

YOUR NATIONAL ENTERPRISE COUNCIL IS LOOKING OUT FOR YOU

Photographer: Ollie Winter-Irving



Delegates from the ANZ NEC met in Melbourne on 30 March 2007 to undertake planning for the coming year. Pictured L-R: Leanne Duncan (QLD), Tanina Marchesani (WA) and Marcia Corbett (NEC President, VIC/TAS). Not pictured: Joy Buckland (NSW/ACT).

Last year the FSU reached an important milestone in the structure of the Union with the establishment of member councils that represent various parts of the industry. The new Councils are crucial in ensuring that the FSU is a democratic organisation, and that it accurately represents the views of a diverse cross section of the Union's members.

There are seven state based Local Enterprise Councils (LEC's) representing members in banks, insurance and other financial institutions. Each LEC nominates a President who then represents the LEC at a National level. These delegates are called National Enterprise Councils (NEC's).

Before embarking on the first National Planning cycles for the FSU, NEC delegates met in Melbourne on 30 March for a Planning Day.

Delegates were given an overview of FSU's policy position on offshoring, pay equity and superannuation before breaking into Enterprise groups to discuss plans for the next 12 months. The ANZ NEC resolved to build power and influence conditions of workers, and increase membership and build Workplace Representative structures and run campaigns on issues important to members in ANZ.

The top 5 issues for the members in ANZ are:

1. Staffing/Targets/Unpaid Overtime

2. Offshoring of jobs
3. Pay (Performance Pay/No guaranteed increase)
4. Worklife Balance
5. EBA/Security of Conditions

ANZ - KEEP OUR JOBS HERE

Of all the banks, ANZ has moved the most jobs offshore.

In 2006 ANZ already had 1,400 jobs in Bangalore, and are continuing to move jobs out of Australia at the rate of about 400 every year. When challenged regarding their offshoring moves, ANZ point to the increase in jobs in Australia (especially in retail) and their commitment not to offshore customer contact roles as demonstration of their promise to growing their Australian workforce. But each year profit grows and more jobs are sent to low-wage countries. ANZ aims to reduce its cost-to-income ratio by about 5% and a substantial part of that is planned to be achieved by moving more jobs to India.

ANZ recently advised FSU of its intention to move to the next phase of the Mortgages' Transformation Program and review 955 back office jobs of the departments 1500 staff. The Bank claims that to remain competitive there is

“It's great that the LEC's and NEC's are made up of people of the job. Members need to be proactive and get involved, and understand it's their union. ”

ANZ NEC delegate Marcia Corbett.

a need to identify facets of the workflow that could either be automated, reengineered, centralised, outsourced, or off-shored to Bangalore.

FSU is working with members to minimise job losses and ensure that member's interests are protected.

COMCARE: NAB'S GONE - IS ANZ NEXT IN LINE?

ANZ have advised FSU that they are reviewing their OHS and workers compensation regulatory arrangements, including whether this could mean a move to the Federal Government's inferior Comcare system.

A Company granted a self-insurance license to operate in the Comcare system also picks up the inferior Commonwealth OHS legislation. Under Comcare workers no longer have the protections of state and territory OHS and workers compensation laws.

Is your ANZ Workplace Comcare Ready?

If ANZ were to advise you that they were planning to go to Comcare tomorrow - would you and your colleagues be ready to face this threat?

You can make sure you and your colleagues are prepared by following the 7 steps identified in the "Is your Workplace Comcare Ready?" article on page 9 of the main magazine.

ANZ RAISE THE PERFORMANCE BAR IMPOSSIBLY HIGH

ANZ management has executed a pay system that will leave many staff without even a basic pay increase - setting the bar unattainably high in the guise of "rewarding performance".

Under the system the Bank alone determines a fair pay increase for the year, and staff are expected to jump through hoops to achieve a 'fair' pay increase. If you fail the test, you get half that amount. The test is not an easy one to pass:

- ❖ You need to meet the bank's targets in all five different areas;
- ❖ When the local economy turns down, nationally determined targets become almost impossible to achieve;
- ❖ You can be marked down for "behaviors" - which can be completely subjective;
- ❖ Even if you meet your personal targets, but your workplace doesn't, you can miss out;
- ❖ The Bank can change the targets goalposts at any given time.

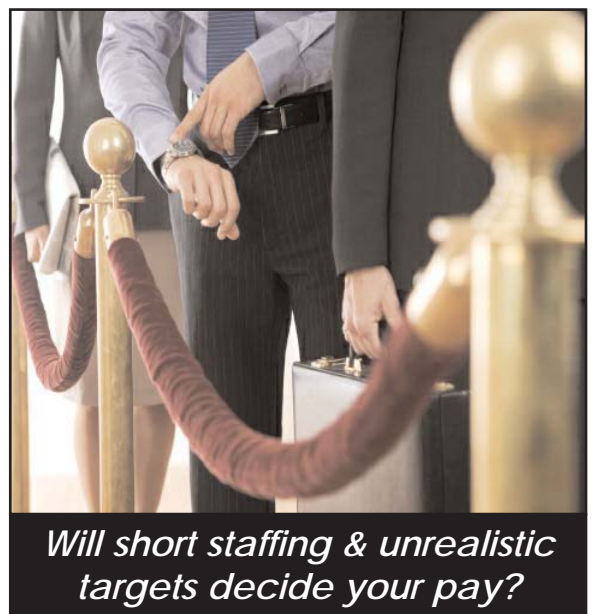
Further information about the pay system and its implications will be provided to members shortly. Members are encouraged to raise issues with their union and participate in upcoming activities to secure better pay outcomes.

SKILLS SHORTAGES PREDICTED IN INDUSTRY

In an article published in the Australian Financial Review on 15 March 2007, the journalist Helen Zampetakis suggested that the scarcity of skilled professionals is emerging as the biggest issue facing Australia's rapidly changing finance industry.

To begin addressing skill shortages, the FSU is planning to host an industry forum later this year. The aim of the forum is to bring together the major employers in our industry, including key employers, to discuss what could be done to minimise skill shortages in the future.

FSU is keen to hear from you about any training, career development and skills issues you are facing in your workplace. For example, are you aware of other companies poaching or head hunting skilled staff from your workplace? Have increased regulatory requirements in your industry meant that you have self-funded training so you remain employable? Do barriers exist that may impede women from returning to work after parental leave? Email your comments to fsuinfo@fsunion.org.au.



Will short staffing & unrealistic targets decide your pay?