

BANJO'S BAKEHOUSE AWA
Key Points

- When measured against the NSW Shop Employees (State) Award the Level 2 Sales Employee classification rate is \$8 LESS than the Award rates (\$534.80 compared to \$542.80). However, when factoring in the requirement to work 40 hours per week under the AWA (effectively 2 hours of unpaid overtime per week), the difference in base weekly rates becomes \$50.84 LESS than the Award rate (\$534.80 compared to \$585.64).
- 40 hour week in AWA compared to 38 hour week in the Shop Employees (State) Award.
- Delay of 12 months in passing on NWC increases.
- No allowances existing under AWA (ie meal, laundry, first aid, travel etc).
- No penalty rates exist for work on Saturday or Sunday.
- No penalty rates paid for public holidays.
- No Annual Leave Loading applies, incorporated into base rate.
- Employees can cash out 10 days Annual Leave each year.
- Employee can be directed to take Annual Leave by the giving of 2 weeks notice.
- No limitation of long days of 10 hours per day
- No minimum break between shifts
- No minimum daily engagements apply.
- Employees can be directed to work a roster - no requirement to consider family responsibilities.
- Rest Break is 5 minutes after 3 to 5 hours worked.
- Meal Break is only 30 minutes
- No benefit of a public holiday if it falls on non-working day.
- No picnic day holiday, can be required to work with time off at ordinary rate.
- No automatic progression to higher grades.
- Part-time employees reduced to casual status by virtue of being paid a casual loading.
- No Parental Leave available for casual employees.
- No access to Adoption Leave.
- Redundancy is maximum of 8 weeks.
- No role of AIRC - only private mediation.
- Contains a Standown provision.