

## SUMMARY OF AGREED EAV MEASURES

	Variation item	Uncategorised	Category A Reduction in revenue between 5% & less than 10% + Core operating cash flow margin greater than 3% & less than or equal to 6% or One Category B criterion	Category B Reduction in revenue of 10% or greater + Core operating cash flow margin of 3% or less
<b>Employee-initiated cost-saving measures</b>				
1.	Working outside span of hours	Yes	Yes	Yes
2.	Reduced fraction	Yes	Yes	Yes
<b>Temporary reassignment of duties</b>				
3.	Ability to direct to work other duties	Yes	Yes	Yes
<b>Leave balances</b>				
4.	Direction to take annual leave down to 10 days balance (or lower if EA allows)	Yes	Yes	Yes
5.	Direction to take long service leave	In accordance with EA	Yes, down to 65 days (or lower if EA allows)	Yes, down to 45 days (or lower if EA allows)
<b>Cost-saving measures 6-9</b>		<b>NA</b>	<b>Maximum total of 10% for an employee</b>	<b>Maximum total of 15% for an employee</b>
6.	No salary increase	No	Yes	Yes
7.	No increment increase	No	Yes	Yes
8.	Generalised pay reduction (with the first \$30,000 unaffected by pay reduction)		Yes (limited to 5% salary)	Yes (limited to 10% of salary)
9.	Generalised fraction reduction to a maximum of 10% (e.g. a 9 day fortnight)	No	Yes	Yes
10	Deferred date of effect for promotion and reclassification increases	No	Yes	Yes
<b>Redundancies</b>				
11	Whole-of-university VSP		Yes	Yes
12	Forced redundancies only where abolish campus, discipline or substantial work function, or surplus of employees in a discipline or work function (following VSP)	In accordance with EA	Yes	Yes