



A•S•U
 Australian
 Services
 Union

Central & Southern
 Queensland Clerical &
 Administrative Branch

Private Health UnitingCare Health

Bulletin No. 2191 • 13 July 2011

Why should your pay increase be less than everyone else's?

Your employer continues to offer you a wage increase that is less than the current cost of living (CPI), less than the national wage increase, less than the industry sector average wages increase, less than you deserve.

What's more they won't pay you from the date they should July 2011, just because you were not prepared to accept an offer that was completely substandard. And they continue to say that you haven't got a wage increase because it is someone else's fault!

What is a standard wage increase?

The Consumer Price Index (CPI) is determined by the Australian Bureau of Statistics (ABS) and it measures the cost of living in States and capital cities. The ABS uses day to day costs such as housing, health, fuel, food, recreation, education and clothing to come up with the CPI.

- **CPI is currently 3.3%**

You can see for yourself at: <http://www.abs.gov.au/ausstats/abs@.nsf/mf/6401.0>

The national minimum wage is set every year at the end of a Fair Work Australia hearing to determine what the increase to the minimum wage should be. Unions, Government and employers all submit their views to this hearing.

- The 2010 national minimum wage decision raised the minimum wage by **4.8%**.
- The 2011 national minimum wage decision raised the minimum wage by **3.4%**.

The Department of Employment, Education and Workplace Relations (DEEWR) prepares a report on wages each year. This report is titled: **Trends In Federal Enterprise Bargaining December Quarter, 2010**. This report shows the average annual wage increase for employees in either the public or private sector and those on Collective Agreements.

Collective Agreements approved in the quarter.

All sectors	4.2
Private sector	4.1
Public sector	4.7

All Current Wage Agreements.

All sectors	4.1
Private sector	4.0
Public sector	4.2

The average wage increase in the private sector for Collective Agreements to December, 2010 is **4%**.

Why should you accept a wage increase that is clearly less than the average?

The answer – **you do not have to.**

But you do need to make sure that management continue to hear you loud and clear ... that you will **not** accept a wage increase less than any average. That you will **not** accept an Agreement that does **not** provide real back pay and you will **not** accept an Agreement that does not recognise the value of your work.

So what can you do?

Every vote counts. If only a small number of people vote then the majority of those votes makes the decision. If you are prepared to fight for real wages and conditions then you should make sure that your opinion counts.

Make sure your co-workers know that their vote counts too. Let them know why you think this offer is no good and let them know there is something they can do about it.

Your Delegates are meeting this week to make sure that every step that can be taken in the fight for a fair and real wage increase happens. If you need more information or you are not sure what to do, contact your local ASU Delegate.

Your local Delegates are:

- **Beth Barnes** - St Andrews War Memorial
- **Wayne Bald** - The Wesley
- **Jenni Lawes** - Sunshine Coast Private
- **Noeleen Blatchley** - St Stephens Maryborough

YOUR COLLECTIVE AGREEMENT – YOUR SAY

The Australian Services Union (Clerical and Administrative Branch) represents workers in the Clerical, Administrative and Call Centre industries across both the public and private sectors throughout Central and Southern Queensland.

Authorised & printed by Julie Bignell, Branch Secretary Australian Services Union Central and Southern Queensland Clerical and Administrative Branch
 Level 3 - 27 Peel Street, South Brisbane Q. 4101 • Email: info@qld.asu.net.au • Tel: 07 3844 8402



All
 Stand
 United

www.qld.asu.net.au