

# WBC Enterprise Agreement 2018

## Proposed FSU Claim

28 May - 22 June 2018

Authorised by Julia Angrisano, National Secretary

**With the current Westpac Group Enterprise Agreement due to expire on 31 December 2018, the FSU and Westpac will commence negotiations for a new Enterprise Agreement (EA) in July.**

This round of negotiations comes at a critical time for Westpac workers and more broadly our industry. At a time when there is increased scrutiny on workplace culture, conduct and pay structures through the Royal Commission hearings we have a unique opportunity to lead the way on changes required to re-gain the trust and confidence of customers and our community.

We are also facing the challenges of a rapidly changing work environment and practices due to digital disruption and technology advances.

We recently conducted a staff survey of more than 3000 Westpac Group staff to assist in establishing the key priorities for a new Westpac Group Enterprise Agreement.

**The results of the survey clearly showed the priority issues for staff are pay, job security, workplace culture and conduct.**

The key elements of the FSU's proposal for a new Enterprise Agreement that ensures the work staff do today and into the future is Valued, Secure and Fair, is outlined in the following pages.

### Next Steps

Meetings with Reps or members representing their team are being held across the country over the next few weeks to discuss the proposed FSU Claim.

After these meetings have been completed, we are asking you to take the details back to your team or workplace to hold a short meeting with your colleagues and collect their votes for or against this Claim.

**It is important that the union negotiators are able to represent the views of FSU members and the best way to ensure this is for members to vote to endorse this Claim.**

As soon as you go back to your workplace, talk to your manager about agreeing on a time to hold a short meeting to take your colleagues through the Claim and ask them to vote. Once you have agreed on a time for the meeting to take place, make sure everyone in your team has a copy of the Claim before the meeting.

Only FSU members are able to vote so be sure to talk to your colleagues about joining the FSU to be part of the campaign to ensure the work Westpac workers do today and into the future is Valued, Secure and Fair.

Negotiations with Westpac are due to commence on 3 July so make sure you hold your workplace meeting as soon as possible.

It is vital that we respond to the challenges we face together by campaigning for a new EA that ensures the work Westpac Group workers do today and into the future is Valued, Secure and Fair.

Don't Forget to Record Your Workplace Votes Online at:  
[http://bit.ly/FSU\\_claim\\_endorsement\\_form](http://bit.ly/FSU_claim_endorsement_form)

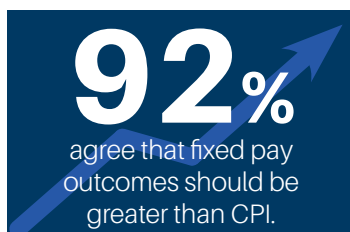
All votes need to be recorded by Friday 22 June.



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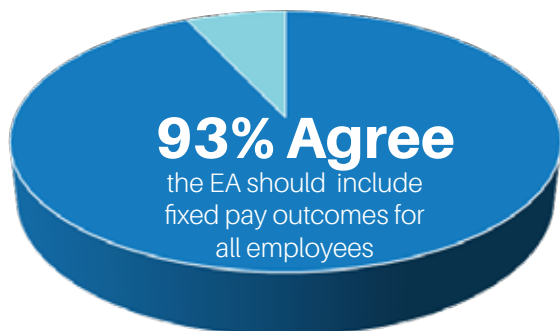
## Section 1: Valued

### Fixed Pay Increases



A guaranteed across the board fixed pay salary increase for all staff for each year of the Agreement that is greater than the Consumer Price Index.

Currently fixed pay outcomes for Tier 3 Employees is included in a side letter arrangement between Westpac and the FSU. This arrangement does not provide enough transparency and predictability. The FSU's claim is for all employees fixed pay increases to be included in the EA.



### Incentives

Any changes to at risk variable pay or incentive schemes should not result in a reduction to take home pay for staff.

The current incentive schemes should be brought under the EA and be free from behaviours that fail employees and fail customers. Any changes should be by agreement.

### Superannuation

The EA should include an increase in employer superannuation contributions for each year of operation of the Agreement to adequately assist staff saving for retirement. Increases to superannuation should be added to the remuneration package for packaged employees to avoid a reduction in take home pay.

**8 out of 10**

respondents agree that an increase to the superannuation contribution rate is important.



### Minimum Rates & Classification Structure

The minimum rates must increase on 1 January for each year of operation of the Agreement to ensure that the pay rates guarantee improved living standards for all Westpac Group employees.

The minimum rates must increase by the same percentage as fixed pay increases. The minimum rates and classification structure must apply to all Westpac Group Employees.

### Gender Pay Equity

Our industry has one of the worst gender pay gaps in the country, at 31.9%.

We want a commitment for a joint FSU/Westpac Gender Pay Equity Working Group to investigate, outline actions to close the gap, and Westpac to implement the findings of the Working Group.

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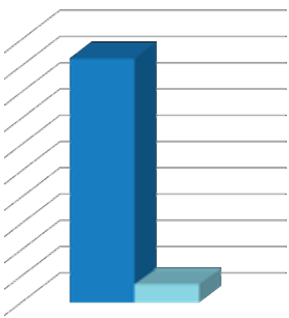
# WBC Enterprise Agreement 2018

## Proposed FSU Claim

### Section 2: Secured

#### Redundancy, Redeployment and Retrenchment

As traditional finance sector jobs and work at Westpac continues to evolve and change at a rapid rate it is critical that workers are treated with dignity and respect as they transition to future job opportunities. It is vital that Westpac Group workers continue to have access to a strong Redundancy, Redeployment and Retrenchment provision in the EA which is industry leading.



# 93%

of respondents agree that it is important that the new EA has strong obligations for Westpac to retrain, reskill and redeploy staff if their role is made redundant.

#### Training and Skills Development

Change is the only certainty for the future. Westpac must invest in their workforce and in Australian jobs.

To ensure staff are best placed to share in the benefits and successfully transition to a new environment, the new EA should include a comprehensive provision for professional skills development, training and career development opportunities.

A framework that includes transferable skills, professional qualifications and recognises the skills and experience of staff should be developed.



that Westpac should be required to invest in training and up-skilling of all employees to future-proof employment opportunities.

#### Improved Rights for Casual, Flexi Part Time and Labour Hire Employees

All staff should have a choice to access secure permanent employment where they can predict when and for how long they will go to work for. This will allow them to improve their living standards.

The FSU claim is for the use of casuals and labour hire employees to be limited to short term periods.



# 91% Agree

that the use of casual/temporary and labour hire employees by Westpac to supplement their permanent workforce should be limited.

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## Section 3: Fair

### Performance Objectives

In addition to the current performance objectives clause the FSU's Claim includes:

- » Performance objectives should prioritise ethical behaviour that puts customers interests ahead of sales.
- » Where customer satisfaction measures are used, a clear process for disputing ratings is to be included in the EA.
- » The use of sales and referral boards/leader board information that identifies individual's results will not be displayed or made available to other employees.
- » No employee will be unfairly disciplined for failing to meet their targets.



### Consultation

The FSU claim is to improve the consultation provision so it continues to be industry leading. It should keep pace with the changing environment to ensure staff are treated fairly and genuinely consulted when changes are proposed by Westpac.

### Domestic and Family Violence Leave

The current Westpac Group EA provision provides for 10 days paid leave if you are experiencing or supporting someone experiencing domestic and family violence.

In 2016 when this provision first become operative it was industry leading. Evidence now suggests that 10 days leave is not adequate. The FSU Claim is for an increase from 10 days to 20 days.

### Staffing and Workloads

There should be enough staff to perform the expected work, including meeting compliance and regulatory requirements every day without the need to resort to regular or systematic overtime.

### Union Rights

Improved union rights provisions for FSU and FSU Reps that continues to build on the FSU/Bank relationship that guarantees fair representation for everyone.

### Technical Changes

Amendments where required to current provisions in the EA to reflect changes in legal requirements and technical clarifications.

**JOIN**  
<http://bit.ly/JoinFSU>

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