

Senate Standing Committee on Environment and Communications
Answers to Senate Estimates Questions on Notice
Budget Estimates May 2017
Communications Portfolio
Australia Post

Question No: 101

Australia Post

Hansard Ref: Written, 07/06/2017

Topic: Remuneration – Non-award contract staff

Senator Urquhart, Anne asked:

Please provide a breakdown of remuneration for non-award contract staff in the following categories per annum:

- (a) 100k-150k
- (b) 150k -200k
- (c) 200k-300k
- (d) 300k +

Answer:

Remuneration for non-award contract employees in each of these categories is determined based on the employee's role and responsibilities and comprises a fixed annual remuneration (i.e., salary) component and an annual short-term incentive (STI) opportunity (where eligible). Australia Post uses Mercer International Position Evaluation to determine the size of each non-award contract role which in turn informs the appropriate level of remuneration. The STI opportunity is dependent on level, role and responsibilities and ranges from four per cent to 40 per cent of the employee salary (excluding senior executives as disclosed in the annual Remuneration Report).

Later this year, Australia Post will be publishing information on its website about the remuneration of staff earning over \$200,000 per annum. This will complement information about the remuneration of our senior executives that is already available in our 2016 Remuneration Report, which will itself be updated later this year.