

## CSI – The Remuneration Specialists Present THE JULY 2006 CLIENT INFORMATION ALERT

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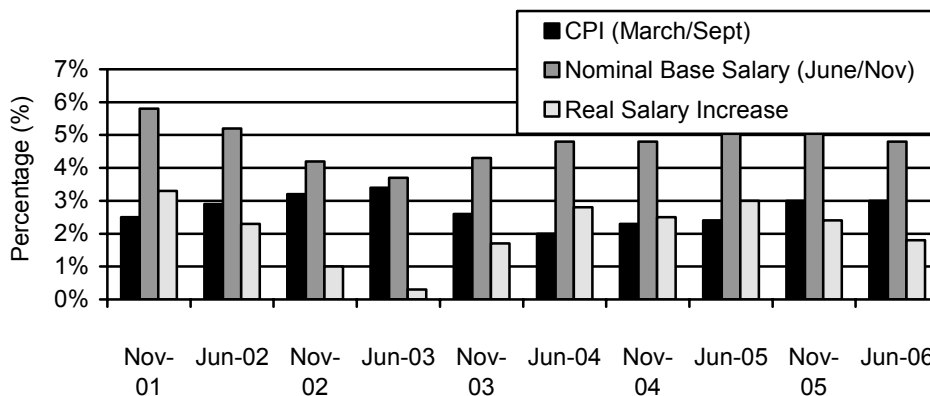
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### An End Of 'Real' Salary Increases For Australian Employees?

The Australian Bureau of Statistics released new consumer price index (CPI) figures yesterday showing a rise of 1.6% in the June quarter and an annual inflation rate of 4%. These figures outstrip forecasts from most major banks and economists and may signal the end of 'real' salary increases for Australian employees.

'Real' salary increases occur when salary increases awarded to staff are above the rate of inflation. According to the latest edition of CSI's Australian General Industry Remuneration Report released in June 2006, Australian employees have enjoyed average 'real' salary increases of between 0.3% and 3.3% since November 2001 – as is shown in the graph below:



CSI surveyed and produced forecast figures for the 06/07 financial year related to increases in salary spend predicted by Australian organisations. Results for most industry sectors indicate forecast average increases of on or around 4%. Consulting engineering firms are the only exception with salary spend forecast to increase by an average 5.2%. The question for HR professionals is whether, in the face of cost-of-living increases, there will be an upward revision of budgeted 4% salary increases.

Two major contributing factors to the unexpectedly high rise in the latest CPI figures were fruit and fuel prices. The price of bananas increased approximately 250% during the June quarter due to shortages created by Cyclone Larry in March 2006. Rises in price also occurred for citrus fruit, apples, melons and strawberries as consumers looked for alternatives to purchasing bananas. Automotive fuel prices experienced an increase of 11.2% between the March and June quarters 2006 and an overall rise of 24.6% in the year to June 2006. When volatile items were excluded from the market goods and services, the CPI rose by only 2% (annualised).

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## CSi Goes Soft

CSi is pleased to announce that on 1st July 2006, all clients were transitioned to softcopy surveys. This initiative provides a way for us to share with our valued clients the benefits that technology has brought to our products. It also allows us to make a contribution to the global efforts towards preserving our environment and to minimise price rises on surveys and help reign in inflation!

Following is an outline of the benefits associated with using CSi's softcopy surveys:

**Accessible:** Save your survey to a secure shared company network drive. That way the survey will be available to each member of your team requiring access to market data - no more hunting around your office for that hard copy binder someone's pinched off your desk!

**Secure:** The survey can only be opened with a password. You can share the password with those that need access to market data.

**Transportable:** Save your softcopy survey to your laptop or email it to your interstate offices or home office. There's no need to lug around a big bulky survey binder.

**Searchable:** Words and position codes can be searched within your softcopy survey. As with any pdf document finding specific keywords/numbers is facilitated through the 'find' function (press 'ctrl' & 'f' simultaneously or look for the binoculars icon on your toolbar). No more endless thumbing through your survey to find the data you are looking for.

**Current:** Soft copy surveys are dispatched via email which means they arrive in your inbox the same day the survey is published.

**Storage-Friendly:** Back issues of the survey can be filed on your secure shared company network drive. This ensures your office shelving remains clutter-free.

**Adjustable:** The size of the text, charts and graphs in the survey can be adjusted to accommodate your reading preferences. Look for the plus and minus signs on your toolbar to modify the view.

**Handy:** Small portions of each report can be copy/pasted into reports, papers and emails you are working on. Remember, CSi's reports are copyright so always be sure to cite the source of the data you extract.

**Environmentally friendly:** Softcopy surveys reduce the amount of paper usage and are therefore better for the environment.

We strive to continue to share our developments with you and we look forward to you enjoying your soft copy survey reports.

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## CSI's Upcoming Remuneration Training Seminars

Registrations are now open for the following CSI remuneration training seminars:

### How To Use Salary Surveys

*How To Use Salary Surveys* is a half day training seminar designed to provide you with a broad overview of the art of data input and data output interpretation. Conducted as an interactive learning session (each participant will have access to a PC), broken down into a practical overview of CSI's data input tool, RapidRem, followed by a review of CSI's various survey output including its new Data Centre.

This course is aimed at HR and Remuneration professionals working at the Analyst level. Attendance may extend to any role that requires a thorough knowledge of survey methodology and data interpretation skills. A number of practical exercises will help reinforce the subject matter.

**Duration:** 1/2 day (8.30am - 12.30pm)

**Cost:** \$495 including GST - discounts apply for organisations registering 3 or more attendees

**Location:** Brilliant Training, 48 Chandos Street, St Leonards.

To enrol in this seminar, go to <http://www.csirem.com.au/Training/calendar.htm> or contact Christine Rulli [crulli@csirem.com.au](mailto:crulli@csirem.com.au) or +61 2 8440 6529.

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### Rem101 – An Introduction To Remuneration Management

CSI will be holding the *REM101 - An Introduction to Remuneration* training seminar in Sydney and Melbourne on Monday 25th October 2006.

REM101 is designed to provide you with a broad introduction to remuneration and its role in Human Resources. You will achieve a working knowledge of the important elements of remuneration management, from the 'big picture' to the specifics of day-to-day practicalities. The course contains several hands-on components aimed at reinforcing the theoretical section of the seminar.

REM101 can accommodate HR generalists wanting a refresher course in remuneration or junior to mid-level staff requiring a comprehensive introduction to this important part of the HR function.

**Duration:** 1 day (8.30am - 5pm)

**Cost:** \$880 including GST - discounts apply for organisations registering 3 or more attendees

**Location:** Sydney & Melbourne TBA.

To enrol in this seminar, go to <http://www.csirem.com.au/Training/calendar.htm> or contact Christine Rulli [crulli@csirem.com.au](mailto:crulli@csirem.com.au) or +61 2 8440 6529.