

## **FSU Claim - BOQ Enterprise Agreement 2018**

*Without prejudice*

### **Term**

- The term of the Agreement to be three (3) years (2018-2021).

### **Pay**

- An across the board guaranteed pay increase of at least 3% annually.
- Further pay rises as required to ensure comparability of pay for similar roles within like companies.
- All allowances in the agreement increased accordingly.

### **Superannuation**

- Increased employer superannuation contribution above that required by the SGC.
- Any employer superannuation contribution above the required SGC not to be incorporated into employees' total remuneration package.
- Any employer superannuation contribution above the required SGC to form part of this agreement.
- Superannuation to be paid during periods of unpaid parental leave.

### **Performance Objectives and Performance Bonus**

- The setting of performance objectives to be transparent and fair and include the opportunity for employees to have input into the setting of targets.
- Targets must be achievable during normal working hours and be adjusted when short staffing requires employees to take on extra duties to cover for absences.
- Target adjustments should be available to mitigate the impact of both planned and unplanned absences.
- Performance appraisal and rating processes to be transparent and a process for review established that is fair, transparent and separate to the original appraiser.
- Performance bonus decisions and outcomes are to be clearly communicated to employees.

### **Training and Development**

- A review of the provision of training and development to be conducted to ensure equity of access.

### **Staffing, relief and workloads**

- Relief staff are to be rostered for periods of planned absences and where unplanned absences occur, relief staff will be provided.
- Where relief staff are not available, strategies to address the specific needs of the workplace affected will be implemented, following consultation with affected employees, and may

include: branch closure until relief can be found; closure for lunch; target adjustment; support for employees to have adequate breaks and/or break time; and authorisation of paid overtime.

- Where a Branch Manager is absent or resigns, and an existing staff member is required to perform Branch Manager duties, higher duties will be paid.

#### **Hours of Work**

- A review of clauses relating to Hours of Work

#### **Domestic Violence Leave**

- An increase in the quantum of Domestic Violence Leave from 5 days paid leave to 10 days paid leave non-cumulative .
- A broadening of eligibility to include non-cohabitating partners and/or girl/boyfriends.
- Provision of 5 days paid Domestic or family violence supporters leave (non-cumulative).

#### **Fair Work Act**

- The Agreement is to be reviewed to ensure compliance with the Fair Work Act.

#### **Other matters**

- An OH&S review of ICON branches to be undertaken.
- Any other matters that may arise in the course of bargaining.