

February 2014

2013 Collieries' Staff & Officials Association Employment & Remuneration Survey Report

The CSOA Remuneration Report has been completed and will be on its way to members soon.

This report demonstrates the real impact the downturn is having on Staff salaries. As you would be all too well aware, the coal industry has been suffering. Coking coal prices have fallen by 60 per cent from the peaks of two years ago, and relatively weak demand for thermal coal in China has pushed coal prices lower in Australia. These factors, in conjunction with a strong Australian dollar, have caused some low-revenue mines to close, investment decisions to be put on hold and an ever-increasing spotlight being shone on operational costs at every mine.

Unfortunately we are hearing from members everyday who are being retrenched and concerned about their future job security, and some who have not received a pay rise for a considerable period.

You will discover in the report that:

- In 2013, 30.5% of survey respondents received no pay increase, in contrast to 9.9% in 2011;
- 56.4% of survey respondents received an increase of less than 2.5%, in contrast to only 17.7% in 2011;
- Interestingly 14.9% still received an increase of over 5%, however this was down significantly from 2011 when it was 49%.

As usual the report also provides an analysis of Staff salaries (job by job and state by state). Members have reported to us that the report provides a useful comparison point, especially when negotiating a salary increase, or starting in a new job.

CSOA Staff Changes

NSW Industrial Officer, Kylie Rooke, will be leaving us soon to go on parental leave. Kylie will be back in March 2015.

We hope to have her replacement on deck soon and in the meantime, please continue to call the office on (02) 9269 0688 for advice and assistance.

OUR NEW NAME COLLIERIES' STAFF AND OFFICIALS ASSOCIATION

APESMA NEW NAME PROFESSIONALS AUSTRALIA

APESMA recently implemented its new name - Professionals Australia. You will now receive emails from the Collieries' Staff team that end with "@professionalsaustralia.org.au". All our emails are diverted, so you can still use our old email addresses, including infocsd@apesma.com.au. The best number to call us on is still (02) 9269 0688.

You will still speak to and see the same organisers – Tom Pacey (NSW/Tas), Kristy Harper (Qld and WA) and Catherine Bolger (Director). Sue Carswell and Kathleen Studdert will continue to take your calls in the office.

Contact us on infocsd@professionalsaustralia.org.au

or

Tel: 02 9269 0688

Fax: 02 9269 0611