

Appendix A: Entity resource statement and expenses by outcome

Table A1: Entity resource statement, 2017–18

	Actual available	Payments	Balance
	appropriations for 2017–18	made 2017–18	remaining 2017–18
	\$'000	\$'000	\$'000
	(A)	(B)	(A) – (B)
Ordinary annual services ^a			
Departmental appropriation ^b	451,981	334,338	117,643
Section 75 transfers	(205)		(205)
Total	451,776	334,338	117,438
Administered expenses			
Outcome 1	_	_	
Outcome 2°	13,358	10,078	
Outcome 3°	260,221	255,846	
Total	273,579	265,924	
Total ordinary annual services [A]	725,355	600,262	
Other services ^d			
Departmental non-operating			
Equity injections	146,851	27,991	118,860
Total	146,851	27,991	118,860
Administered non-operating			
Administered assets and liabilities	528,823	292,338	
Total	528,823	292,338	
Total other services [B]	675,674	320,329	
Special appropriations			
Special appropriations limited by			
criteria/entitlement			
Medibank Private Sale Act 2006		55	
Superannuation Act 1922		74,160	
Superannuation Act 1976		4,348,600	
Superannuation Act 1990		2,057,933	
Governance of Australian Government			
Superannuation Schemes Act 2011		470	
Parliamentary Contributory			
Superannuation Act 1948		42,409	
Parliamentary Superannuation Act 2004	!	7,111	
Parliamentary Retirement Travel Act			
2002		240	
Parliamentary Entitlements Act 1990		91,513	



	Actual available appropriations for 2017–18 \$'000 (A)	Payments made 2017–18 \$'000 (B)	Balance remaining 2017–18 \$'000 (A) – (B)
Governor-General Act 1974		1,549	
Judges' Pensions Act 1968		50,216	
Federal Circuit Court of Australia		450	
Act 1999 Public Governance, Performance and		456	
Accountability Act 2013		356	
Same-Sex Relationships (Equal			
Treatment in Commonwealth Laws—			
Superannuation) Act 2008		61	
Parliamentary Business Resources Act 2017		94,497	
Special appropriations limited by		94,497	
amount			
Commonwealth of Australia			
Constitution Act (s. 66)		5,032	
Total special appropriations [C]		6,774,658	
Special accounts			
Opening balance	807,071		
Appropriation receipts ^e	90,727		
Non-appropriation receipts to Special Accounts	41.023.074		
Payments made	71,020,077	41,087,569	
Closing balance		,00,,000	833,303
Total special accounts [D]	41,920,872	41,087,569	
Total resourcing and payments			
[A+B+C+D]	43,321,901	48,782,818	
Less appropriations drawn from			
annual or special appropriations above and credited to special accounts	90,727		
Total net resourcing and payments for	30,727		
Department of Finance	43,231,174	48,782,818	

- a Appropriation Act (No. 1) 2017–2018 and Appropriation Act (No. 3) 2017–2018. The amount includes prior year departmental appropriations and retained revenue receipts under section 74 of the Public Governance, Performance and Accountability Act 2013.
- b Includes an amount of \$81.522 million that has been credited to the Property Special Account,
 \$8.004 million that has been credited to the Comcover Special Account and \$1.201 million that has been credited to the Coordinated Procurement Contracting Special Account.
- c Includes an amount of \$4.983 million in 2017–18 for the administered capital budget. For accounting purposes, this amount has been designated as 'contributions by owners'.
- d Appropriation Act (No. 2) 2017-2018 and Appropriation Act (No. 4) 2017-2018.
- e Appropriation receipts from *Appropriation Act (No. 1) 2017–2018* and *Appropriation Act (No.2) 2017–2018* included above.

Outcome 1

Table A2: Expenses for Outcome 1, 2017–18

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 Program 1.1: Budget and financial management	Budget ^a 2017–18 \$'000 (A)	Actual expenses 2017–18 \$'000 (B)	Variation 2017–18 \$'000 (A) – (B)
Departmental expenses			
Departmental appropriation ^b			
Budget advice	52,904	52,885	19
Financial reporting	31,175	33,136	(1,961)
Expenses not requiring appropriation in the budget year	11,320	20,341	(9,021)
Total for Program 1.1	95,400	106,362	(10,963)
Outcome 1 totals by appropriation type			
Departmental expenses			
Departmental appropriation ^b	84,079	86,021	(1,942)
Expenses not requiring appropriation in the budget year	11,320	20,341	(9,021)
Total expenses for Outcome 1	95,400	106,362	(10,963)
	2016–17	2017-18	
Average staffing level (number) ^d	422	408	

a Full-year budget, including any subsequent adjustment made to the 2017–18 budget at 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 are made up of depreciation expenses and amortisation expenses.

d Represents actual average staffing level number for 2016–17 and 2017–18. Machinery-of-government changes have been reflected in 2016–17.

Outcome 2

Table A3: Expenses for Outcome 2, 2017–18

Outcome 2: Support an efficient and high-performing bublic sector through providing leadership to Budget ^a expenses Commonwealth entities in ongoing improvements to bublic sector governance, including through systems, rameworks, policy, advice and service delivery (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	37	37	_	
Grant in aid—Chifley Research Centre	233	233	_	
Grant in aid—Green Institute	87	87	_	
Grant in aid—Menzies Research Centre	233	233	_	
Grant in aid—Page Research Centre	87	87	_	
Grant in aid—Royal Humane Society of Australasia	27	27	_	
Grant in aid—RSPCA Australia Inc	37	37	_	
Departmental expenses				
Departmental appropriation ^b				
Financial framework	15,574	15,483	91	
Government shareholder oversight	4,115	4,497	(382)	
Special financial claims	2,117	2,344	(227)	
Expenses not requiring appropriation in the budget year ^c	931	1,152	(221)	
Total for Program 2.1	23,478	24,217	(739)	

Table A3: Expenses for Outcome 2, 2017–18 (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 2017–18 \$'000 (A)	Actual expenses 2017–18 \$'000 (B)	Variation 2017–18 \$'000 (A) – (B)
Program 2.2: Transforming government			
Departmental expenses			
Departmental appropriation			
Transforming the public sector	39,375	28,875	10,500
Expenses not requiring appropriation in the budget year ^c	932	3,023	(2,091)
Total for Program 2.2	40,307	31,898	8,409
Program 2.3: Property and construction			
Departmental expenses Special accounts			
Property Special Account ^d	124001	70.670	EE 010
Total for Program 2.3	134,891 134,891	79,678 79,678	55,213 55,213
Program 2.4: Insurance and risk management	134,031	19,010	55,213
Departmental expenses			
Special accounts			
·	4.40.405	100 500	00.000
Comcover Special Account ^e	149,425	109,536	39,889
Total for Program 2.4	149,425	109,536	39,889
Program 2.5: Technology and procurement services			
Departmental expenses			
Digital transformation agenda ^f	25,847	21,364	4,483
Procurement framework ^f	13,110	12,036	1,074
Special accounts			
Coordinated Procurement Contracting	00.000	47.070	0.010
Special Account	20,992	17,679	3,313
Expenses not requiring appropriation in the budget year	4,029	2,775	1,254
Total for Program 2.5	63,978	53,854	10,124
Program 2.6: Service Delivery Office			
Departmental expenses			
Departmental appropriation ^b			
Service Delivery Office	31,650	33,528	(1,878)
Expenses not requiring appropriation in the budget year ^c	955	3,691	(2,736)
Total for Program 2.6	32,605	37,219	(4,614)

Table A3: Expenses for Outcome 2, 2017–18 (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 2017–18 \$'000 (A)	Actual expenses 2017–18 \$'000 (B)	Variation 2017–18 \$'000 (A) – (B)
Program 2.7: Public sector superannuation			
Administered expenses			
Ordinary annual services (Appropriation Act nos. 1 and 3)			
Act of grace	2,309	480	1,829
Compensation and legal expenses	500	171	329
Superannuation administration costs Special appropriations	9,308	9,308	-
Federal Circuit Court of Australia Act 1999	893	893	-
Governance of Australian Government Superannuation Schemes Act 2011	1,000	470	530
Governor-General Act 1974	744	744	-
Judges' Pensions Act 1968	82,735	82,735	-
Parliamentary Contributory Superannuation Act 1948	45,822	45,821	1
Parliamentary Superannuation Act 2004	7,189	7,111	78
Same-Sex Relationships (Equal Treatment in Commonwealth Laws—General Law Reform)			
Act 2008	51	123	(72)
Superannuation Act 1922	18,702	18,702	-
Superannuation Act 1976	2,532,877	2,532,877	-
Superannuation Act 1990	5,777,691	5,777,690	1
Departmental expenses			
Departmental appropriation ^b			
Public Sector Superannuation	4,285	4,469	(184)
Expenses not requiring appropriation in the budget year ^c	167	204	(37)
Total for Program 2.7	8,484,273	8,481,798	2,475

Table A3: Expenses for Outcome 2, 2017–18 (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 Program 2.8: Australian Government	Budget ^a 2016–17 \$'000 (A)	Actual expenses 2016–17 \$'000 (B)	Variation 2016–17 \$'000 (A) – (B)
Investment Funds			
Administered expenses			
Special Accounts			
DisabilityCare Australia Fund Special Account	874,392	236,802	637,590
Medical Research Future Fund Special Account	143,306	67,336	75,970
Building Australia Fund Special Account	3,705	32,410	(28,705)
Education Investment Fund Special Account	5,933	45,785	(39,852)
Total for Program 2.8	1,027,336	382,333	645,003
Outcome 2 totals by appropriation type			
Administered expenses			
Ordinary annual services (Appropriation Act nos. 1 and 3)	12,858	10,700	2,158
Special appropriations	8,467,704	8,467,166	538
Special accounts			645.003
Departmental expenses	1,027,336	382,333	645,003
	100074	100 500	10 470
Departmental appropriation ^b	136,074	122,596	13,478
Special accounts	305,308	206,893	98,415
Expenses not requiring appropriation in the budget year ^c	7,013	10,845	(3,832)
Total expenses for Outcome 2	9,956,294	9,200,533	755,760
	2016–17	2017–18	
Average staffing level (number) ⁹	661	655	

- a Full-year budget, including any subsequent adjustment made to the 2017–18 budget at 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 are made up of depreciation expenses and amortisation expenses.
- d Figure excludes income tax equivalent.
- e Figure includes an elimination adjustment for insurance charged to Finance.
- f Figures are expenses while the information provided on page 109 presents net cost of services and the attributions have been prepared on a different basis.
- g Represents actual average staffing level number for 2016–17 and 2017–18. Machinery-of-government changes have been reflected in 2016–17.

Outcome 3

Table A4: Expenses for Outcome 3, 2017–18

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 2017–18 \$'000 (A)	Actual expenses 2017–18 \$'000 (B)	Variation 2017–18 \$'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	254,675	255,704	(1,029)
Australian Political Exchange Program	915	431	484
Australian Political Parties for Democracy Program	2,200	2,294	(94)
Special appropriations			
Commonwealth of Australia Constitution Act (s. 66)	5,096	5,032	64
Parliamentary Retirement Travel Act 2002 ^b	121	2	119
Parliamentary Entitlements Act 1990	76,850	77,774	(924)
Parliamentary Business Resources Act 2017	110,409	93,460	16,949
Expenses not requiring appropriation in the budget year ^c	10,237	17,412	(7,175)
Departmental expenses			
Departmental appropriation ^d			
Services to Senators, Members and their staff	33,107	37,487	(4,380)
Car-with-driver and associated transport services	630	620	10
Expenses not requiring appropriation in the			
budget year ^c	1,992	2,091	(99)
Total for Program 3.1	496,232	492,307	3,925
Outcome 3 totals by appropriation type			
Administered expenses			
Ordinary annual services (Appropriation Act nos. 1 and 3)	257,790	258,429	(639)
Special appropriations	192,476	256,429 176,268	16,208
Expenses not requiring appropriation in the	132,4/0	170,200	10,208
budget year ^c	10,237	17,412	(7,175)

Table A4: Expenses for Outcome 3, 2017–18 (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 2017–18 \$'000 (A)	Actual expenses 2017–18 \$'000 (B)	Variation 2017–18 \$'000 (A) – (B)
Departmental expenses			
Departmental appropriation ^d	33,736	38,107	(4,370)
Expenses not requiring appropriation in the			
budget year ^e	1,992	2,091	(99)
Total expenses for Outcome 3	496,232	492,307	3,925
	2016–17	2017-18	
Average staffing level (number) ^f	224	173	

a Full-year budget, including any subsequent adjustment made to the 2017–18 Budget at Additional Estimates.

b The legislation was renamed from the Members of Parliament (Life Gold Pass) Act 2002.

c Expenses not requiring appropriation in the budget year are made up of depreciation expenses and amortisation expenses.

d 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.*

e Departmental appropriation in the budget year are made up of depreciation expenses.

f Represents actual average staffing level number for 2016–17 and 2017–18. Machinery-of-government changes have been reflected in 2016–17.

Appendix B: Other management matters

Grants

Information on grants awarded by the Department of Finance during the period 1 July 2017 to 30 June 2018 is available on our website, finance.gov.au.

Disability reporting

The National Disability Strategy 2010–2020 sets 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 of the strategy for people with disability in Australia. The reports use trend data based on the six outcome areas of the strategy, and are 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/foi/information_publication_scheme.html.

Members of the public can provide comments on the department's information publication plan through the freedom of information coordinator.

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 \$13,500 (GST inclusive).

During 2017–18, Finance's total reportable expenditure for advertising and market research was \$222,105.76 (see Table B1).

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

Table B1: Advertising and market research expenditure, 2017–18

Organisation	Purpose	Expenditure (\$, GST inclusive)
Market research organisations		
Australian Market Research Pty Ltd	Customer survey and analysis	
	services	70,100.00
Ebiquity Pty Ltd	Industries advice for campaign	
	advertising—tender	104,830.00
Media advertising organisations		
Dentsu Mitchell Media Australia	Advertising in relation to electorate	
	offices and property sales	47,175.77
Total reportable payments over \$	13,500 (incl. GST)	222,105.76

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 2017–18, there were no overpayments due to incorrectly calculated benefits.

All amounts are to be 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.

Information for the three schemes for 2016–17 was reported on the Finance website, finance.gov.au. Note that 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, 2016–17 and 2017–18

		2017–18			2016–17	
	Number of payments	Amount paid \$'000	Amount recovered \$'000	Number of payments	Amount paid \$'000	Amount recovered \$'000
Leglisation						
Parliamentary Contributory Superannuation Act 1948						
Death payments	22	41	47	13	21ª	9
Other payments	145	144	130	122	106	102
Total	167	185	177	135	127	111
Judges' Pensions Act 1968						
Death payments	3	24	20	9	84	84
Other payments	-	_	_	_	_	_
Total	3	24	20	9	84	84
Governor-General Act 1974						
Death payments	1	0	0	_	_	_
Other payments	_	_	_	_	_	_
Total	1	0	0	-	-	-

a Previously reported amount paid was \$27,000; however, this included \$6,000 attributable to 2017–18.

Appendix D: Staff achievements

Secretary's Awards 2017

The following individuals and teams received Secretary's Awards in 2017:

Philip Nigg. For consistently demonstrating strong leadership and excellence in the delivery of policy and financial advice in the Veterans' Affairs Agency Advice Unit.

John Morris. For building organisational capability in programming and data analysis by establishing the 'Code Crew'.

Ross Dobson, Julie Papathanasiou, Ruveni Goonewardene, Luke Kostava, Kathryn Silk, Craig Cooper, Emma Lindfield, Samantha McDonough and Katrina Morgan. For outstanding results in establishing the Independent Parliamentary Expenses Authority.

Alex El-Debel, Byung Ahn, Rakesh Roy, Gunarjun Vallabhaneni, Tony Sultana, Ravi Gopu, Yane Dimitrovski and Helen Lloyd. For providing seamless access to standardised corporate services for government agencies through an Enterprise Resource Planning system in the cloud.

Stacey Bolto, Calandra Colman, Jakub Wegrzyn, Jon Barry, Jacob Grooby, Marina Cvetanovska, Verena Antolovic, Danielle Broomfield, Tom Hogan, Nic Thongsrinoon, Matt Harris, Katharine Stuart and Krystyna Rymer. For outstanding collaboration and leadership to deliver a high-quality set of initiatives through the Public Service Modernisation Fund, as part of the 2017–18 Budget process.

Dane Roberts, Peter Docherty, Paddy Leane, Jen Dunn, Jacob Grooby and Claire Saunders. For transforming property data collection across the Commonwealth.

Sally Foster and Jasmin Brookes. For their commitment and support to Finance's Aboriginal and Torres Strait Islander staff.

Australia Day Awards 2018

The following individuals and teams were recognised at Finance's Australia Day Awards in 2018:

Sarah Roarty, Jason Zapasnik, Alex McElwee, Tracie-Ann Maher and Roslyn Oliver. For leading and building risk management capability through the Comcover Fund – Education Program.

Alison McIntosh. For displaying strong leadership by working to ensure that every IT release has the smallest possible impact on Finance users and outcomes.

Louise Sasaki, Andrew Fadden, Lily Phan and Anthony Isaacson. For excellent analytical work, in collaboration with colleagues from the Department of Infrastructure, Regional Development and Cities.

Lisa King. For continuously demonstrating leadership through her commitment to building and nurturing genuine relationships for staff within Finance, and across the Commonwealth.

Tony Huntley, Sam Carter, Janice Firth, Helen Dempsey, Carley Weiss-Kelly, Nicholas Darman, Mara Celebija and Greg Potter. For improving the Commonwealth fibre optic network (ICON) and excelling in agency and external communication and collaboration.

Imogen Colton, Sarah Kovacevic, Barry Kuang, Valerie Jurica, Lexie Bennett, Brett Ubrihien, Lizzy Batten, Sandra Rogers, Devi Wibowo, Elliot Zwangobani, Ashlee Livingstone and John Dinn. For recognising the development and ongoing implementation of the Property Services Coordinated Procurement arrangements that establish a new approach to the management of Commonwealth property.

Jodie Harley. For going above and beyond expectations in delivering COMCAR Services to our Highest Profile Clients.

Shevaun Fitzmyers, Matthew Castle, Laura Doherty, Joanna Eisemann, Margreet Philp, Ruveni Goonewardene, Andrew Johnson, Amal Mueller, Graham Robinson, Ryan Balthazaar, Paula Fearn and Louise Sartore. For providing high-quality policy advice, legislative reform, and defending High Court litigation relating to the conduct of elections and the marriage law survey safeguards.

Donna Valenti, Matthew Marsland, Libby Woodhill, Chunyan Jia, Natasha Stark and Paramjit Kaur. For delivering influential policy advice and accurate budget estimates relating to the Government's Quality Schools package.

External awards

Finance staff received, or were shortlisted for, the following external awards during 2017–18:

Award: Chartered Accountants Australia and New Zealand 2017 Leadership in Government Awards—Emerging Leader of the Year Award

Recipient: Stephen Sorbello, Assistant Secretary (Acting Assistant Secretary at the time of award), ASC Reform Implementation. Stephen received the award as a young leader who has excelled and made a visible difference in the public sector.

Award: Chartered Accountants Australia and New Zealand 2017 Leadership in Government Awards—Outstanding Contribution in Public Administration Award Shortlisted: Lucelle Veneros, First Assistant Secretary, Service Delivery Office.

Award: Smart Seeds program

Recipient: Kean Yong, Project Officer in Property and Construction Division, was part of the winning team and Stephen Sorbello was a mentor. The team was asked to come up with an innovative solution to the problem of 'Flying High—how should the ACT region make better use of Canberra Airport to build a diverse and sustainable economy?'

Award: Australian Public Service Commission Graduate Development Program—Major Project Outstanding Achievement Award

Recipients: Laura Doherty, Joanne Fernandez, Thomas Gladwin, Edward Kok, Joyce Lau, Cameron Ong and Kikila Yavase. For their project, Service Delivery Office – Operating Model Definition.

Award: 2017 Public Sector Innovation Awards—Judges' Award Recipients: Heather Millard, Chrysanthe Psychogios, Stacey Bolto and Rina Bruinsma—for the Finance transformation program.

Award: Global Business Travel Association conference—Australia–New Zealand 2017 Travel Programme of the Year

Recipient: Whole-of-Australian-Government (WoAG) Travel team.

Award: Canberra OpenGov Leadership Forum – Recognition of Excellence Recipient: Online Services Branch. For GovCMS, an open source web content management system for government agencies.

Appendix E: Corrections to previous annual report

Part 1: Introduction

'Finance at a glance 2016–2017: Our workforce' (page 5)

Figure in graphic: Females—proportion of total workforce should be **54.7%**.

Part 2: Overview

In the final paragraph of page 11, reference should be to the 'Independent Parliamentary **Expenses** Authority'.

Part 4: Management and accountability

Page 80—Sentence should read:

Finance's 2016–17 workers compensation premium accounted for 1.07 per cent of its payroll (for both Finance and MOP(S) Act employees), a decrease from the 2015–16 premium rate of 1.15 per cent (excluding GST) of payroll.