

Grads' gender pay gap opens

Rachel Lebihan

The gender wage gap has worsened for women graduates, according to the latest data released yesterday.

In 2009, women bachelor degree graduates were paid about 3 per cent less than men, the survey by Graduate Careers Australia shows.

The median starting salary for male graduates increased by \$3000 to \$50,000 and by \$2000 to \$47,000 for women.

The organisation collated the data differently in 2009 than in the previous year, so there is no comparative data for the 3 per cent figure.

However, when the company reverted to its old data collection method it showed that women graduates earned 94 per cent of the salary of their male counterparts in 2009, compared to 95.7 per cent of the male salary in 2008 — widening the pay gap for women by 1.7 per cent.

"The pay discrepancy is suggestive that some managers are perhaps more likely to hire male graduates for roles which carry more responsibility and hence more pay, while relegating female graduates to lower-paying roles within the same broad field of employment," Graduate Careers Australia senior research associate David Carroll said.

"Some managers may discriminate against female graduates either consciously or unconsciously when negotiating salaries or awarding things like bonuses and allowances."

Collective deal for CBA

Steven Scott

Commonwealth Bank of Australia, one of the largest users of Australian Workplace Agreements left over from the Howard government's Work Choices regime, is on the verge of signing its first union collective agreement since 2002.

The bank has made a one-year pay offer to the Finance Sector Union, which includes a sliding scale of wage rises from zero for staff with unsatisfactory performance to 4 per cent for the majority who meet expectations.

Employees could also receive lump-sum payments of up to 15 per cent of their salary under a performance pay scheme included in the offer.

If the deal is concluded, it will become one of the largest collective agreements signed under Labor's Fair Work Act.

The pay offer is similar to deals between the union and Westpac Banking Corp and National Australia Bank.

But the move marks a significant shift for CBA, which was one of the largest users of AWAs.

In the offer, the bank agrees to "facilitate a consultative and co-operative approach to employee relations within the workplace" that includes allowing union delegates access to facilities and staff leave to attend union training.

Another large AWA user, Telstra, is locked in a long-running pay dispute with the Communications, Electrical and Plumbing Union.

Unions have been able to break into previously off-limits workplaces because provisions in the Fair Work Act force employers to negotiate a collective agreement if the majority



The pay deal is a significant shift for the bank.

Photo: BRENDAN ESPOSITO

KEY POINTS

- CBA has made a one-year pay offer to the Finance Sector Union.
- If it is accepted it will be the largest collective agreement under Labor's Fair Work Act.
- The Coalition says it will retain the system.

of staff want one. Under the legislation, which both Labor and the Coalition have committed to retain if they win the election, employers can be forced to provide information to unions as part of a "good faith" bargaining process.

CBA planned to offer workers on

AWAs new individual flexibility agreements, bank spokesman Brian Fitzgerald said.

Under the proposed deal, the bank would have to advise the union about the number and type of individual flexibility agreements it entered into.

FSU spokesman Rod Masson said the offer was worthy of consideration and the union would consult its members in coming weeks.

"We think it's worthy of our members having a serious look," he said.

The union wants to convince up to 9000 staff to move to the deal.

But Mr Fitzgerald said he expected most staff on AWAs would move onto new individual agreements once their current agreements expired.

Koch sentenced

Former high-profile motivational speaker Christopher Philip Koch was sentenced in the Melbourne County Court to 13 years and two months' jail on charges brought by the Australian Securities and Investments Commission. Koch, of Point Cook, Victoria, was found guilty on June 11 of obtaining property by deception and obtaining a financial advantage by deception. Koch is required to serve a minimum of 10 years.

Staff reporter

SA's Foley under siege

South Australian Treasurer Kevin Foley says he knows nothing of a plan by his own party to replace him. Mr Foley told reporters yesterday he had heard nothing of a move to have former parliamentary speaker and current Road Safety Minister Jack Snelling take over his job after the state budget in September.

AAP

Consumers win \$6.55m

Queensland consumers ripped off by dodgy business practices recovered \$6.55 million through the Office of Fair Trading last financial year, more than double the amount gained the previous year. Fair Trading Minister Peter Lawlor said that in one example \$4000 was recovered for a rental car driver forced to pay all the costs involved in an accident that was not their fault.

AAP

Push for deposit scheme

More than 80 per cent of all drink containers are now recycled in South Australia, the only state to have a deposit on cans and cartons. Environment Minister Paul Caica said that, based on the latest figures, other states should also introduce a container deposit scheme.

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Chief Information Officer



The Queensland Department of Transport and Main Roads plans, manages and oversees the delivery of a safe, efficient and integrated transport system that supports sustainable economic, social and environmental outcomes in Queensland. Transport and Main Roads is one of Queensland's largest public sector agencies in terms of staff numbers, geographical reach, scope of service delivery and operating budget. With a strong focus on cost effective, business-driven corporate services, there is now a requirement for a customer and stakeholder focused Chief Information Officer to work as a key member of the department's team.

Based in Brisbane and reporting to the Deputy Director General (Corporate), the Chief Information Officer is responsible for strategic and operational Information, Communication and Technology (ICT) management. The Chief Information Officer works in close collaboration with a diverse group of internal and external stakeholders to ensure that the ICT function supports the achievement of the key strategic objectives of the Department in alignment with the "whole of government" ICT strategy. The role requires a strong client focus to maximise ICT effectiveness and efficiency. Leading a large and diverse team you will be responsible for all enterprise-wide ICT activities, including infrastructure and architecture, networks, applications development, re-engineering business processes, portfolio, program and project management, information management, strategic planning and customer engagement.

To be successful in this role you will have a proven track record as a senior executive responsible for ICT in a large complex organisation combined with relevant tertiary qualifications. Your extensive understanding of information and knowledge management systems and enterprise architecture should be coupled with your proven leadership skills. You will be a dynamic leader who can build, motivate and develop high performance teams and act as a 'change agent'. Your exposure to government would be highly advantageous. Well developed communication skills together with a proven ability to influence and negotiate effectively at a strategic level are key to success.

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Further enquiries to Janine Fitzgerald at our Brisbane office on (07) 3233 9640. To apply in strict confidence, e-mail your CV and covering letter to execrec.bne@kpmg.com.au quoting reference 73603. Applications close 20 August 2010.



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