

# KNOW your Agreement



FSU Fact Sheet

## Transitional Arrangements

### Weekend & Night Loading Changes in Launceston, Bedford Park, Lockleys and Epping CSC.

One of the significant changes in the new Westpac Enterprise Agreement is the alignment of hourly loadings across the bank.

The impact of this change varies from site to site but results in a reduction in night and weekend loadings for a number of employees.

#### Transitional Arrangements

In response to feedback by FSU members the bank improved their offer to compensate employees who experience a reduction in their loadings.

A 2% across the board pay increase for all O, A and unpackaged M level employees will be paid upon approval of the Agreement by Fair Work Australia in July.

However the Agreement, including the new loadings, will not commence until the 24 September. The nominal expiry date of the Agreement is the 31 December 2012.

The details are:

- The payment of a Transitional Top Up Payment (TTUP) to compensate eligible employees for a reduction in loadings over 27 months (ie for the period of the Agreement).
- Employees may opt out of night work with 12 weeks notice and have their contracted hours guaranteed to be rostered between 7am and 9pm Mon – Fri.

- Employees may opt out of weekend work when a suitable replacement is found and have their contracted hours guaranteed to be rostered between 7am and 9pm Mon – Fri. Westpac will take responsibility for finding a replacement.

#### Transitional Top Up Payment (TTUP)

The TTUP will be equivalent to:

- the difference between the value of the 2% increase till 31 December 2012, and
- the estimated reduction in loadings up to the 31 December 2012

The calculation of the TTUP is based on the roster worked by the employee in the 12 months prior to the commencement of the Agreement or pro rated for employees with less than 12 months employment.

This TTUP can be paid as a lump sum (and taxed as if earned over the remainder of the financial year) or paid into your Superannuation fund.

# Transitional Arrangements

## Eligibility

To be eligible for the TTUP an employee must be working rosters that attract a loading in the period between the 30 June 2010 (the date of approval of the Agreement by Fair Work Australia) and the 24 September, when the new loadings come in. If an employee is on parental leave, annual or long service leave or paid personal / carer's leave during the eligibility period they must have been working hours that attracted a loading in the four weeks prior to going on leave to be eligible. If an employees ceases working rosters that attract a loading or leaves Westpac after the 24 September they will still retain the TTUP.

## New Loadings

The following table shows the new hourly loadings that will apply for working ordinary hours from the 24 September 2010.

HOURS	MONDAY	TUESDAY - FRIDAY	SATURDAY	SUNDAY
12am-1am	100%	30%	100%	100%
1am-2am	100%	30%	100%	100%
2am-3am	100%	30%	100%	100%
3am-4am	100%	30%	100%	100%
4am-5am	100%	30%	100%	100%
5am-6am	100%	30%	100%	100%
6am-7am	0	0	100%	100%
7am-8am	0	0	100%	100%
8am-9am	0	0	50%	75%
9am-10am	0	0	50%	75%
10am-11am	0	0	50%	75%
11am-12pm	0	0	50%	75%
12pm-1pm	0	0	50%	75%
1pm-2pm	0	0	50%	75%
2pm-3pm	0	0	50%	75%
3pm-4pm	0	0	50%	75%
4pm-5pm	0	0	50%	75%
5pm-6pm	0	0	50%	75%
6pm-7pm	0	0	100%	100%
7pm-8pm	0	0	100%	100%
8pm-9pm	0	0	100%	100%
9pm-10pm	30%	30%	100%	100%
10pm-11pm	30%	30%	100%	100%
11pm-12am	30%	30%	100%	100%

## Annual Leave Loading

The loadings in this table will be used for the purpose of determining payment of annual leave loading in Launceston, Bedford Park, Lockleys and Epping. Employees in these sites will receive the higher of the loadings they would have received if they had worked or the standard 17.5% annual leave loading.

## You're Not Alone in the Union

Union members who raise a concern about the transitional arrangements are not alone. You will be supported by the industrial knowledge and expertise of the Union – we are here to ensure you get a fair go.

At anytime during the dispute resolution process Union members have the right to contact the FSU for advice, information and representation.

## For more information

For more information on your rights under the new Westpac Group Enterprise Agreement 2010 go to [www.fsunion.org.au](http://www.fsunion.org.au) or contact the Member Rights Centre on 1300 366 378.

Phone: 1300 366 378 / Email: [fsuinfo@fsunion.org.au](mailto:fsuinfo@fsunion.org.au) / [www.fsunion.org.au](http://www.fsunion.org.au)  
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