

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.
- 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	+25%	\$46,700
4.4	\$41,272	+26%	\$51,900
5.3	\$44,345	+25%	\$55,300
6.3	\$47,596	+23%	\$58,700
7.3	\$50,867	+34%	\$68,100