## Underlying Margin

### Employment Benefits Ratio

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<tbody>
<tr>
<td><strong>Underlying Margin</strong></td>
<td><strong>5.7%</strong></td>
<td><strong>6.0%</strong></td>
<td><strong>6.6%</strong></td>
<td><strong>6.6%</strong></td>
<td><strong>4.9%</strong></td>
<td><strong>3.8%</strong></td>
<td><strong>2.6%</strong></td>
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<tr>
<td><strong>Employee benefits ratio</strong></td>
<td><strong>53.7%</strong></td>
<td><strong>54.7%</strong></td>
<td><strong>55.1%</strong></td>
<td><strong>57.7%</strong></td>
<td><strong>57.0%</strong></td>
<td><strong>56.3%</strong></td>
<td><strong>58.8%</strong></td>
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<td>(% of Headline Revenue)</td>
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<td><strong>Employee benefits ratio</strong></td>
<td><strong>60.4%</strong></td>
<td><strong>61.4%</strong></td>
<td><strong>62.0%</strong></td>
<td><strong>61.6%</strong></td>
<td><strong>59.5%</strong></td>
<td><strong>60.9%</strong></td>
<td><strong>62.6%</strong></td>
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<td>(% of Underlying Expenditure)</td>
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JOB SECURITY
A staff perspective

Availability of jobs
Technology: Changing skills needed
Uncertainty of Govt funding and international students
Others?
Impact of change

Type of employment:
* Continuing
* Fixed term
* Sessional/ Casual

Changing academic/professional task mix
Outsourcing
Training and skill advancement
Workload negatively impacting performance
Growing focus on performance outputs and Curtin expectations
Restrictions And Penalties

or

“Safety Net”

Job Security
WORKLOAD

* Research projects
  * Student Numbers
  * Revenue

* Work required to be done
  * Work we choose to do

* Policies + EBA
  * Efficiency of processes
  * Use of technology
  * Skills of staff

* Salaries and conditions

* Mix of staff roles and basis of employment

* Sets the level of funding to pay university costs and services to be provided

* Sets the base work to be done
  * Creates opportunity cost decisions

* Can impact amount of work required and effectiveness

* Determines how many staff can be employed

* Can impact productivity