



Know your agreement **FACT SHEET**

WBC Group Enterprise Agreement 2019

Source: Clause 11 Westpac Group Enterprise Agreement 2019

BankSA Flexi/Part Time Hours Increase

As a flexible part time employee you have a minimum and maximum number of hours you can work over a four week roster cycle at ordinary pay. While you are contracted to work a minimum number of hours per cycle, many Flexi's are working above their minimum contracted hours. Under the 2019 Westpac Group Enterprise Agreement you have the right to have your hours increased on a permanent basis if you meet certain criteria. This fact sheet provides you with the information you need to request an increase.

What is the minimum and maximum number of hours I can be contracted work?

The minimum is 16 hours and the maximum is 135 hours in a four week roster cycle. You must be engaged to work a minimum of three hours per shift.

Minimum contract increase

If you work above your minimum contracted hours over four consecutive four weekly roster cycles (16 weeks) you have the right to have your minimum contract increased to the lowest monthly total that's above your minimum contract. For example if your minimum contract is 80 hours in a roster cycle but you have worked 90/100/95/95 over the last four cycles, your new contracted minimum would be 90 hours and your roster could not then fall below that figure.

This does not apply if you have agreed to work extra hours for a fixed period.

Conversion to permanent part-time

In addition to the above if you have worked the same rostered hours on the same days for 4 consecutive 4 week cycles you are eligible to convert to permanent part-time employment.

How do I do it?

You can use the attached template to make your request. Just mark the relevant box, complete the shaded sections, give it to your manager and include FSU at sant@fsunion.org.au. If you need any assistance, advice or other information about your hours of work call the FSU Member Rights Centre on 1300 366 378.

Can the bank refuse my request?

No, provided you apply for the changes within 4 weeks of becoming eligible the bank must honour your request.

Hours suddenly reduced?

If your hours have been reduced in your next roster there's still time to secure your hours. Contact FSU immediately for assistance.

For more information call 1300 366 378.

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