

Better Off Overall Test (BOOT) Comparison

Proves that employees are better off overall when comparing agreements against modern award.

Salary arrangements under which an employee takes home a pre-determined and generally unvarying weekly proportion of a fixed annual salary now need to be compared against another industrial agreement. Organisations have to pay their wage-based employees on an Enterprise Agreement, if they are not better off under this agreement as compared to the relevant industry award, adjustments would have to be made.

The UKG Dimensions™ BOOT Comparison solution supports the overall assessment as to whether an employee would be better off under the agreement/salary or the relevant award.

How can UKG help?

- Configure both Enterprise Agreement and industry Modern Award in one system
- Configure any modern award that applies to your Organisation (Hospitality, Nurses, Mining, Transport, etc.)
- Extract a detailed Payment Comparison Report per Employee
 - Actual dollar earned under the Enterprise Agreement
 - Comparison dollar earned under the relevant Industry Award
 - Dollar Variance and Variance KPI

Easily manage employee schedules

BOOT Test Comparison

3/01/2020 - 4/21/2020 All Salaried Team Members Loaded 5:24 PM

Select All Refine People Track Time Accruals Approval

Details Share Restore Save

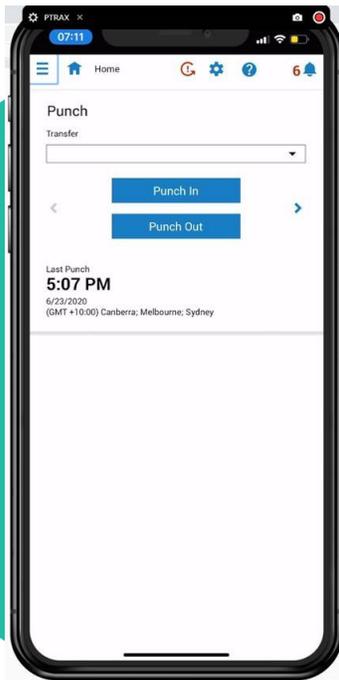
Employee ID	Worker Type	Employee Pay Rule	Actual Hours	Actual Cost	BOOT Test Hour	BOOT Test Cost	\$ Difference
AREAMGR	Salary	AU-GRIA-RET-STORE MGR-30					
TEST5	Salary	AU-GRIA-RET-STORE MGR-30	89.12	892.00	56.29	1,859.39	-967.39
CU-MGR4	Salary	AU-GRIA-RET-OTHER MGR-30	87.42	2,044.08	70.00	2,224.34	-180.26
CE2E-MGR1	Salary	AU-GRIA-RET-STORE MGR-30					
CU-MGR1	Salary	AU-GRIA-RET-STORE MGR-30					
TEST6	Salary	AU-GRIA-RET-STORE MGR-30	182.54	1,829.00	115.19	2,806.52	-977.52
CU-MGR2	Salary	AU-GRIA-RET-STORE MGR-30					
CU-MGR5	Salary	AU-GRIA-RET-OTHER MGR-30	182.24	4,296.15	143.00	3,946.03	350.12
TEST22	Salary	AU-GRIA-RET-STORE MGR-30	39.54	399.00			399.00
TEST26	Salary	AU-GRIA-RET-OTHER MGR-30	67.24	674.00	09.30	219.54	454.46
TEST27	Salary	AU-GRIA-RET-STORE MGR-30	39.54	399.00			399.00
CU-MGR3	Salary	AU-GRIA-RET-STORE MGR-30					
TEST11	Salary	AU-GRIA-RET-OTHER MGR-30	138.54	1,389.00	81.00	1,996.13	-607.13
TEST12	Salary	AU-GRIA-RET-STORE MGR-30	39.54	399.00			399.00
TEST17	Salary	AU-GRIA-RET-STORE MGR-30	67.24	674.00			674.00
TEST18	Salary	AU-GRIA-RET-STORE MGR-30	39.54	399.00			399.00
			Sum 975.30	Sum 13,394.23	Sum 475.18	Sum 13,051.95	Sum 342.28

This data view shows the difference between what a team member is actually being paid and what they would be paid if they were on the modern award on a regular basis.

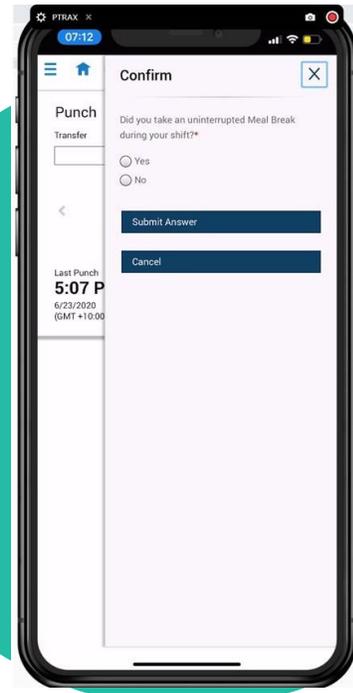
Key benefits

- ABILITY FOR USERS to see the comparison in the timecard.
- DATA VIEWS AND CUSTOM REPORTS available for visibility, e.g. group summary and employee detail.
- DATE RANGE selectable (1 day to 1 year).
- MITIGATE THE RISK OF NON-COMPLIANCE by ensuring employees are identified if worse off than the Modern Award.
- DECREASE THE TIME it normally takes to calculate comparisons.

In line with the recent changes to modern awards, where salary team members are now required to also record their time and attendance, UKG are able to provide the following:



Employees can easily punch in and out to track their actual time worked from any device.



Optionally, add conditional questions as part of the punch process requiring employees to attest to things, such as whether they took their required meal break or did they witness any unsafe working conditions during their shift.

Salary team members review and approve own timecard:

	Date	Schedule	Absence	In	Out	Transfer	In	Out	Transfer	Pay Code	Amount	Shift	Daily	Period
+	Tue 23/06	10:00-14:00		10:00	13:00		13:15	14:00				4:00	4:00	4:00
+	Wed 24/06	17:00-21:00		17:00	19:45		20:00	21:00				4:00	4:00	8:00
+	Thu 25/06													8:00
+	Fri 26/06	10:00-15:45		10:00	13:00		13:15	15:45				5:45	5:45	13:45
+	Sat 27/06	10:15-14:15		10:15	13:15		13:30	14:15				4:00	4:00	17:45
+	Sun 28/06													17:45
+	Mon 29/06													17:45

Employees can view their timecard from any device. They can optionally be granted edit access to fill out their own timecard as an alternative to punching. Employee edits can be work flowed to the manager for approval before the timecard is updated. Employees can be asked to approve their timecard each pay period to capture an audit trail that indicates they have confirmed the timecard is accurate.



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