



INDUSTRY SUPER FUNDS - HOW DO YOU COMPARE

Members working in industry superannuation funds often ask how their pay and conditions compare with those working in other funds.

While in many cases there are other factors which need to be taken into account to obtain fully accurate and valid comparisons, the table below shows 21 different pieces of information about 12 industry superannuation funds and/or administrators where the FSU has Enterprise Agreements. For complete details on these other awards or agreements, visit the Union's website at www.fsunion.org.au and click on "Awards & Agreements".

June 2018	HESTA	HostPlus	CBUS	LUCRF	AustralianSuper	UniSuper	MTAA Super	First Super	AIST	Superpartners	TWU Super	IFS
Paid Parental Leave	14 weeks	14 weeks	16 weeks	14 weeks	14 weeks	14 weeks	12 weeks	14 weeks	14 weeks	14 weeks	14 weeks	14 weeks
Paid Secondary Parental Leave	5 days	10 days	10 days	10 days	20 days	10 days	Within Special Leave	10 days	10 days	10 days	5 days	5 days
Pre-natal Leave	No	Yes	Yes	No	No	Yes	Yes	No	Yes	Yes	No	Yes
Redundancy	8 weeks in lieu 3 weeks for each year. Outplacement	8 weeks in lieu 3 weeks for each year. Outplacement	8 weeks in lieu 3 weeks for each year. Outplacement	10 weeks in lieu 3 weeks for each year. Outplacement	10 weeks in lieu 3 weeks for each year. Outplacement	8 weeks in lieu 3 weeks for each year. Outplacement	8 weeks in lieu 3 weeks for each year	8 weeks in lieu 3 weeks for each year	4 weeks in lieu 6 weeks to 26 weeks on length of service	8 weeks in lieu 3 weeks for each year. Outplacement	8 weeks in lieu, 3 weeks for each year	8 weeks in lieu, 3 weeks for each year
Current % p.a. rate increase	3%	3%	3%	3%	3%	2.75%	2.25%	3.5%	2.5% plus one off 5%	2.75%	3%	2.75%
RDOs/TOIL	No RDOs. Some TOIL	Some staff	6 p.a.	12 p.a.	Admin staff - 4 p.a. Non-admin staff - No TOIL for weekends	Flexi-time provisions	No	6 p.a.	4 p.a.	12 p.a. for grades 1 to 5	No	12 pa
Weekly hours of work	35	38	35	35	36	38	37.5	37.5	35	38	37.5	37.5
Christmas/New Year Office closure in addition to other leave	Yes	Yes	Yes	No	Yes	Yes	Yes	No	Yes	No	No	Yes
Employer Super	15%	15%	12% to 16.5% Staff choice to cash out difference	16%	SG + 3.5%	17%	12%	SG + 3%	SG + 1%	SG + 1%	SG plus 2%	11% plus \$750 pa
Employer Super during unpaid parental leave	Yes	Yes	Yes	No	Yes	Yes	No	Yes	Yes	No	No	Yes
Leave Loading	17.5%	Incorporated into salary	Incorporated into salary	Incorporated into salary	17.5%	Incorporated into salary	17.5% incorporated into salary	17.5%	25%	Incorporated into salary	Incorporated into salary	17.5%
Bereavement Leave	3 days per occasion 3 days extra for o/s	2 Days per occasion	3 days per occasion	3 days per occasion	3 days per occasion	3 days per occasion	2 days per occasion	3 days per occasion	2 days per occasion	2 days per occasion	2 days per occasion	2 days per occasion
Study Leave	8 days p.a. TPD	5 hours per week 2 days for each exam	2 hours per week per subject 2 days for each exam	5 hours per week 5 days exam leave	9 days per semester plus allowances	2 days per semester	Within 5 days special leave	3 days p.a.	4 hours per fortnight plus exams	10 days p.a. 5 hours per week	No	4 hours per week, 2 days for each exam
Personal Leave	15 days	12 days 5 days additional non cumulative carers' leave	12 days 10 days additional non cumulative carers' leave	12 days	14 days	12 days 3 days additional non cumulative special leave	15 Days	12 days	12 days, 6 days additional non cumulative special leave	12 days 5 days additional non cumulative special leave	12 days	18 days
12 months LWOP	Yes	Yes	Yes	Yes	Yes	Yes	Yes	No	No	No	No	Yes
LSL 13/10 Pro rata take	After 5 years	After 5 years	After 5 years	After 5 years	After 5 years	After 5 years	After 7 years	After 5 years	After 5 years	After 5 years	After 8 years	After 5 years
LSL 13/10 Pro rata depart	After 3 years	After 5 years	After 5 years	After 5 years	After 5 years	After 5 years	After 7 years	No	After 5 years	After 5 years	After 8 years	After 5 years
Family Violence Leave additional to other leave	No	2 days	10 days	No	5 days	Within 3 days special leave	Within 5 days special leave	3 days	4 days	No	No	5 days
EAP	No	Yes	Yes	No	No	Yes	No	No	Yes	Yes	No	Yes
Income Protection	No	Yes	Yes	Yes	Yes	No	Yes	No	No	No	No	No
Pay averaging 48/52	50/52	48/52	48/52	48/52	48/52	48/52	48/52	50/52	48/52	48/52	No	48/52