



Internal general briefing

Subject: Senior Executive Service

Key points

s. 22(1)(a)(ii)

SES Remuneration

s. 22(1)(a)(ii)

- 13) The department has previously determined SES remuneration by utilising a salary range, which has led to SES salaries being spread out across a wide range of figures with the passage of time.
- 14) The SES Unit have drafted a SES Remuneration Framework (s. 22(1)(a)(ii)) which seeks to align the remuneration of SES employees across a consistent set of pay increments. This framework will progress to your office shortly for your approval.
- 15) The framework provides transparency around remuneration for SES employees and a pathway to salary progression that is aligned to ongoing performance. This additional incentive will align to the

Internal general briefing

annual performance process and help reward those SES who achieve key deliverables and outcomes for the department year-on-year.

- 16) The framework introduces revised acting increments to bridge the gap between the acting and base increments, ensuring the salary scale is consistently aligned. These revised acting salaries will take effect on 1 January 2026, subject to Secretary endorsement of the proposed framework.
- 17) An acting SES Band 3 increment has also been specified within the proposed framework, but the substantive salaries of SES Band 3 employees will otherwise remain open to negotiation.
- 18) The APSC's 2024 APS Remuneration Survey provides aggregate data on the median remuneration for each SES classification across agencies:
 - a) The APS-wide median SES base salary for the SES Band 1 classification is \$244,086.
 - b) The APS-wide median SES base salary for the SES Band 2 classification is \$307,112.
 - c) The DAFF median SES base salary for the SES Band 1 classification is \$251,280.
 - d) The DAFF median SES base salary for the SES Band 2 classification is \$314,209.

s. 22(1)(a)(ii)

s. 22(1)(a)(ii)

SES Talent Council

- 32) The SES Talent Council was established in July 2024 to oversee the management of SES capability, including remuneration and conditions, s. 22(1)(a)(ii)
s. 22(1)(a)(ii)

s. 22(1)(a)(ii)

s. 22(1)(a)(ii)

DEPARTMENT OF AGRICULTURE, FISHERIES AND FORESTRY

BACK POCKET BRIEF

Division: People Property and Security Division (PPSD) G4

BPB05**BPB – SES REMUNERATION****CURRENT ISSUE**

- There are variances in the department's SES salaries within the three classifications.
- There have been remuneration adjustments provided to SES employees in the past 12 months.
- Full reporting of SES remuneration will be included in the 2024–25 Annual Report when it is released in October 2025.

RECOMMENDED RESPONSES

s. 22(1)(a)(ii)

- The following salary band variances exist (including acting arrangements):
 - SES Band 1 - \$59,813
 - SES Band 2 - \$41,387
 - SES Band 3 - \$68,432
- Reasons for the salary variances include:
 - Salary maintenance for employees moving to the department from other Commonwealth employers as well as some state government and industry engagements.
 - The disparity between SES salaries of the former Department of Environment and Energy and the former Department of Agriculture and Water Resources at the time of the February 2020 MoG.

s. 22(1)(a)(ii)

- Consistent with the Public Sector Workplace Relations Policy 2023, the last SES pay increase provided to a majority of the SES Band 1 and Band 2 cohort in DAFF was 3.8% to base salary on 13 March 2025.

Contact Officer: Bryce McNicol
Telephone: s. 47F(1)
Last updated: 11/09/2025

SES Lead: Shane Lysons-Smith
Mobile Number: s. 47F(1)
PPSD BPB05

- To bring the DAFF SES Band 1 cohort salaries into closer alignment, the two highest paid SES Band 1 employees did not receive an increase to their base salary and the next four highest paid SES Band 1 employees received an increase of less than 3.8% to their base salary.
- The SES Band 3 cohort received 3.8% increases to base salary on 1 January 2025, 19 February 2025, 22 April 2025 and 30 May 2025.
- SES employees do not receive bonuses.
- An SES Remuneration Framework for the department is in development and will consider future SES salary increases and progression, taking into account the Public Sector Workplace Relations Policy 2023, the Executive Remuneration Management Policy and APS and non-APS equivalent remuneration arrangements.

s. 22(1)(a)(ii)

BACKGROUND

- Substantive SES salary ranges are reported in the department's annual report – the 2024-25 report will be released in full at the end of October. Salary ranges in the 2023-24 report can be viewed at Appendix D in Tables D17 and D18.
 - This shows the actual minimum and maximum substantive salaries for each of the SES classifications.
- The annual report requires DAFF to publish Executive Remuneration information for its key management personnel, SES and other highly paid staff – at Appendix E in Tables E1, E2 and E3 in the published 2023-24 report.
 - These tables report total remuneration which includes various components such as base salary, superannuation, leave accruals.
 - The base salary reported for key management personnel is actual earnings and includes additional payments such as higher duties.
 - The base salary reported for SES employees is an average of the base salaries for the SES reported in each of the remuneration bands.
- The Public Sector Workplace Relations Policy 2023 requires SES employees' remuneration principles to be consistent with the Statement of Common Conditions.

SOURCES

1. Department of Agriculture, Fisheries and Forestry Annual Report 2023–24.

s. 22(1)(a)(ii)

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OFFICIAL**DEPARTMENT OF AGRICULTURE, FISHERIES AND FORESTRY****BACK POCKET BRIEF**

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Contact Officer: Bryce McNicol
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Last updated: 3/11/2025

SES Lead: Tim Simpson
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PPSD BPB05

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- To bring the DAFF SES Band 1 cohort salaries into closer alignment, the two highest paid SES Band 1 employees did not receive an increase to their base salary and the next four highest paid SES Band 1 employees received an increase of less than 3.8% to their base salary.
- The SES Band 3 cohort received a 3.8% increase to their base salaries, effective on their individual appointment anniversaries. SES employees do not receive bonuses.
- An SES Remuneration Framework for the department is in development and will consider future SES salary increases and progression, taking into account the Public Sector Workplace Relations Policy 2023, the Executive Remuneration Management Policy and APS and non-APS equivalent remuneration arrangements.

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s. 22(1)(a)(ii)

- Consistent with the Public Sector Workplace Relations Policy 2023, the last SES pay increase provided to a majority of the SES Band 1 and Band 2 cohort in DAFF was 3.8% to base salary on 13 March 2025.
 - To bring the DAFF SES Band 1 cohort salaries into closer alignment, the two highest paid SES Band 1 employees did not receive an increase to

Contact Officer: Sophie Nelson
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Last updated: 14/01/2025

SES Lead: Tim Simpson
Mobile Number: s. 47F(1)
PPSD BPB05

their base salary and the next four highest paid SES Band 1 employees received an increase of less than 3.8% to their base salary.

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- The annual report requires DAFF to publish Executive Remuneration information for its key management personnel, SES and other highly paid staff at Appendix G in tables G1, G2 and G3.
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Australian Government
Department of Agriculture,
Fisheries and Forestry

SEC REF: 250830

Minute to Secretary **s. 47F(1)**

SES Band 2 Promotion – s. 47F(1)

Action: For decision

Through: Tess Bishop, Chief Operating Officer

Signature: **s. 47F(1)** _____

Cc: Justine Saunders - Deputy Secretary, Biosecurity, Operations and Compliance Group

Critical date: **s. 47F(1)**

Reason for timing: To allow sufficient time for offer acceptance and publication of promotion in APS Gazette prior to proposed effective date.

Have you advised the Office of the Secretary in advance? Yes

s. 22(1)(a)(ii)

s. 22(1)(a)(ii)

Noting that minor amendments can be made to the salary and start date in the S24(1) determination.

Noting that minor

Secretary's signature:

s. 47F(1)

Date: **s. 47F(1)**

Comments:

Clearing officer (SES B2)

Name: Tim Simpson

Division: People, Property and Security

Position: Chief People Officer

Landline: 02 6272 5998

Contact officer (EL2)

Name: **s. 22(1)(a)(ii)**

Branch: People and Policy

Position: Director, SES Unit

Mobile: **s. 22(1)(a)(ii)**

Key points

s. 22(1)(a)(ii)

4. **s. 22(1)(a)(ii)**

s. 22(1)(a)(ii)

salary for s. 47F(1) is \$314,208.

To align with DAFF's current SES Band 2 cohort salaries, the proposed

s. 22(1)(a)(ii)



Australian Government
**Department of Agriculture,
Fisheries and Forestry**

PDR: EC25-001227

Minute to Secretary - **s. 47F(1)** (SES Band 2) Recruitment outcome

Action: For decision

Cc: Tess Bishop, Chief Operating Officer

Critical date: **s. 47F(1)**

Have you advised the Office of the Secretary in advance? Yes

No.	Recommendation	Status
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s. 22(1)(a)(ii)

s. 22(1)(a)(ii)

Noting that minor amendments can be made to the salary and start date in the s24(1) determination.

Secretary's signature: **s. 47F(1)** _____ Date: **s. 47F(1)**

Comments: _____

Clearing officer (SES B2)

Name: Tim Simpson

Position: Chief People Officer

Division: People, Property & Security

Landline: 02 6272 5998

Contact officer (EL2)

Name: **s. 22(1)(a)(ii)**

Position: Acting Director, SES Unit

Branch: People Strategy & Capability

Mobile: **s. 22(1)(a)(ii)**

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