

ENTERPRISE AGREEMENT UPDATE:

Information on salary offer tabled by Curtin at 1 November negotiation meeting

As part of the current enterprise agreement bargaining process, Curtin has put forward a proposed salary increase for the period through 2019 as follows:

December 2017: 1%

December 2018: 1%

December 2019: 1.5%

The University has taken a number of factors into account in determining this salary offer.

As you know, you received a 4% pay rise at the end of June this year which is significantly above increases currently being provided across the Western Australian economy. As the pay rise occurred mid-year the benefit of the increase will be split between the 2016 and 2017 years, meaning you will receive 2% more total pay in 2017 than in 2016. This is illustrated in graphs at the end of this update.

On top of this, many people receive additional pay increases each year as they move through the step increments applicable to their classification level. These increases typically add between 0.5% and 0.9% to the annual employment cost of our University over and above the annual salary increase.

It is also important to note that our academic levels are among the highest paid in Australia, between second and fifth nationally.

In 2015, our employment costs comprised approximately 56% of Curtin's income. In 2016 this is currently 59% and, after including the proposed salary rises, the employment cost is forecast to increase to 59.5% in 2017.

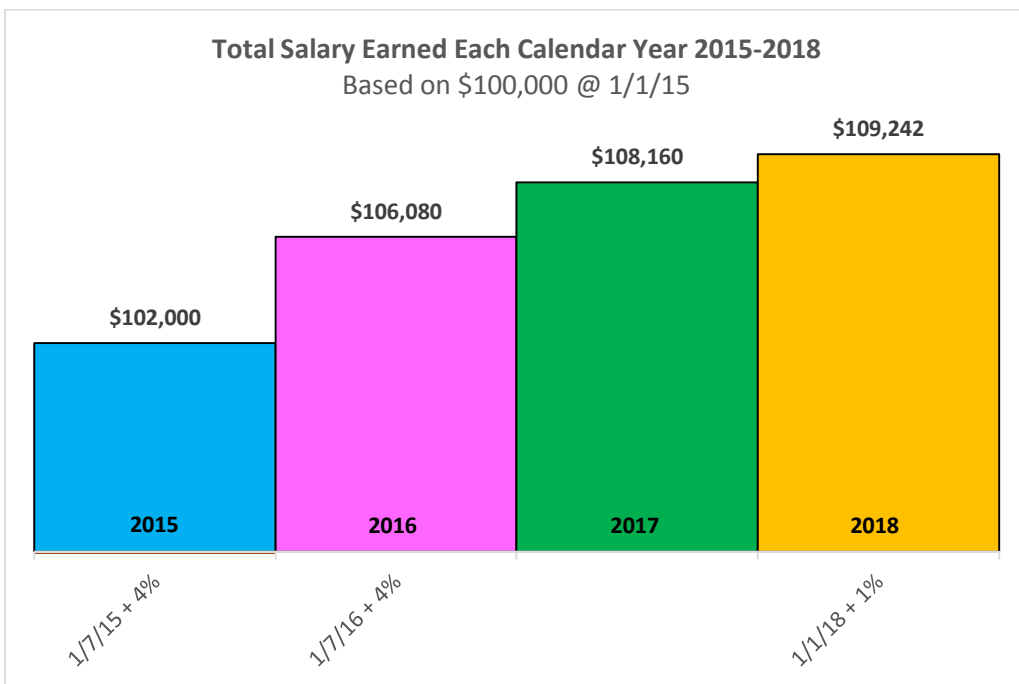
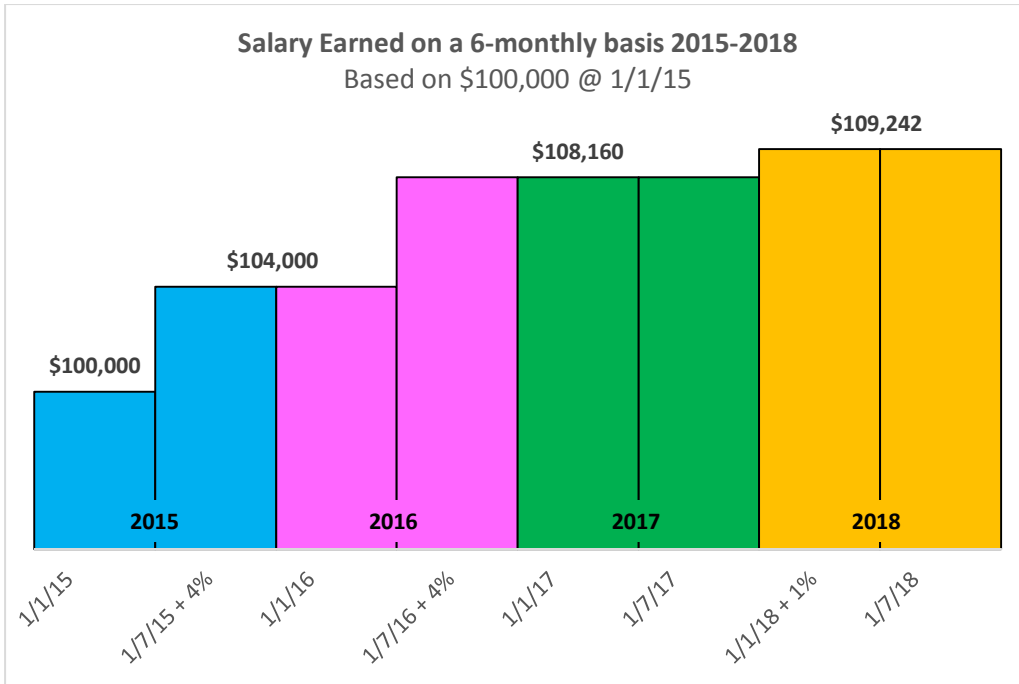
In discussing this proposal, the Union has questioned executive and Vice-Chancellor remuneration. While you received increases of 4% in both 2015 and 2016, the executive increases were only 2.8% and 2.5% respectively.

Our Vice-Chancellor's remuneration is in the mid-range of such salaries across Australia, a comparison that does not take into account the relative size and complexity of the universities.

2016 & 2017 Salary Comparison

Principles illustrated in the following graphs:

- The benefit of a pay rise in the middle of the year is split between the last six months of this calendar year and the first six months of the next calendar year.
- Total salary earned in 2017 will be 2% higher than in 2016 as a result of splitting the pay rise benefit.



Ian Jackson
Director, People and Culture

2 November 2016