

# Tier 3 Fixed Pay Increases

Fixed Pay increases for tier 3 employees are now determined by a number of factors including your salary range, the outcome of the annual remuneration review and meeting certain eligibility requirements.

Arrangements for Fixed pay increases for Tier 3 employees are provided for in a side letter agreed to between the Union and Westpac which applies for the duration of the Westpac Enterprise agreement but does not form part of the Agreement.

Fixed pay increases for eligible Tier 3 employees will be paid from the Fixed Pay increase pool. This is a pool of funds calculated based on 2% of the total fixed pay of all eligible employees as at 30 September for the relevant performance year.

If your Fixed Pay falls into the ranges listed below, you are a Tier 3 employee for the purposes of Fixed Pay increases.

## Tier 3 Pay ranges:

In the relevant performance year at:	Your annual Fixed Pay was (on a full time equivalent basis)
30 September 2019	Between \$109,001 - \$163,200
30 September 2020	Between \$111,501 - \$166,500

## Eligibility Criteria

To be eligible for a fixed pay increase you must:

- Be a full time or part time employee covered by the Agreement;
- Be employed by Westpac Group on 30 September and have worked for at least 3 months in the relevant performance year, (unless you were absent on parental leave);
- Have no more than one "Behaviour is not consistent with our expectations. Improvement is needed in the coming quarter" outcome recorded in your Motivate quarterly conversations;
- Be up to date on the training required for your role on 1 October, unless you have been on extended leave and couldn't complete the requirements;
- If you are not up to date with your training on 1 October for some other reason, but meet your minimum training requirements by 1 December (and meet the other eligibility requirements);
- Not be on formal performance counselling program between 1 October and 1 January following the end of the relevant performance year.

**Continued Over...**

## **Tier 3 Fixed Pay Increases (Con't)**

### **Remuneration Review Process**

In reviewing fixed pay of eligible Tier 3 Employees Westpac will consider and reasonably apply relevant factors including:

- Skills and experience of an employee;
- Fixed Pay relative to internal and external benchmarks;
- How pay compares across groups eg male and female, part time and full time; and
- The period of time since an employee's last Fixed Pay increase.

### **Disagree with your remuneration review and Fixed Pay Increase?**

If you have a concern about your Fixed Pay increase, including the review process you can raise a concern using the following steps:

<b>Step</b>	<b>Action</b>
1.	In the first instance, you must try to resolve the concern through discussions with your immediate manager (if this is appropriate).
2.	If your concern does not resolve at step one, you or your immediate manager may attempt to resolve the dispute through discussions with the next level manager (if that is appropriate).
3.	If your concern does not resolve at step two, your immediate manager or the next level manager may discuss the concern with the relevant General Manager Human Resources or delegate.
4.	If your concern is not resolved, you or Westpac may elect for the matter to be resolved by conciliation. Upon an election being made, Westpac will refer the issue to either the FWC or LEADR & IAMA for conciliation.

Union members have the right to contact the FSU for advice, information and representation at any time of the process. A dispute about Fixed Pay Increases for Tier 3 Employees cannot be arbitrated.