

INVEST IN AUSTRALIA

The FSU plan for job security in Australia's financial services sector

1.0 Principles

- 1.1 Australia should have a strong and home grown comprehensive banking, insurance and finance industry capable of delivering services to Australians and the world;
- 1.2 Australian finance companies should invest in jobs, training and services in Australia – our banking, insurance and financial services should be made and delivered in Australia;
- 1.3 Off-shoring of work in the Australian finance industry is a breach of the obligation Australian banks and insurance companies have to the local economy – Australia should be the base for a finance sector that delivers high quality service to the world;
- 1.4 There should be no reduction in jobs without a corresponding reduction in workload.
- 1.5 The dignity of employees affected by restructuring or outsourcing must be paramount in any decision making or processes put in place by employers.

2.0 FSU claim

2.1 Fair processes

- 2.1.1 An employee who is redundant will either have the option to elect voluntary retrenchment or be placed on redeployment;
- 2.1.2 No employee wishing to remain in employment is to be retrenched until every alternative to retrenchment has been demonstrably exhausted by their employer, this could include substituting an employee wishing to be retrenched for an employee wishing to remain in employment;
- 2.1.3 Employees who are redundant will be given automatic first preference for any comparable position with the employer;
- 2.1.4 No employee will be unreasonably required to accept an alternative position;
- 2.1.5 Employees on parental and other leave will enjoy the same rights and protections and have the same opportunities as other employees when in a redundancy situation;
- 2.1.6 Employees who are on redeployment will be entitled to leave employment at any time without loss of severance payment;
- 2.1.7 Employees who are due to be retrenched will be given as much paid time as is genuinely required to seek alternative employment and prepare for and attend job interviews to secure alternative employment;

- 2.1.8 Temporary or contract employees with more than six months service will be treated as permanent employees for the purposes of redundancy, redeployment and retrenchment;
- 2.1.9 Employers will give affected employees as much information as possible during a review or restructuring process, and will genuinely consult with the FSU throughout the process. Such consultation will:
- commence before decisions are made or communicated to employees;
 - be regular and conducted in good faith;
 - include discussions about the alternatives to job losses;
 - include discussions about alternatives to off-shoring and outsourcing.
- 2.1.10 Employers will regularly report to FSU on the implementation of a restructuring or outsourcing process, including providing information on the numbers of jobs lost, number of employees redeployed and the number and locations of employees awaiting redeployment.

2.2 Investment in Australia

- 2.2.1 The employer will be required to contribute 1% of payroll to a fund that is jointly administered by the employer and the FSU for the purpose of general training, re-training and educating employees in skills that are required in the Australian economy;
- 2.2.2 An individual employee who is affected by redundancy will be granted reasonable paid time to attend training for the purpose of re-training for alternative employment;

2.3 Off-shoring & outsourcing

- 2.3.1 The employer will discuss alternatives to off-shoring with the FSU prior to a decision to offshore being made;
- 2.3.2 Employees whose jobs are outsourced to either domestic or off-shore service providers will be entitled to an incentive bonus negotiated between the employer and the FSU where they agree to stay on to assist the transition to the new provider or provide training to replacement employees;
- 2.3.3 No employee will be required to train their replacements;
- 2.3.4 Employers will only source services from providers that respect the right of all workers to fair and decent working conditions. As a guide, employers will not use the services of a third party that fails to recognise or be bound by ILO conventions on the right to freedom of association and collective bargaining, child labour and slavery;

- 2.3.5 Employers will seek information from FSU about current or prospective service providers' working conditions, and will investigate any concerns raised by FSU in relation to a particular employer.

2.4 True costs payments

- 2.4.1 Employers will provide a package of support to employees affected by job losses to assist with the true costs associated with such job losses, including:
- Access to career planning services;
 - Provision of financial planning services;
 - Support for retraining;
 - Access to personal and family counselling and other necessary psychological services
- 2.4.2 An employee's total benefits, including loadings and penalties, will be counted towards a week's pay. Part time employees will have their hours of work averaged and will be paid severance on a pro rata basis;
- 2.4.3 Employees will be given no less than seven week's notice of retrenchment, or payment in lieu thereof;
- 2.4.4 Employees will be paid a severance according to the following schedule:

Years of service	Weeks payment
Less than 1	7
For each subsequent year or part thereof	5.5

- In addition, an employee who is aged over 45 years old shall, for every year of service, be entitled to 1 additional week's pay;
- 2.4.5 Accrued long service leave will be paid at the rate of 1.3 weeks per year of service from commencement;
- 2.4.6 Accrued untaken sick leave of up to 25 days will be paid
- 2.4.7 All accrued annual leave, rostered days off or other leave, including any loadings that would otherwise have been payable, will be paid in all circumstances;
- 2.4.8 Superannuation will be paid on all payments.

2.5 No Disadvantage

- 2.5.1 In applying this policy no employer will disadvantage an employee relative to existing superior arrangements, including redeployment processes.