

# fsu@work

.bankwest fsu member magazine

SIGN UP AND  
GO PLACES

See insert



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**July 2004**



Peter Bell talks union

## NATIONAL SECRETARY'S MESSAGE



Photographer: James Lauritz

**Paul Schroder**

Teamwork and leadership are the key themes of this edition of FSU@Work. And the two are compatible when you consider that every team member takes on leadership at some point, in some way.

The leadership shown by FSU Reps in their workplace is just as critical as the leadership shown by a Peter Bell on the footy field. It's about helping the team of members achieve better outcomes for all.

Leadership is also about having the courage of your convictions to take on more for the team and Maureen Locke certainly did that for her members. We

wish Maureen well in her retirement as we welcome Kym Smailes to the National Executive team.

### Industry perspective

FSU is active on the broader industry front.

We have surveyed members, written to employers and are lobbying politicians on many matters to ensure members' rights are protected, and that employment opportunities in Australia are maintained.

We take a further look at the global trends towards sending jobs overseas in this edition.

### Federal election

The 2004 federal election represents a significant choice for Australia in determining what type of society we want for ourselves and for our children.

FSU has been canvassing members to gauge which issues they are most concerned about and to help provide information on the policies of all the political parties. A report on what members are saying can be found on page 8.

Most importantly, I would like to acknowledge your efforts and encourage your continued involvement in helping make BankWest, the finance sector and our community a better place.

Cover: Dockers captain Peter Bell with FSU Kym Smailes.  
Photo supplied by FSU.

Photo supplied by FSU



Maureen Locke  
pictured with FSU  
Industrial Officer and  
Acting CBOS Secretary  
Tony Logan .

## Express lane

### FSU FAREWELLS A TRUE BELIEVER

**FSU said goodbye and goodluck to a valued and respected Branch Secretary in April this year.**

Maureen Locke was employed as WA Branch Secretary by CBOS (formerly known as CBOA) in 1976. A staunch advocate for working women, she was instrumental in pushing for EEO in employment and in the FSU. She worked tirelessly in encouraging women to become active in the Union and to develop their role in the workplace and community.

During her time as Secretary, she witnessed enormous changes in the conditions of employment for her members, especially with CBA holding a top position in the redundancies stakes. In 1993, when CBA announced its plan to cut more than 10,000 jobs throughout Australia, Maureen worked hard to help WA members through this traumatic time.

At her farewell, Maureen was feted by former colleagues and friends who celebrated her commitment to members. As a testimony to her dedication, the FSU in WA (FSU and CBOS) have agreed to name the training/meeting room "The Maureen Locke Training Room". A plaque with Maureen's photo and the following words was presented to Maureen: "*Maureen Locke was an extremely dedicated unionist and leader who greatly influenced debate on issues affecting members. A role model for many. The Maureen Locke Training Room is dedicated to the training of future Union Leaders*".

Maureen responded by encouraging members to continue the fight for a fair go in the workplace and thanked everyone for their friendship and good wishes.

Industrial Officer, Tony Logan, will take on the role of Acting Secretary Commonwealth Bank Officers Section in conjunction with his current role.

### ASHLYN KEEPS THE UNION FLAG FLYING AT COLLIE



Photo supplied by FSU

Ashlyn Swindill upholds  
100% union member  
status at Collie.

**New employee Ashlyn Swindill helped maintain Union momentum in the Bankwest Collie branch by joining the Union on her first day.**

A twist of fate brought FSU to that part of the country on that particular day, ensuring that Collie maintained its' proud 100% membership.

### KYM ADDS MORE TO HER PLATE

**Kym Smailes has recently been chosen to become one of FSU's National Executive Delegates. She joined BankWest in 1994 and quickly became involved with the Union as a Workplace Rep. As her experience and confidence as FSU Rep developed, she was elected as a member of Branch Committee of Management late 1999. In 2003 she was nominated Vice President Banking and National Conference delegate.**

Kym is looking forward to representing WA members at a national level and will continue to encourage them to become more involved in their Union.

## TEAMWORK COUNTS - ON AND OFF THE FIELD

**Soccer is the fastest growing sport in Australia but it is a bumpy ride at the top as the National Soccer League continues to search for a successful formula. Proposed changes mean players need to work together to secure their future.**

FSU Bankwest Representatives, Kym Smailes, Jenny Pecotich and Adam Fay took some time to meet with some Perth Glory players at Members Equity Stadium recently. The topic of conversation with Shaun Murphy, Australian Professional Footballers Association Representative, soon turned to representing members and working as a team.

Shaun explained that members of APFA across the nation faced an uncertain time as a whole new league is set to come into being in just over a year. Members are concerned about their playing futures and future employment entitlements.

“We have to work together to protect our interests and the interests of soccer in Australia. Success in soccer comes through teamwork and this is true of other endeavours. We are proud of the fact that more than 90% of our players are in the union” says Shaun.

APFA has a certified collective agreement in place covering minimum salaries and salary caps, but they do not have a redundancy agreement protecting players from league restructuring (such as the BankWest Redeployment and Retrenchment agreement negotiated by the FSU).

“Like any other workplace we have issues that need to be addressed. As Reps we gather that information from members and report to the union’s executive and work to resolve the issues. Our capacity to make things better for players comes through our willingness to work together - it’s the same for BankWest employees and employees everywhere” says Shaun.

The Australian Professional Footballers Association is a registered trade union and is affiliated to the Australian Council of Trade Unions.

Photo supplied by FSU



*Glory players  
L-R: Bobby  
Despotovski,  
Damien Mori,  
Jason Petkovic  
and Shaun  
Murphy.*

### FSU MEMBERS BRING THURSDAY NIGHT TRADING TO A STANDSTILL

**After challenging the Bank, FSU members won a commitment from BankWest to halt Thursday night trading until a proper consultation process has been conducted.**

Concerned FSU members contacted the Union after being approached by management seeking their consent to work on Thursday evenings.

Staff were told if they did not volunteer they would be placed on a roster and the Bank placed notices outside the location advising customers of the impending change.

After members questioned this and clarified their rights to consultation and a fair process, Bankwest agreed to halt their plans to open branches on Thursday nights until proper consultation has occurred. A commitment has been given for FSU to be included in the consultation process and we will advise members of the outcome.

### HBOS AUSTRALIA TO CONSULT UNION

**HBOS, the sole owner of Bankwest has created HBOS Australia which encompasses BankWest, Bosial, St Andrews Insurance and Capital Finance. Since its creation there has been very little change to the day to day workings of the Bank.**

However the first visible change for members was the “secondment” of staff in the Wealth Management and Insurance division of Bankwest, to St Andrews. Staff were advised of the change in reporting lines and assured by Bankwest that their current conditions of employment continue. FSU was briefed in April about the interim sharing arrangement between Bankwest Structured & Property Finance and BOSIAL Corporate Banking and was advised there would not be any change to current staffing arrangements in the two groups.

FSU has written to the Bank seeking confirmation on their commitment to involve the Union when providing an equitable set of conditions across the group.

# PETER BELL - LOOKING AFTER AFL'S NUMBER ONE ASSET

**Peter Bell is one of the most respected AFL footballers in the country.**

A premierships player with the Kangaroos, best and fairest winner at the Kangaroos and Fremantle, Fremantle captain and a dominant mid fielder who many say was unlucky not to snare the Brownlow last year, there is not much he can't do on a footy field.

But off field Peter remains passionate about the game and its number one asset - the players. Peter is the National President of the AFL Players Association and he recently spent some time talking to FSU's WA Vice President, Kym Smailes about his role.

**KS: Being the head of a union is not really something that people normally associate with a top footballer. What is your motivation for taking on such a role?**

PB: I started off as delegate while playing for the Kangaroos and moved onto the executive committee where I was approached to stand as President. Football has been good to me and I wanted to make sure it was good for those coming through. Since my early days we have achieved 100% membership.

**KS: Is the structure of the Association set up in the same way as a union?**

PB: In each team (workplace) we have a delegate and an alternative delegate. The delegate is extremely important as they act as a conduit between the club and the Players Association. They give their feedback to the executive for action.

**KS: Why do you think it is important for players to be part of the Association?**

PB: Players are the number one asset for the AFL. In the past they have not always been looked after. Since 1980 a lot of work has gone into establishing the credibility of the Association and its relationship with the AFL and clubs. We have achieved huge steps forward in the areas of player welfare, education, post career planning and of course player payments.

**KS: How do you maintain involvement and interest in the Association's activities amongst your membership?**

PB: Again the role played by the delegate is crucial. We rely on them to pass information to players and back to the executive. We also have a website for members, we conduct phone hook ups and we put out a bi-monthly newsletter.

**KS: Your agreement expired in 2003, are you currently negotiating a new one?**

PB: A bit of a scoop for you here - we have just finalised our new collective agreement with the AFL which will set conditions for the next five years. An important part of that process is involving members by canvassing their ideas and surveying them. Then it's the stress of many long meetings to negotiate an outcome.

**KS: What are the important issues facing AFL players at the moment?**

PB: There are a number of them, but fundamentally it's about player's health and safety and life after football. When you think that the average playing time in AFL is between 3 to 4 years and yet most players have done nothing else but aim at getting there from about the age of 15, then you can see what our objectives need to be.

Making sure our workplace conditions are the best they can be, ground conditions and the like. Making sure we have proper insurance in place to look after injured players. Helping players get an education and career placement post football and making sure there is a proper retirement fund in place. Of course putting in place minimum player payments is important but it's not the be all and end all by any means.

**KS: I notice your organisation has education training grants for players. Is this considered an important benefit?**

PB: It certainly is. The uptake has been massive and growing. The grant helps pay for fees, books, HECS debts and computers.

**KS: Racism has been a major concern in sport. How do you handle this issue in the AFL?**

PB: The Players Association has put in place a process where every year at every club, compulsory meetings are held to educate players about race, religion and sex discrimination and its impact. The AFL and AFLPA and a

number of other bodies have worked hard and our record is improving with incidents of racial vilification down to nil.

**KS: So do you enjoy the role and the time commitment you have to give to it?**

PB: I love it. As I said the game has been good to me and I want to make sure it continues for the younger players. There are a few problems with time differences and trying to get a quorum of 8 when the delegates are all over the country but we use teleconferencing and I am in Melbourne every second week so we manage.

**KS: One last question - I have to ask this for our many Dockers fans - are the Dockers going to win the flag in 2004?**

PB: We are hoping to improve on last year. We are still a very young team which is developing. I am confident in the next few years we will win the flag!

**KS: Are there any messages you have for FSU members?**

PB: I think the lesson I've learnt from football and from my involvement in the Players Association is that you achieve much more by working together. As the old cliché goes - a team of champions will never beat a champion team.



Photo supplied by FSU

# BANKWEST LET UP ON LEAVE WITHOUT PAY

The BankWest Certified Agreement 2002 drew together a number of circumstances where members would previously have sought Leave Without Pay (LWOP), and agreed to provide Career Breaks (Clause 32). However in certain circumstances members may not fit the criteria for a Career Break and the bank has looked at applications for LWOP on a case by case basis.

Recently several members have found themselves without accrued sick leave available to them, yet have needed leave for medical treatment. They were advised by management that “as it is BankWest policy they must use their accrued annual leave before being able to access sick leave without pay”. This is not always the case.

FSU raised this issue with BankWest who have agreed you cannot be forced to take your annual leave as sick leave unless you have been medically certified unfit for a total period of more than 3 months (including any previous unpaid absences over the past 12 months).

It is appropriate to be asked by your manager whether you would like to use your annual leave rather than take unpaid leave, however the decision is entirely yours.

Sue Symonds from the Armadale branch was one member who did not have any accrued sick leave but desperately needed leave for a serious health problem. She was also anticipating some annual leave later in the year when she would hopefully have recovered and would be able to enjoy a holiday with her family.

When BankWest refused, FSU pointed out that they do not have the right to force employees to take annual leave as sick leave and demanded they grant her request.

Another BankWest member who needed LWOP for health reasons and had run out of sick leave wrote this thank-you letter to the FSU after the FSU Industrial Organiser had intervened and demanded BankWest grant her request.

Hi Dianne

*I just wanted to thank you for helping me with the leave without pay issue. It was giving me so much worry and stress and I couldn't believe the lack of support from my manager. Things are getting tougher in the workplace. Lack of staff, being told we will be moved to other locations if we don't make the Sales, no payment for overtime - it is "time owed" but only if approved by the manager. So I think having someone to help, and give advice is what all staff need. Everyone should join the FSU as I truly think things will get harder and harder.*

*So, a big thank-you for taking some of the stress away.*

Kind regards  
(name withheld)



Photo supplied by FSU

## You can “waive” your fees

Tamaryn Fazari was also in need of Union assistance when she found she did not qualify for a Career Break. The Union spoke to the Bank on her behalf and shortly after, they agreed to grant her LWOP. Through all this Tamaryn found out about “waiving” her Union fees while on unpaid

leave. This will mean that she will remain a member of the Union while on leave and should she need assistance when negotiating her return to work, she can contact the WA branch on (08) 9220 3100. Once back at work a simple email to BankWest Payroll will re-activate her financial status and membership with the Union.

If you have questions regarding the interpretation of your conditions of employment or are unsure as to whether the information given to you is accurate you should check the appropriate clause in the BankWest Award or the 2002 Certified Agreement. Both documents are available on FSU's website [www.fsunion.org.au](http://www.fsunion.org.au) or BankWest's ExplainIT. You can also contact Dianne Marshall at the Union office on (08) 9220 3100.

## DISPELLING THE MYTHS



Photo supplied by FSU

**Former BankWest managers, Robyn Parker (left) and Kylie Stone have always questioned the existence of Unicorns, but never doubted that managers need to be a member of their Union.**

They had always been in the Union, and never toyed with the decision to join or remain a financial member. When they were made Manager in their respective areas they remained in the Union, despite some questioning from others as to why.

Both Robyn and Kylie soon learned that circumstances can change quickly and when they were unable to personally progress their dispute with the bank to a satisfactory resolution, they sought representation from the Union and commenced the Dispute Settlement Procedure (Clause 47 Bankwest Certified Agreement 2002).

Although the process seemed long and trying at times, neither regret taking that path. They were successful in their claim for a proper and fair process, as was their right according to certified agreements between the FSU and Bankwest.

That myth managers can't or shouldn't be union members, is just one of many we hear about every day. To find out whether a myth you've heard is right or wrong, read on:

### THE MYTH

- ◆ I am a Manager now - I can't be in the Union
- ◆ I am on a Manager's contract - the Union can't help me
- ◆ If I join the Union it could be detrimental to my career
- ◆ The Bank would not approve of my being in the Union
- ◆ The Union cannot help me if I have a dispute about my conditions of employment



### THE TRUTH

- ◆ All BankWest employees are able to join the Union regardless of their position or grade within the Bank.
- ◆ FSU can assist to enforce your conditions of employment by providing information or representation if required.
- ◆ Everyone has the right, protected by law, to be a member of their Union. It is against the law for you to be disadvantaged in any way because of your choice in this regard.
- ◆ BankWest does not discriminate against employees because of Union membership, nor would it support any employee who did.
- ◆ The Union can, and has successfully assisted a number of Managers, with issues regarding their conditions of employment.

If you're unsure of how to handle a problem, need a myth elucidated, or just have a question for us, please don't hesitate to call your local FSU Office and get the answers you deserve.

## Ambition



### APPLICATION LETTERS

**Whenever you're applying for a position, a letter of application (also known as a covering letter) should always be provided with a copy of your resumé.**

The aim of an application letter is to convince the reader that you are genuinely interested in the position and that you should be invited in for an interview. Gone are the days when its only purpose was to tell the reader which job you're applying for and that your resumé is attached.

The more you know about the job you're applying for and the company you're applying to, the better your application will be. Do your research by carefully reading any information you have about the job and asking for more information if you need it. Checking out a company's internet site can also be a great source of information.

Your covering letter should:

- ◆ Be a formal, business style letter which is ideally no longer than one page and is addressed to the correct person - try to avoid addressing it to "Dear Sir/Madam".
- ◆ Include lots of action verbs, such as organised, supervised and participated in.
- ◆ Tell the reader which position you're interested in and why you're interested.
- ◆ Tell the reader why you believe you're the best person for the job. Always back up your statements with solid reasons based on your skills, knowledge, experience and personal attributes.
- ◆ Always address the selection criteria in the job advert/job description. When doing this, provide good examples to back up what you're saying. It's much more meaningful, for example, to say you've had 5 years of sales experience in a busy branch environment and have been successful in meeting sales targets, rather than just saying you have sales experience.

Visit the FSU Finance Careers Centre at [www.fsunion.org.au](http://www.fsunion.org.au) where you can search for finance job vacancies and get up-to-date information to help with your resumé, job search and interview preparation.

Photographer: Nyla-Jane Hunt



*Lenine Bailey completed the FSU Certificate in Frontline Management in 2002 and was one of the first students to enrol in our new Diploma of Business.*

## Express lane

### QUALIFICATIONS COUNT

**A recent promotion, to a new position in the NAB OCC (Operations Control Centre), has demonstrated to Lenine Bailey the strong link between work-related study and career advancement.**

Competition for the position was keen, and some of the candidates had more IT experience than Lenine. "What apparently won it for me", she says, "was my enthusiasm, and my continuing commitment to self-development and tertiary education".

FSU Diploma graduate Adrian Scanlan (Qld) has just landed "a fantastic new job at CommSec, which has greater scope for advancement." He was surprised to have been offered the job: after all, he doesn't have the degree the position description called for. But, he says, "given the work experience I had, and my Diploma, they obviously were happy to take me."

When it comes to career advancement, any worthwhile qualification - even evidence that you're working towards one - is better than none. For details of courses available through the FSU, call (03) 9261 5325 or by email at [terry.king@fsunion.org.au](mailto:terry.king@fsunion.org.au).

### DISCOUNTED HEALTH INSURANCE - YOU COMPARE

Included as an insert with this magazine is a new brochure summarising the benefits of special group discount rates for private health insurance provided by HCF for FSU members at premiums not available to the public. Check out the brochure for more details and see how HCF's rates compare with your current cover.

Source: Google website



### DISCOVER CHINA AND SAVE

**Have you ever dreamed of visiting the Great Wall of China? Now you can turn that dream into reality by taking advantage of FSU's discounted holiday offer.**

FSU Member Services is pleased to announce a heavily discounted holiday offer to China for FSU members and immediate families.

Departing 18 October 2004, the all-inclusive 10 day package to Shanghai, Xian and Beijing including the Great Wall of China costs just \$2,600 per person twin share.

Other trips are being developed for 2005 during May and October to coincide with the northern spring and autumn.

In summary, cost includes:

- ◆ return airfare with Air China ex Melbourne/Sydney.
- ◆ 4 star hotel accommodation
- ◆ internal Chinese airfares
- ◆ all transfers, tours, meals & entrance fees
- ◆ Chinese visa & travel bag
- ◆ Chinese tour guide

Cost excludes:

- ◆ Australian airport taxes (\$35pp), travel insurance, tipping & personal expenses.

Bookings can be made with a \$200 deposit with the balance payable 60 days prior to departure.

Full itinerary details for October 2004 are featured on the FSU website in the Member Services menu under "Holidays". It is expected that similar sorts of itinerary details and similar prices would be available for the proposed 2005 trips although this is obviously subject to confirmation.

To enquire about the October 2004 trip or to express an interest so you can receive more information about either of the 2005 trips when they become available call FSU Member Services on 1300 366 378.

The finance market has moved.

**SEEK and you shall find.**

If you're thinking of changing jobs, visit [www.fsunion.org.au](http://www.fsunion.org.au)

powered by  [seek.com.au](http://seek.com.au)

# REPS COURSES IN 2004

## VICTORIA/TASMANIA

The next reps training dates are:

- Tuesday 10th & Wednesday 11th August - Intro Reps
- Tuesday 14th & Wednesday 15th September - Advanced Reps
- Tuesday 12th & Wednesday 13th October - Intro Reps
- Tuesday 9th & Wednesday 10th November - Advanced Reps
- Tuesday 23rd & Wednesday 24th November - Intro Reps

## WESTERN AUSTRALIA

The next reps training dates are:

- Day 2 - Tuesday 17 August - Intro Reps
- Day 1 - Wednesday 15 September - Intro Reps
- Day 2 - Wednesday 20 October - Intro Reps
- Wednesday 10 November - Advanced Reps

## QUEENSLAND

The next reps training dates are:

- Thursday 19th August - Brisbane Intro Reps
- Friday 22nd October - Brisbane Advanced Reps
- Thursday 28th October - Toowoomba Advanced Reps

- Friday 12th November - Sunshine Coast Intro Reps
- Friday 19th November - Gold Coast Intro Reps
- Friday 3rd December - Brisbane Intro Reps

## NEW SOUTH WALES/A.C.T

The next reps training dates are:

- Tuesday 20th & Wednesday 21st July - Intro Reps
- Tuesday 17th & Wednesday 18th August - Intro Reps
- Wednesday 8th & Thursday 9th September - Intro Reps
- Thursday 21st & Friday 22nd October - Intro Reps
- Monday 8th & Tuesday 9th November - Intro Reps

## SOUTH AUSTRALIA/N.T

The next reps training dates are:

- Monday 16th August - Intro Reps
- Tuesday 17th August - Advanced Reps
- Monday 15th November - Intro Reps
- Tuesday 16th November - Advanced Reps

*For more information call your local FSU Branch.*

## MEMBER SUBSCRIPTIONS

To keep pace with increasing costs and to maintain the union resources available to members, the National Executive of the FSU has determined the need to increase member subscription rates by 4% effective 1st July 2004. The new fortnightly rates commencing July will be:

	Per Fortnight (inclusive of GST)
Members working 30 hrs or more per week	\$13.50
Members working 21 hrs and less than 30 hrs per week	\$10.27
Members working less than 21 hrs per week	\$7.02
Casual	30c per hr, not to exceed \$13.50 per fortnight

## JOBS ON THE MOVE

**Since FSU@Work first reported on outsourcing and off-shoring the trend has developed at an alarming rate in the global finance sector.**

For the first time in history, finance unions from across the globe came together in May this year to discuss the issue and the impact of outsourcing and moving jobs across national boundaries.

National Secretary, Paul Schroder, represented Australian finance workers at the conference.

“Many of our employers operate and compete at a global level. From that point of view Australia will not be immune from the strategies of off-shoring” said Paul.

The Conference provided a stark picture of what could happen here as representatives from across the world gave reports about jobs moving overseas.

## OFF-SHORING - SOME STAGGERING INTERNATIONAL FACTS

- ◆ Between 300,000 and 600,000 US jobs going off-shore each year (Newsweek, 1 March, 2004).
- ◆ 2003 - 2015 Forrester Research estimated that 3.3 million US jobs could migrate overseas. University of California calculated that 14 million jobs could move in the same timeframe (Newsweek, 1 March, 2004).
- ◆ Deloitte Consulting estimate that 2 million finance sector jobs in western countries could be relocated in the next 5 years.
- ◆ 28 job groups involved including IT, call centres and back office processing functions
- ◆ Call centre salaries: US \$4,000 per month, India \$280-300 per month (Ofreneo, p18)

### It's about corporate behaviour not nationalities

The debate over off-shoring is not a debate about nationality or race and should not be.

The primary driver for corporations to outsource or off-shore functions is to ultimately cut costs. It is reducing your employment conditions.

In India and the Philippines they are concerned that their jobs will move to Sri Lanka and eventually to China as English proficiency improves.

### It is about the future of our industry

“Sending work overseas poses a massive threat to Australian finance industry jobs” said Paul.

“We have to act now to alert people to the threat. We have to work to convince employers and governments that this is the wrong path for our customers, for our employment opportunities and for our children’s jobs.”

### FSU activity and what members can do

The FSU has:

- ◆ Written to employers across the finance industry to determine what, if any, plans they have for outsourcing in the future.
- ◆ Raised the issue with Governments and Opposition parties at a federal level.
- ◆ Called for consumer right to know legislation to be introduced to protect jobs and consumer interests.
- ◆ Joined the call for companies to sign up to global framework agreements raising international labour standards.

Members can:

- ◆ Find out more by visiting our website at [www.fsunion.org.au](http://www.fsunion.org.au)
- ◆ Raise the issue in discussions at work and at home
- ◆ Talk to your local politicians about their policies
- ◆ Let the Union know about any plans in your workplace to send jobs overseas.

## NEW FSU LEADERS

The FSU has a new National President with the election of Carol Gordon to the role for the next two years. National Australia Bank employee, Paul Ferrari fills the National Vice President position.

Photographer: Neil Richardson



Carol, a Commercial Lending Officer with the Commonwealth Bank in Launceston brings a wealth of experience in financial services and a real feel for the pressures members face in their daily worklife.

“I have been a bank employee for the past 24 years. I have lived through 4 mergers and I

know first hand the problems members confront in respect to understaffing and increased workloads” said Carol.

“The challenge for our union is to make sure we are all working together to deliver real outcomes for members in their workplace. We have to be active and encourage finance workers everywhere to get involved and make a difference.”

“I look forward to that challenge and I am honoured to be representing FSU members as their National President.”

Photo supplied by FSU QLD Branch



Paul Ferrari is looking forward to being an activist at all levels of the FSU. Paul has worked for the National since 1995 and is currently a Learning Consultant (Trainer) with the National’s Queensland Learning Centre.

“One of the main reasons I put my hand up for National Vice-President was to increase the

exposure of our Queensland Members at an Executive Level”, says Paul. “I hope to build on my passion for promoting member activism in all parts of the industry. I’m intending to help develop a stronger union presence within the finance sector”.

“A commitment to supporting the National President and ensuring the decisions I make are for the benefit of the union and its members at all times are also of primary importance”.

## FEDERAL ELECTION 2004

**With \$100 million of taxpayers money being spent by the Federal Government on advertising, it’s not hard to work out that a federal election is in the offing.**

FSU officials and activists have been contacting members to discuss federal election issues of importance to them and their families. Here is a brief look at the issues identified.

Health is nominated as the single greatest issue of concern by members. Maintaining universal access to Medicare bulk billing for doctors visits, public hospital funding and the need for better funding to the aged care sector are all issues identified as important.

Education and childcare issues are also nominated with public education funding and affordable access to University and Tafe courses nominated as concerns, with access to childcare also rating a mention.

Work issues have also been identified by members with concerns about the increasing difficulty to balance work and family, casualisation of work and the unfairness of workplace relations laws.

Specifically for our industry, members want FSU to campaign to protect jobs in the sector and to protect services for customers and the community.

FSU has raised industry concerns with all the major political parties and asked that they provide their policy response on the following issues:

- ◆ Restricting mergers between the big four banks;
- ◆ Protection against the impact of mergers and acquisitions in our industry;
- ◆ Provision of six months notice of branch closures or service downgrades;
- ◆ A full review of the implementation of the FSRA and its implications for employees;
- ◆ Fairer employment laws;
- ◆ ‘Right to know’ legislation that would make it compulsory for Call Centre customers to know if the person they are dealing with is overseas;
- ◆ Data protection laws for customers;

- ◆ Tying executive salaries to performance and providing shareholders with a greater say.

Further detail about these issues are set out in the FSU policy document ‘When Words Fail’ and can be found on the FSU website at [www.fsunion.org.au](http://www.fsunion.org.au).

All political parties have been asked to provide policy statements on all the issues identified by members so they can be published for members’ information ahead of the coming election.

### Election Comment

Politics is more and more about ‘spin’ and less about straight talking. We hope to be able to assist members get through the ‘spin’ to the substance by providing details of the parties policies as they become available.

Industrial relations legislation is one area where the Government’s real intentions are clear. The Howard Government has come out time and again and made it clear that they are on the side of the employers.

FSU believes that industrial relations legislation has to be about trying to create a fair environment which works for everyone in the workplace.

It’s our view that parties should deal with each other in good faith and there should be an independent umpire who can deal with disputes when things can’t be resolved.

The role of government in such an environment is to help constructively resolve disputes, not take sides or openly oppose the rights of one group in favour of the other.

FSU has called for the system to be made fairer by increasing the powers of the Australian Industrial Relations Commission to resolve disputes; recognising the rights of workers to belong to unions and to participate in union activity without fear of prosecution; promoting good faith bargaining; doing away with exploitative AWAs and providing workers with strong, comprehensive Awards and Agreements that underpin their working conditions.