

Enterprise ► Bargaining at ANZ

FSU's Claim

On behalf of our members, the Finance Sector Union has begun negotiations for a new Enterprise Agreement at ANZ. This new Enterprise Agreement will set out the pay and conditions for ANZ employees.

Details of the FSU Claim for endorsement are as follows:

PAY

- Across the board pay rises that match or better cost of living increases: performance pay only in addition to this.
- Increases to employer superannuation contributions.

JOB SECURITY – INVEST IN AUSTRALIA

- Better redeployment practices and increased retrenchment payments.
- Offshoring protocols jointly agreed between FSU and ANZ.
- Skills fund for employees affected by offshoring.

PERFORMANCE AND TARGETS

- Fair and transparent performance review processes.
- Better rights to negotiate/dispute targets.

STAFFING

- Measures to guarantee adequate staffing.

WORK/LIFE BALANCE

- Workloads that are achievable in rostered working hours.
- Protection of existing minimum and maximum work hours, penalty rates and overtime; and mutual agreement to roster changes.

FAMILY FRIENDLY PROVISIONS

- Enhanced paid parental leave, in addition to the Federal Government's Paid Parental Leave Scheme.
- Pay Equity audit during the life of the Agreement.

LEAVE

- Enhanced personal/carers' leave provisions and flexibilities around long service leave.

TRAINING

- Access to training, career and skills development.

PROTECT EXISTING ENTITLEMENTS

- Transfer relevant existing conditions contained in the current Award and Agreement into a new, enforceable Agreement.

DISPUTE RESOLUTION

- An independent umpire to resolve workplace disputes.