

AWARD DIFFERENCES

Clause/Entitlement	Banking Finance Industry	Insurance Industry Award	Comments
WORKPLACE CONDITIONS – hours, wages			
Requirement to consult regarding major workplace	Clause included regarding consultation	Not specified	Under the new BFI Award there is a specific requirement for employers to consult with employees including those on parental leave, regarding any major workplace change that significantly impacts on employees. See Award for details on what constitutes major workplace change and significant effect.
Classifications of roles	New classifications	Outdated	The BFI as a result of the modernisation process includes a broader range of roles in each of the classifications listed.
Spread of hours	<ul style="list-style-type: none"> • Mon-Fri 7am-7pm • + 1 night up to 9pm • Sat 8am-12pm 	Mon-Fri 7am-7pm only	The spread of normal working hours has changed and increased under the new Award.
Minimum shift hours for part time employees	Not specified	Minimum 3 hours shift	Under the IIA a part time employee had to work a minimum of 3 hours per shift. Under the BFI there is no minimum number of hours per shift specified.
Morning shift	Change in time. Start between 4am-7am	Start at or after 6am finishing before 4pm	The BFI has changed the early morning shift starting time range.
After hours transport requirement		Not noted	The BFI Award (clause 20.3) requires an employer to arrange suitable transport for the employee if their usual means of transport is unavailable, unsafe or impracticable where the employee works beyond their normal finishing time.

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Make up time	Documentation required	Not included	The BFI included a clause regarding make up time, when it is used and how it is recorded. RDO's also have this requirement.
Wages	New Exemption Rate Approx 850 p/w 44k p/y <ul style="list-style-type: none"> • Span of hours • Overtime and penalty rates • Stand by and call back allowances 	Did not previously exist	The BFI Award includes an exemption clause which states that when an employee earns over a certain amount, particular clauses of the Award do not apply.
Payment of Salary	As per Award	As per Act	Weekly or fortnightly unless agree to monthly in which case 2 weeks in arrears and 2 weeks in advance.
Casual Loading	25%	25%	There is no change in the casual loading.
Super Fund	Funds specified	Not specified previously	The BFI lists a number of funds that super must be paid into unless otherwise requested by the employee.
Overtime on a single day	<ul style="list-style-type: none"> • First 3hrs = 1.5 x hrly rate • Thereafter = 2 x hrly rate • Saturday = 2 x hrly if outside an employee's weekly hours • Sunday = 2 x hrly rate for all work performed • Must receive 10 hours rest before next shift • No overtime for those as per exemption clause 	<ul style="list-style-type: none"> • First 2hrs = 1.5 x hrly rate • Saturday and Sunday = 2 x hrly rate and a minimum of 3 hours per shift • No overtime for grade 6 or above 	There are a number of changes regarding overtime payments.

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ALLOWANCES			
District Allowance	NT & WA	Rockhampton and North	The district allowance now specifies employees in WA and NT as those entitled where the IIA specified employees north of Rockhampton. This allowance is transitional and ceases to apply as of Dec 31 2014.
Travel Time	½ hourly rate for any time that exceeds normal travel time to work provided no overtime is paid for travelling	Ordinary rate for time greater than 30 mins each way	This clause relates to travel away from usual place of work outside ordinary working hours.
Meal Allowance	If work 1.5 hours overtime and this extends past 6pm, pay \$12.79 If overtime exceeds 5 ½ hours a further \$10.52 is paid.	After 2 hours overtime	The amount of overtime an employee has to work in order to get a meal allowance has decreased from 2 hours to 1.5.
Motor Vehicle Allowance	Weekly <ul style="list-style-type: none"> • \$97.58 for <1500cc • \$120.36 for >1500cc Incidental use \$0.74c per km	Not provided Incidental use clause only	The BFI includes a weekly allowance for motor vehicle usage whereas the IIA did not. The Award also includes a clause as to what costs the employer must cover. Check the rates for incidental usage. Rates updated according to the applicable CPI e.g. private motoring sub-group
Accident pay	Entitled to pay if previous Award covering employee provided for it.	Entitled to Make up pay.	This allowance is transitional and ceases to apply as of Dec 31 2014.

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Removal Allowance	Not included	Employer initiated transfers	The IIA included a clause regarding reimbursement of expenses etc for employer initiated transfers. The new Award does not include any entitlements regarding this.
Higher Duties Allowance	> 4 days	Not included	Where an employee is required to relieve in a job at a higher level for more than 4 consecutive days, the employee must be paid the minimum salary prescribed in the Award for the higher level job.
First Aid Allowance	1.84% of std rate – level 2	Not included	The BFI Award includes an entitlement to First Aid allowance for eligible employees.
REDUNDANCY & TERMINATION			
Notice Period	As per NES >1 = 1 week 1-3 years = 2 weeks 3-5 years = 3 weeks 5+ years = 4 weeks	<3 years 2 weeks	The notice periods for termination of employment have changed. Under the IIA all employees up to 3 years service received 2 weeks. Now there is a cascading amount. No change in requirement to give an extra week for those over 45 with at least 2 years continuous service.
Redundancy	As per NES	As per Redundancy Test Case	There is no change in the amount of severance pay per year of service between the 2 Awards.