



Suncorp Agreement Targets & Dispute Resolution

2010

INFORMATION SHEET

Suncorp is proposing an approach to pay that doesn't guarantee any increase* over the life of the Agreement.

No increase at all.

On offer at the moment is a 'Pool' for the entire organisation of 4% in 2011, 4% in 2012, 3.5% in 2013, 3.5% in 2014.

You may receive no increase or a minimal increase which is entirely at your manager's discretion.

There are also Short Term Incentives (STI) arrangements that Employees 'may be able eligible to participate in', but here there are even fewer guarantees:

Under Suncorp's proposal;

- There are no protections against unfair or unrealistic targets
- The STI Pool is at the complete discretion of the Suncorp Board
- The distribution of the pool is entirely based on 'your leaders' judgment'.

So what could you do if your targets were unrealistic, or if your manager decided for whatever reason, you did not deserve a pay increase or STI payment?

NOTHING.

Nothing, because Suncorp's proposal does not include access to an independent umpire if there is a dispute. Leaving you with no options to address an unfair or unjust decision.

Where is the transparency and certainty?

The FSU claim is for targets that are fair and achievable in normal working hours and for access to an independent umpire if there is a dispute.

Have Your Say Now

The only way to improve Suncorp's offer is to:

- **Email askoneteam@suncorp.com.au** and state that you want a **Fair Agreement** that includes a guaranteed annual pay increase, fair and achievable targets and an independent umpire.
- **Visit the FSU Suncorp forum to leave your feedback.**
Go to www.fsunion.org.au and click on 'Current Campaigns'.

*For Employees who earn above the Award minimum of approximately \$43,000

