



***Pre-Conditional Salary Increase  
Report  
(WorkChoices & Transition to  
Fairness Agreements)***

**February 2009**

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To order a copy email [des.heaney@hbaconsulting.com.au](mailto:des.heaney@hbaconsulting.com.au) or ring 02 6247 4490.

### **HBA Pre conditional Wage Increases Report © February 2009**

Provides comparative information on an increasing popular trend by APS employers to have some wage increases dependent upon specific corporate targets being met. All examples used cover the whole range of federal public sector certified/collective agreements. The Report also covers a wide cross-section of federal government departments and authorities. The information is representative of organisations that are large or small, policy or service delivery focused and on or off budget.

Cost: \$880.00 (ex GST)

**CRS Australia Collective Agreement 2008 – 2011**

[HBA Note: Agreement actually operates from 2009 to 2012.]

Operative from: 15 January 2009, UCA, Nominal Expiry Date: 15 January 2012

Parties bound: the Secretary responsible for CRS, CRS employees, CPSU

**Salary**

35. CRS employees will receive the following base salary increases:

- a) 4.75%, effective from the date of commencement;
- b) 4.25% effective 5/12/09
- c) 4.35% effective 5/12/10.

36. In June 2009 and 2010, CRS employees will receive a one-off payment equal to 1% of their base salary, conditional on the following productivity measure being achieved (at the national level) at the end of May of that year:

- Minimum revenue to salary ratio of 1.75:1.

In October 2009, for implementing “Employees are required to provide documentation when personal leave (carers) exceeds 5 days without documentation in a 12 month period”:

- 0.25% increase to the salary range of each classification.

In October 2010, on achievement of the minimum 1.75:1 revenue to salary ratio in 2009 and 2010:

- 1% increase to the salary range of each classification.

If the minimum 1.75:1 revenue to salary ratio is not achieved in 2009, in October 2011:

- 1% increase to the salary range of each classification if the minimum 1.75:1 revenue to salary ratio was achieved in May 2010 and May 2011.

In June 2011, employees will receive a one-off payment equal to 1% of their base salary, conditional on achieving the minimum 1.75:1 revenue to salary ratio at the end of May 2011 if the movement to the salary scale in October 2010 had not been achieved.