18 received a bronze award for the presentation, communication and navigation of the report website.

Appendix E: Corrections to previous annual report

Part 4—Our people

Page 84—2017 casual figures for Queensland, South Australia, Tasmania, Victoria and Western Australia listed in *Table E1: Employment type by location at 30 June 2017 and 2018* have been updated.

Table E1: Employment type by location, at 30 June 2017 and 2018

| Location | Employment type | | | | | | | |
|----------|-----------------|-------|-------------|------|--------|------|-------|-------|
| | Ongoing | | Non-ongoing | | Casual | | Total | |
| | 2017 | 2018 | 2017 | 2018 | 2017 | 2018 | 2017 | 2018 |
| ACT | 1,359 | 1,345 | 31 | 28 | 167 | 142 | 1,557 | 1,515 |
| NSW | 12 | 12 | – | – | 49 | 47 | 61 | 59 |
| NT | 1 | 1 | – | – | 2 | 1 | 3 | 2 |
| QLD | 7 | 7 | – | – | 25 | 19 | 32 | 26 |
| SA | 4 | 4 | – | – | 11 | 9 | 15 | 13 |
| TAS | 1 | 1 | 1 | 1 | 3 | 1 | 5 | 3 |
| VIC | 10 | 8 | – | 1 | 33 | 31 | 43 | 40 |
| WA | 6 | 5 | 1 | – | 13 | 13 | 20 | 18 |
| Total | 1,400 | 1,383 | 33 | 30 | 303 | 263 | 1,736 | 1,676 |