

**CPSU LOG OF CLAIMS****INDICATIVE COSTING OF SELECTED CLAUSES**

<b>Clause</b>	<b>Formula</b>	<b>Calculation</b>	<b>Total</b>
Clause 11 - \$2,000 Sign On Payment	No. of General Staff x \$2000	870 x 2000	\$1,740,000
Clause 14 – Indexing superannuation	General Staff Total Salary x 1.5%	56,615,143 x Y1 - 0.25 Y2 -.5 Y3 - 1 Y4 -1.5	Y1 - \$141,358 Y2 – 283,076 Y3 – 566,152 Y4 – 849,228
Clause 21 – Backfilling of positions staff on more than 1 weeks annual leave	No of leave blocks over 5 days during 2012 over 5 days x salary hourly rate.	866 x salary rates	\$3,558,711 p.a
Clause 29 – Service Recognition Allowance	Total Permanent and Contract Staff Payroll Cost x 5% x 55% (number of staff on top of classification range)	65,343,363 x 5% x 55%	\$1,800,000 p.a
Total first year			\$7,240,069
Total Cost over 4 year agreement			\$25,014,658

Note these costs do not factor in any salary increases stemming from any new Agreement.

**CLAUSES YET NOT COSTED BUT WOULD SIGNIFICANTLY IMPACT ON UNE FINANCIAL SUSTAINABILITY**

Clause 9 / 10 – Increase in allowances

Clause 17 – Changes to parental leave

Clause 20 – Recognition of LSL UNE controlled entities

Clause 25 – Career Paths (development costs, broadbanding, accelerated career progression etc....)