

CBA's latest pay offer to employees

UNPACKAGED PAY OFFER (30% of all employees)

Base salary tier	Year 1 (FY27)	Year 2 (FY28)	Year 3 (FY29)	Total Guaranteed Pay Increase	% of total workforce
Tier 1 <\$103,500	4.50%	3.75%	3.50%	11.75% (up 0.25%)	29%
Tier 2 >\$103,500 - <\$126,000	4.00%	3.50%	3.25%	10.75% (up 0.25%)	2%
Tier 3 >\$126,000 - <\$165,000	3.75%	3.00%	2.75%	9.50% (up 0.25%)	0.3%
Tier 4 >\$165,000	Discretionary	Discretionary	Discretionary	0.00%	0.02%

PACKAGED / ASP PAY OFFER (70% of all employees)

Base salary tier	Year 1 (FY27)	Year 2 (FY28)	Year 3 (FY29)	Total Guaranteed Pay Increase	% of total workforce
Tier 1 <\$103,500	4.00% + Discretionary	3.00% + Discretionary	2.75% + Discretionary	9.75% (up 1.00%)	9%
Tier 2 >\$103,500 - <\$126,000	3.60% + Discretionary	2.75% + Discretionary	2.25% + Discretionary	8.60% (up 0.85%)	13%
Tier 3 >\$126,000 - <\$165,000	3.00% + Discretionary	1.00% + Discretionary	Discretionary	4.00% (up 1.50%)	23%
Tier 4 >\$165,000	Discretionary	Discretionary	Discretionary	0.00%	24%