

KNOW YOUR AGREEMENT

Introducing the Westpac Group Enterprise Agreement 2016

FACT SHEET



The new Westpac Group Enterprise Agreement 2016 will operate from 1 January 2016 to 31 December 2018. It details your entitlements and conditions on a range of important issues such as pay increases, leave arrangements, and performance objectives.

The new Agreement is divided into four sections as listed below:

1. Our Agreement
2. Terms for employees of Westpac
3. Terms for employees of Asgard, BTFG, WFCL and WGIS
4. The technical stuff

What's covered in each section?

Section 1: Our Agreement

This section applies to all employees covered by the Agreement. It includes details on who is covered by the Agreement, when the Agreement operates from, when the Agreement expires and Westpac's introduction on what the agreement is all about.

Section 2: Terms for Westpac Employees

Section two details specific terms that apply to all employees of Westpac, this includes St George, BankSA, and Bank of Melbourne. This section is where you can look to find details of your entitlements, some of which include:

- Fixed Pay Increases
- Allowances and reimbursements you may be eligible to receive
- Ordinary Hours of Work
- Breaks
- Setting and changing hours of work
- Overtime
- Public Holidays
- Leave Arrangements
- Staffing
- Performance Objectives
- When you will be consulted about changes
- Redundancy

Note: refer to the Westpac Group Enterprise Agreement 2016 for the extensive list of entitlements that you may be eligible for under the Agreement.



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Section 3: Terms for employees of Asgard, BTFG, WFCL and WGIS

Section three applies if you are employed by Asgard, BT Financial Group (BTFG), Westpac Financial Consultants Limited (WFCL) or Westpac General Insurance Services (WGIS).

This section is divided into four parts:

Part	Applies to:	Terms Include:
1	All employees of Asgard, BTFG, WFCL, and WGIS	Terms from Section Two of the Agreement that apply
2	Employees of Asgard, BTFG, WFCL, and WGIS except SEALCORP Award employees and non award employees	Additional terms from the Banking Award that are incorporated into the Agreement
3	BTFG Agreement employees	Additional terms for these employees
4	SEALCORP Award employees	Additional terms from the SEALCORP Award that are incorporated into the Agreement

Section 4: The Technical Stuff

Section 4 applies to all employees covered by the Agreement.

This is where you will find information on technical issues, a range of transitional arrangements, Westpac Group's commitment that you will never be paid less under the Agreement than you would have been under the *Banking Finance and Insurance Award 2010*, and the dictionary.

Transitional arrangements are provisions that will apply in moving from the former Agreement (Westpac Group Enterprise Agreement 2013) to the new Agreement (Westpac Group Enterprise Agreement 2016.) If you require more information about these arrangements contact your FSU Organiser or Member Rights Centre.

Need more information?

For more information on your rights under the new Westpac Group Enterprise Agreement 2016 contact your FSU Organiser or the FSU Member Rights Centre on 1300 366 378.

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