

Centrecare Remuneration Package
Fact Sheet
Cash and Non Cash Benefits



- 5% increase applied to the base level of your salary. This is not applied to any over award components of your salary effective in the first pay period of July 2008.
- In addition to the 5% increase, Centrecare will pass on the Fair Pay Commission increase due later this year.
- Increase in zone allowance and entertainment allowance as tabled below:

Sacs Award Level	Current Zone Allowance	New Zone Allowance	New Entertainment Allowance
3.3	\$4,200	\$5,000	\$500
4.4	\$4,200	\$5,000	\$500
5.3	\$4,200	\$6,000	\$2,000
6.3	\$4,200	\$8,000	\$2,000
7.3	\$8,400	\$10,000	\$3,000

- 5 days additional personal leave paid at ordinary time for full-time staff. Part-time staff will receive these entitlements on a pro-rata basis.
- Ability to salary package immediately with Pay Plan on commencement of employment.
- Increasing FBT benefits to all staff – Meals/Entertainment benefits and GST inclusive items now eligible for salary packaging.
- 12 weeks paid maternity leave after 12 months of continuous services. Salary is paid at the minimum federal award rate.
- Ability to utilise Macquarie Telecom at greatly reduced rates. 22 cents per minute as apposed to 70 cents per minute from other carriers. Also available to family members. A fact sheet with details is attached.
- Ability to salary sacrifice 20% of your salary over 4 years taking the 5th year off as leave, paid with the funds you have sacrificed. This option does not affect any of your normal leave entitlements.

Based on a salary of \$37208, the following is a simple (excluding annual or level increments that may occur over this period) example outlining how this option will work over the five year period:

	Take Home Salary	Salary Sacrifice
Year 1	\$29,766	\$7,441
Year 2	\$29,766	\$7,441
Year 3	\$29,766	\$7,441
Year 4	\$29,766	\$7,441
Year 5	\$29,764	12 Months Leave on 80% pay

Comparison of Centrecare's New Salary Value versus SACS Award Level

SACS Level	Current SACS Pay Level	Percentage Increase Including Salary Packaging Inclusive of estimate Fair Pay Commission increase	New Centrecare Pay Level. Includes Salary Packaging Benefits
3.3	\$37,208	+43%	\$53,500
4.4	\$41,272	+40%	\$57,800
5.3	\$44,345	+45%	\$64,200
6.3	\$47,596	+46%	\$69,700
7.3	\$50,867	+65%	\$84,000