

KNOW your Agreement

FSU Fact Sheet

Working Saturdays?



Overtime at 100% or Ordinary Hours at 50%

A major change in the new Westpac Group Enterprise Agreement 2010 is the extension of ordinary hours into the weekend for employees in all states.

Currently employees in WA, Vic and Qld branches can work ordinary hours on weekends while branch employees in NSW, ACT, SA, NT and Tasmania work Saturdays as overtime.

Transitional Arrangements - Overtime on Saturdays

From the commencement of the new Westpac Agreement on 24 September 2010, employees in TULO CSC and branches in NSW, ACT, SA, NT and Tasmania who have been working Saturdays as overtime may continue to do so and receive a loading of 100%.

This applies to all full-time and part-time employees who regularly worked overtime on Saturdays in the 12 month period before the 24 September 2010.

Such overtime arrangements will continue to apply until Westpac chooses to introduce ordinary hours in the workplace for Saturdays and they are able to staff the workplace with employees who agree to work ordinary hours on the Saturday.

Weekends by Agreement only

Working ordinary hours on a Saturday is by agreement. Westpac can't force you to start working Saturdays as ordinary hours.

Employees who agree to work ordinary hours on a Saturday between 8am and 6pm will be paid a loading of 50%.

If Westpac chooses to introduce ordinary hours on the weekend, first preference for working those hours will be given to employees who have been regularly working Saturdays as overtime.

After this, if shifts are still unfilled, the option of working ordinary hours on Saturday will be made available to other staff, including staff at other locations nearby. The bank may also utilise new employees who have agreed to work ordinary hours on the weekend.

If there are not enough employees prepared to work Saturdays as ordinary hours then, if the bank wants the workplace operating on a Saturday, overtime arrangements would continue.

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Roster arrangements

In deciding whether to offer work on Saturday as ordinary hours Westpac will need to provide a roster which provides full time employees with:

- at least two days off per week (unless they agree otherwise). Where reasonably practicable Westpac will agree to an employee having two consecutive days off if that is what the employee prefers, and
- one Time Away Day within each four week cycle (unless they have agreed to cash out their Time Away Days).

Ceasing weekend work

If an employee is working Overtime on Saturdays they may give notice of their decision to cease doing so at any time.

If an employee has agreed to work ordinary hours on Saturdays they can elect to cease weekend work provided there is a suitable replacement. Westpac will take responsibility for finding a suitable replacement.

You're not alone in the Union

Union members who raise a concern about weekend work 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.

Need more information?

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

