

Bankwest Enterprise Agreement 2019

Your Feedback is Important

The finance industry is currently at a crossroad. The nature of traditional finance sector jobs is changing and evolving due to digitisation, and an increased scrutiny on workplace culture and practices.

The Bankwest Enterprise Agreement (EA) is due to expire on 30th June 2019. As the FSU begins preparations to commence negotiations for a new Bankwest EA it's important that we hear from you about issues that impact your work and personal life.

We also want to know your thoughts on the issues you believe are core to regaining the trust and confidence of the community, your customers and changing the workplace culture of sales at all costs and flow on affects to support areas.

Take a few minutes to complete the short survey by:

- » Indicating your support for each statement by ticking the relevant box.
- » Letting us know in the space provided if there is anything else you feel strongly about.

Don't forget to complete the personal details section below so we can keep you updated and share the results with you.

The survey will **close at 5pm on Thursday 31 January. Share the survey with other colleagues who might also like to provide feedback.**

Please return your completed survey to your FSU Rep or scan and email to wa@fsunion.org.au

The EA covers Level 1 and 2 plus Level 3 and above who were covered by the 2011 EA. It also covers Colleagues employed at Level 3 who were working as Assistant Store Managers in Bankwest Retail Stores outside WA.

Name: FSU member? Yes No Employment level: 1 2 3

Workplace: State:

Mobile: Email:

I would like to keep my team updated on the campaign for a new enterprise agreement. Yes

PAY

	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
All Bankwest employees guaranteed fixed pay outcomes should be greater than Consumer Price Index.					
Staff doing the same work across Bankwest regardless of gender, have the same rates of pay.					
The current superannuation guarantee rate of 9.5% is adequate to assist in saving for my retirement.					
Penalty rates and weekend work allowances are important and should remain in the EA.					

	Extremely Important	Very Important	Neutral	Moderately Important	Not Important
How important is an increase in the superannuation contribution rate to you?					

JOB SECURITY

If my role is made redundant it is important to ensure the new EA has strong obligations for Bankwest to retrain, reskill and redeploy me to a directly comparable role.

Given the changes to finance industry jobs Bankwest should be required to invest in training and up skilling of all employees to future proof employment opportunities.

Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree

How important is it to have a framework that includes professional qualifications to recognise the skills and experiences of finance workers?

Extremely Important	Very Important	Neutral	Moderately Important	Not Important

WORKPLACE CULTURE

My performance objectives drive a positive workplace culture that puts the interest of customers (internal or external) first.

Ethical behaviour that places true customer (internal or external) needs above all else is valued in my workplace.

Work life balance is important to me and would improve if relief colleagues are rostered for all approved absences in the workplace.

Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree

WORKING FROM HOME (WFH) (CHC & GLS only)

How important is it to you to have the option to work from home?

Extremely Important	Very Important	Neutral	Moderately Important	Not Important

I am confident I will be supported if I require changes to my WFH arrangements.

Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree

ALLOWANCES

All current Allowances must continue in the 2019 EA and increased annually.

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Let us know if there are any other issues you would like to share with us: _____

Thanks for taking the time to complete the survey.

The results will assist the FSU in identifying the key issues for upcoming negotiations for a new Bankwest EA.

In the coming weeks we will be sharing the results with FSU members and asking them to endorse the proposed union position for negotiations with the bank. If you are not a member yet, join today to have your say at <http://bit.ly/JoinFSU>