

## YOUR NATIONAL ENTERPRISE COUNCIL IS LOOKING OUT FOR YOU

Photographer: Ollie Winter-Irving



Delegates from the Midsize Banks NEC met in Melbourne on 30 March 2007 to undertake planning for the coming year. Pictured L-R: Jillian Baker (VIC/TAS), Vicki Kern (QLD), Adam Fay (NEC President, WA), Greg Owens (NSW/ACT), Yvonne Songer (SA/NT).

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 Midsize Banks NEC, covering BankWest members, resolved to increase membership and Workplace Representative structures.

The key issues identified by the NEC were:

- ❖ Staffing/Unpaid overtime
- ❖ Targets/Performance Management

- ❖ Worklife Balance
- ❖ EB/Conditions
- ❖ Interpretation of Awards and Agreements by the Bank

### MEMBERS DEMAND A BETTER DEAL AT BANKWEST

Photographer: Yvonne Doherty



FSU Rep and LEC President Chris Fisher helped organise the petition for a "better deal" at BankWest.

As part of current negotiations, BankWest recently advised the Union of their plans to change the salary system from guaranteed across the board pay rises for all staff, to a performance based system, removing control and certainty from members.

Members' frustration with the Bank's proposal fell on deaf ears, so the LEC organised a petition for staff to convey their concerns. In a short time frame the response was overwhelming. Over 1300 signatures have been collected and will be presented to BankWest to illustrate that staff want "a better deal".

**“ Being involved in the Mid Sized Council NEC is important to me because of the potential - by working together - to influence and assist growing FSU membership in HBOSA as the bank continues with its fast track growth throughout Australia. ”**

BankWest NEC Delegate Adam Fay.

BankWest employee and LEC member, Chris Fisher says: "1300 signatures sends a significant message about the importance of across the board pay increases for BankWest employees. We're pleased to see that members understood the importance of working together by signing the petition to ensure their concerns were heard by the Bank".

Chris came to the attention of the Union recently when he wrote to the CEO regarding the Bank's proposal to change to a performance based salary system. In the space of a few weeks, Chris stepped up to become his Workplace Rep, an LEC member, LEC President and a member of the Negotiation Team for the proposed BankWest Agreement which is currently being negotiated.

**TARGETS - WHAT YOU NEED TO KNOW**

Quarter three is just around the corner. Do you know the process for setting and communicating your targets is protected in Clause 8 of your Enterprise Agreement?

**What are the Bank's responsibilities to you?**

- ❖ The Bank must provide you with your targets by the second working day of the performance management period.
- ❖ The Bank must clearly communicate the objectives, measures, targets and behaviours set for your performance appraisal assessment, including what factors are considered in their determination.
- ❖ The Bank must allow your feedback, and it must be taken into account by your Manager.

**Are there guidelines for setting targets?**

Yes - these are also set out in Clause 8 of your current Enterprise Agreement. Clause 8.1.9

explains that your objectives will be easily understood and non-discriminatory, developed in the context of the local market and be realistic and fairly set.

**What can you do?**

If you disagree with your targets you must put your concerns in writing. If you simply "sign off" on your targets without noting your concerns this indicates you agree with the targets that have been set for you. This can become an issue if you do not reach your targets and are put on Performance Improvement as a result.

When giving feedback to the Bank about your targets ensure that you always keep a copy for your own records. You may also want to forward a copy to the FSU for our records.

**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](mailto:fsuinfo@fsunion.org.au).

**UPDATE YOUR RECORDS WITH FSU**

We need to keep track of our members so if you have changed workplace or moved house please let us know so that we always know where to find you. Change of details can be faxed through to the FSU Office on (08) 9220 3130 or email [wa@fsunion.org.au](mailto:wa@fsunion.org.au)

**Are you a Manager at BankWest?**

FSU have a quarterly newsletter specifically for M grade employees. This newsletter is available by email only. If you would like to be on the mailing list please complete your details and fax this form to the FSU Office on (08) 9220 3100.

**Yes, I would like to receive inforM (Managers newsletter) updates.**

Name: \_\_\_\_\_

Preferred email address: \_\_\_\_\_

Workplace: \_\_\_\_\_ Phone: \_\_\_\_\_

I am an FSU member  Yes  No