



SANTBOX

SA/NT HEADLINES

JULY / AUGUST 2011

A Message from your Local Secretary, Deb Black



"If you focus on results, you will never change. If you focus on change, you get results!"

Jack Dixon

"Decisions without actions are worthless."

Michael Pound

Welcome to our Spring edition of SANTBox for 2011.

The energy and enthusiasm from our delegates at National Conference and their commitment to take an active role in our plan to "Change the Game" created a dilemma for me when I found these two equally appropriate quotes. I decided that as we are indeed going to "Change the Game" over the next five years by doing things differently I would begin this edition by including two inspirational thought provoking quotes rather than the usual single quote.

As we proceed with developing the objectives and strategies that will help us all achieve the goals we set at conference, our SA/NT Team has already commenced with Rep development through Activate training. Our second group of SA delegates joined us in July for Day 1 of Activate training and I'm sure both they and our June group will be working hard on their research homework ready for their presentations on Day 2 Activate training, to be held in Adelaide on Thursday 29th September. Reps in Darwin who have completed Activate training have developed their own Organising Plan to "Triple our Territory" by working together to increase membership in NT by end of June 2012.

As always we are on the lookout for workplace Reps seeking to "step up" to a leadership role by becoming delegates on their Local Enterprise Councils which means broader input into what happens in your enterprise and information sharing across SA/NT. If you would like to attend a meeting as an observer to get an idea of what it's all about you can contact your Enterprise Council President to find out meeting dates and more about the meeting process.

Please ensure you note in your diaries that our AGM will be held on Tuesday 22nd November at a venue to be advised. We will hold our usual Local Enterprise Council meetings first and then commence with the AGM at 5.30 including a guest speaker. This year we encourage each of you to bring a friend to the AGM.

We invite you to keep up to date with activities in the industry by accessing information on the website www.fsunion.org.au.

Remember to let your colleagues know they don't have to wait for an FSU Organiser to visit their workplace; they can join online at <http://www.fsunion.org.au/Join-the-FSU> or call 1300 366 378 and join over the phone.

**Please feel free to email comments to sant@fsunion.org.au.
For assistance on any matter call Member Rights Centre
on 1300 366 378**

Speak to your work colleagues and tell them how they can join online!

www.fsunion.org.au



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SA/NT LOCAL ENTERPRISE COMMITTEE (LEC) PRESIDENTS



Karen Aldridge, SA/NT Local Executive Council President, CBA SA/NT Local Enterprise Council President

Photographer: Marie Muggivan



Anne O'Connell, WBC SA/NT Local Enterprise Council President, National Enterprise Council President

Photographer: Marie Muggivan



Elli Doolan, NAB SA/NT Local Enterprise Council President, National Executive Council Delegate

Photographer: Marie Muggivan



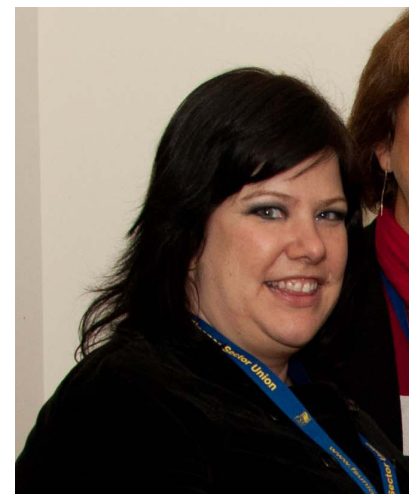
Mani Malhi, ANZ SA/NT Local Enterprise Council President

Photographer: Marie Muggivan



Tracy Piltz, BSA SA/NT Local Enterprise Council President

Photographer: Marie Muggivan



Rebecca Thomas, General SA/NT Local Enterprise Council President

Photographer: Marie Muggivan



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Regional Trips

During July and August the FSU toured both the Riverland and Clare / Burra Regions. Both visits were very successful and allowed our Organisers to catch up with members and Workplace Reps as well as provide information to potential members.

We are now gearing up for a trip to Alice Springs in September. Look out for us visiting on the following dates:

- 12/9 - NAB & NAB BB, CBA, CGU, Centrecorp
- 13/9 - BSA, ANZ, WBC, Bendigo and TIO
- 14/9 - Landmark and ACCU

If you would like the Organisers to discuss something specific with you on their visit, please call 08 8229 6542.



ANDERSONS
S O L I C I T O R S

Andersons Work Placement

One of our FSU Workplace Reps, Lauren Robbins, will be off to Andersons for 3 months to do her placement as part of the final stage of completing her Law degree at Flinders University. She will participate in a range of activities in various areas of law, and will hopefully gain some excellent exposure to industrial relations matters.



Wins

Beware of Facebook

FSU has successfully defended two members who allegedly breached policy in regards to the use of social media but Industrial Advocate Jason Hall warns that members should be very careful when using Facebook and other versions of social media.

Most employers now have specific policies in regards to social media and members should be aware of what implications these may have. Generally the policies are designed so employees do not make comments that may harm their employer's reputation. This can include comments about your workloads, your colleagues and the company in general. Depending on the circumstances employers may be able to treat the comments made on Facebook the same way as if the comment was made in any other form of public forum.

Key tips from the FSU in regards to social media:

- * Maintain security over your account. Even friends hacking accounts to make "fun" comments could result in a "please explain" from your employer if it relates to work.
- * Maintain a private profile that is only viewable by friends.
- * Avoid making references to your employer.

If any members are facing allegations in regards to social media please ring the Member Rights Centre on 1300 366 378.



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Performance Review (for our Employers)

We couldn't resist nabbing this little gem from our sister publication at FSU NSW / ACT "FSU Bites" :

FSU members regularly have their performance judged but our employers are seldom subjected to the same scrutiny. With the first half of 2011 now behind us, let's look at the performance of our employers and identify any areas of improvement required.

Space limitations in *FSUBites* prevent us from reporting on each and every one of our employers so we have concentrated on the largest employers. If your employer wants to discuss their performance rating, we will welcome the opportunity to provide constructive feedback and indicate where improvement might be earned.

Employer	Rating	Comments
ANZ	Needs improvement	Has the worst performance pay system in banking. Too many hard working people are facing declining living standards. Must do better.
CBA	Meets expectations	Admittedly expectations weren't that high given it's CBA, but closing in on a second successive collective agreement and has a better pay system than either ANZ or Westpac. High stress levels and reports of bullying are a real problem.
NAB	Meets expectations	Overcoming recent divorce but suspected to be still in relationship with former partners. Still offshoring Aussie jobs amid rumours of major shakeup soon.
Westpac / St George	Needs improvement	CEO is again offshoring jobs in the face of analysts' bullying behaviour. Frontline staff under intense pressure. Back office staff nervous about job security with many hoping that they don't have any and can get a payout soon.
IAG	Needs Improvement	Finally at the bargaining table for new EBA. Still gazing into chicken's entrails to determine pay. Complicates matters by pretending pay is secret management business.
Suncorp	Unsatisfactory	Took forever to resolve dispute with former GIO staff. AAMI branches all gone. Bullying reports keep surfacing and subsidised ineffective in-house staff club response was to warn complainers about sticking their heads up. C'mon, really!
Credit Unions	Needs Improvement	Tough going. Less market power and still sometimes tempted to attack staff to protect profits. Interference from APRA usually blamed for anti-worker activities. United staff response seems to be best option for workers.
Others	Unsatisfactory	Our global advantages of reliable, high skill workforce, good health & education systems and stable government backed up by effective regulation can deliver so much more. Executive excess, gender pay gap, lack of skills investment means lost opportunities and rising inequality.

FSU Activate Training

The SA/NT branch have been busy running Activate training and are happy to say that we have now run a Day 1 and 2 course in the NT, as well as two Day 1 courses in SA. Day 2 for SA will be held later in September and we look forward to seeing the participants wonderful presentations! If you are interested in attending Activate Training, please contact us on 08 8229 6542 or sant@fsunion.org.au.



FSU SA Activate Day 1 Participants



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Centralised Sites Competition

If you work at one of our centralised sites (Westpac Bedford Park, Westpac Lockleys, HP Lockleys or BT Bedford Park) you have the opportunity of winning an iPad 2!

Simply refer a workmate to join the FSU and you go in to the draw to win. The more members you join up, the more entries you get into the competition.

How can your workmates join?

* Online at <https://www.fsunion.org.au/membershipapplication.aspx>

* Over the phone by calling 1300 366 378.

* By completing the application form available from <http://www.fsunion.org.au/Join-the-FSU/Become-a-Member/default.aspx> and faxing it to 08 8229 6575 or posting it to:
FSU

Reply Paid
GPO Box 9893,
Adelaide SA 5001

Don't forget to make sure they put their name in the "Introduced by" field!
Terms and conditions are available from the FSU website or on the posters in your workplace.

Loud Shirt Day

The FSU SA/NT will be taking part in Loud Shirt Day on Friday 21 October and getting dressed up for a good cause!

Loud Shirt Day is a national fundraising event raising funds to help deaf children. 99 per cent of deaf children can learn to hear and speak with the right help.

Please visit our Fundraising Page <http://www.gofundraise.com.au/page/DebBlack> and support our efforts by making a small contribution - every cent helps! All donations to this site are secure and an automatic receipt is emailed to you immediately.

Why not also consider joining us in registering to participate in Loud Shirt Day? The more people registered means greater awareness and more funds raised for this wonderful cause!

For more information about Loud Shirt Day, please visit www.loudshirtday.com.au.

Thank you for your support!





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New ABS data shows the real cost of living for working families is rising faster than wages

ACTU Media Release 15 August 2011

New household living cost figures released today show real financial pressures faced by working Australians and their families are higher than recognised by the Consumer Price Index, and are a further argument for decent wages for Australian workers.

ACTU President Ged Kearney said that the Analytical Living Cost Index increase of 4.5 per cent for employee households in the year to June showed the cost of living for working Australians was rising faster than general inflation.

The ALCI is a specialist measure of costs incurred by working households, and is a more accurate indicator of living costs experienced by Australian workers than the CPI, which has risen by 3.6%.

"Most people do not need these figures to remind them what they see every time they go to the supermarket or open their power bill," Ms Kearney said.

"The cost of the necessities like fruit, petrol, electricity and both rent and mortgage interest charges families have to pay for each week went up faster than inflation, showing that fair wages for workers are more important than ever.

"Average wages have risen by around 3.8% over the past year, which means many workers are barely keeping up with the real cost of living.

"There is no doubt that the increasing cost of living is making life tougher for families, particularly those relying on casual or insecure work."

ABS labour market statistics show more than 2 million workers are without paid leave entitlements, and more than 1 million are independent contractors.

"While casual labour may suit some workers, the majority want more job security," Ms Kearney said.

"This level of insecurity makes it harder for families who are already struggling with cost of living pressures to plan for the future, or cope if someone sick leave.

"Employer proposals to reduce working conditions like penalty rates would only make it even harder for families who are barely making ends meet.

"The ALCI figures also strengthen the case for the Reserve Bank to hold off on interest rate rises in September, in recognition of the pressures on people trying to pay off their homes," Ms Kearney said.

"The underlying CPI rate is within the Reserve Bank's target range, a rate rise would just put more pressure on people trying to pay off a mortgage and cope with the rising cost of living."

"An interest rate rise would be a blunt instrument that does not reflect the widely differing economic circumstances in different parts of the country."

Media contact: Ben Ruse 0407 030 808