



# Suncorp Agreement Workplace **change,** **redeployment** and **redundancy**

# 2010

## INFORMATION SHEET

### **Suncorp claims that their proposal on change, redeployment and redundancy is competitive, internally equitable and fair. The FSU doesn't think so.**

The Suncorp proposal does NOT include a definition of a 'comparable position'. This definition is very important because if your position is made redundant this will determine the type of role into which you can be redeployed. Without a fair definition you could be forcibly redeployed into a very different job without the option of redundancy.

Currently AAMI, AAI and Promina FS state that an employee can be redeployed into a comparable position but do not define what this is. But Suncorp, Vero and Promina employees do have this very important definition in their current agreements. This is what is currently in place:

#### 'Suncorp Working Together Agreement' a comparable position is a role with :

- Similar accountabilities and duties
- At least equivalent remuneration
- Located in reasonable proximity to current work or home (clause. 19).

#### 'Vero Insurance CA', to determine a comparable position consider at least:

- Comparable remuneration
- The geographical location
- The experience, skills and abilities required for the competent performance of the position generally (clause 9.5).

#### 'Promina CA', a comparable position means:

- A position on terms and conditions, that, in total are no less favourable than the employees position prior to redundancy (clause 16).

Remember without a clear definition of a comparable position in the new Agreement, there is a real risk that you could end up working in job that has very little in common with your pre – redundancy position, that you hate and with no possibility of a redundancy payment.

In an organisation with as much restructuring as the Suncorp Group this is important to think about. In these negotiations FSU members are seeking genuine consultation during workplace change and fair redeployment, retrenchment and retraining arrangements.

### **Tell Suncorp you want a fair deal on comparable positions, redeployment and redundancy:**

- Email: [AskOneTeam@suncorp.com.au](mailto:AskOneTeam@suncorp.com.au)
- Visit the FSU Suncorp forum to leave your feedback.  
Go to [www.fsunion.org.au](http://www.fsunion.org.au) and click on 'Current Campaigns'.

**Turn over for a comparison of the Suncorp offer to other finance companies**

## How does the Suncorp Offer compare ?

	Notice	Severance Pay	'A comparable' position is defined as	Severance Pay Cap and Additional Provisions
<b>Suncorp's Current proposal</b>	6 weeks or payment in lieu	<ul style="list-style-type: none"> <li>7 weeks – 1st year (<i>pro rata if less</i>)</li> <li>3 weeks for each subsequent year (<i>pro rata for final year</i>)</li> </ul>	Scrap redeployment protections	<ul style="list-style-type: none"> <li>80 weeks excluding notice</li> <li>Additional provision not yet detailed</li> </ul>
<b>Best of Suncorp Group</b>	<ul style="list-style-type: none"> <li>8 weeks payment in lieu</li> <li>Employee over 45 years in entitled to 1 additional week's pay in lieu (<i>AAMI, Promina FS &amp; AAI</i>)</li> </ul>	<p>For employees with up to 15 years service:</p> <ul style="list-style-type: none"> <li>7 weeks – 1st year (<i>pro rata if less</i>)</li> <li>3 weeks for each subsequent year (<i>pro rata for final year</i>) (<i>Suncorp</i>)</li> </ul> <p>For employees with 15 years service and over:</p> <ul style="list-style-type: none"> <li>3 weeks for each year up to 10 years</li> <li>4 weeks for each year thereafter (<i>AAMI</i>)</li> </ul>	See table over page	<ul style="list-style-type: none"> <li>75 weeks (excluding notice) (<i>AAMI, Promina, Promina FS, Vero, AAI</i>).</li> <li>Employees with 25 years' service and/or is 45 years or older is entitled to an additional 4 weeks' severance (<i>Promina</i>)</li> <li>Minimum benefit of notice + 1 weeks severance pay i.e. 11 weeks irrespective of length of service (<i>AAMI, AAI, Vero, Promina FS</i>)</li> </ul>
<b>IAG</b>	<ul style="list-style-type: none"> <li>8 weeks or payment in lieu</li> </ul>	<ul style="list-style-type: none"> <li>3 weeks for each year of continuous service</li> </ul>	<ul style="list-style-type: none"> <li>No reduction in salary</li> <li>Skills and experience to perform role</li> <li>Reasonable distance</li> </ul>	75 weeks (excluding notice). Minimum benefit of notice + 1 years severance i.e. 11/15 weeks
<b>Zurich</b>	<ul style="list-style-type: none"> <li>8 weeks or payment in lieu</li> </ul>	<ul style="list-style-type: none"> <li>3 weeks for each year of service</li> </ul>	<ul style="list-style-type: none"> <li>At least same Zurich band and level</li> <li>At least same capabilities</li> <li>At least same TEC</li> <li>Reasonable travelling distance</li> </ul>	<ul style="list-style-type: none"> <li>75 weeks (excluding notice)</li> <li>Min. payment 8 weeks.</li> <li>Payment of return home if relocation in the last 12 months.</li> <li>Fin. Advice and out placement contained in agreement.</li> </ul>
<b>Westpac</b>	6 weeks	<ul style="list-style-type: none"> <li>7 weeks – 1st year</li> <li>3 weeks each year thereafter (<i>pro-rata for incomplete year</i>)</li> </ul>	<ul style="list-style-type: none"> <li>At least the same salary and other benefits</li> <li>Not unreasonable change in duties when considering skills and abilities</li> <li>Same location</li> <li>Similar grading</li> </ul>	<ul style="list-style-type: none"> <li>90 weeks (excluding notice)</li> <li>Time off for job search</li> </ul>
<b>NAB</b>	6 weeks	<ul style="list-style-type: none"> <li>7 weeks – 1st year</li> <li>3 weeks each year thereafter (<i>pro-rata for incomplete year</i>)</li> </ul>	<ul style="list-style-type: none"> <li>Is above or at the same position, grade</li> <li>Same hours, similar start finish times.</li> <li>not unreasonable change in duties considering employee's skills, ability and previous work experience (training available).</li> <li>Reasonable distance</li> </ul>	<ul style="list-style-type: none"> <li>94 weeks (excluding notice)</li> <li>Paid out annual leave loading &amp; retain some staff benefits for up to 9 months long</li> <li>Payment of return home if relocation in the last 12 months.</li> <li>Outplacements services</li> </ul>