



ENTERPRISE BARGAINING LOG OF CLAIMS

NAB 2019



**Finance
Sector Union**

Recognition for Our Contribution

Pay is the most important issue at NAB. We want to ensure that pay keeps pace with living costs and recognises increasing workloads and work complexity. Almost half of employees surveyed reported regularly working additional hours to meet workload requirements.

- **We are seeking guaranteed salary increases for all employees across Groups 1 to 4.** Salary increases should keep ahead of increases to the cost of living, and reward our contribution to the bank's success.
- **Pay transparency will be a central component of any future fair pay model** that we support as will actions to address gender pay inequality.

Superannuation for a Dignified Retirement

While current superannuation arrangements were important to establishing a base for a dignified retirement, more needs to be done. Employer superannuation contributions should reflect the advice we provide to customers about the importance of superannuation.

- **Employer superannuation contributions are to be increased** and progressive and innovative measures to address the disadvantage that women face in retirement are to be introduced.

Balancing Our Work and Our Lives

Flexible working arrangements are a valued benefit to employees across NAB; they should be accessible fairly and equally regardless of role. Increasing workloads and reduced staffing levels are impairing our ability to have true work/life balance.

An innovative employer that genuinely cares and supports its people ensures all roles are available on a flexible basis, from entry level to the most senior roles. This would create new opportunities for career development and support, while also enabling a flexible approach to caring responsibilities.

- **All flexible work requests should be responded to in writing**, with reasons in the event of rejection. To ensure decisions are given appropriate consideration, dispute resolution should be available.
- **Part time hours should genuinely reflect workloads and staffing levels should genuinely match workloads** – with consideration given to leave requirements.
- Where workloads result in employees working unreasonable additional hours to manage workloads, **compensation should be available.**
- **Improvements to leave**, in recognition of the intensification of the working environment.

Our Performance Objectives and Assessments

Performance objectives and rewards drive culture. To rebuild customer trust and confidence a balanced approach is required.

- Fairness and transparency are important considerations for employees in their performance objectives and assessments; as such **there should be a genuine and collaborative process in setting performance objectives.**

Respect Through Change

Digital disruption and automation are changing our industry profoundly. Many of our current jobs will not exist in the short to medium term future.

Two-thirds of employees surveyed had been impacted by change in the last 12 months. Many do not feel that they are genuinely consulted when there is change, and that the bank does not acknowledge or value the contribution that staff can make through change.

- Where the strategic direction is changing or the types of roles that will be available in the future is changing, **employees should be engaged early and provided with support, training and development opportunities to access the jobs of the future.**

The ability of employees to access support services early, when change is coming, is integral to a fair employment relationship that values and respects employees.

- **Managers should be skilled in inclusive decision making and there should be genuine discussion with staff** about their ideas for the future.

Developing Our Skills

Many members feel that they do not receive enough professional development, training and upskilling for future-proof careers. Training and development is not currently focused on providing transferable industry skills; the dominant culture is not one of understanding and utilising the skills of existing employees, or developing their skills for the jobs of the future.

Employees would like to see more support for diverse and fruitful careers at NAB and across the industry.

- **A commitment to training and development that equips staff for the jobs of the future**, and a responsibility on the bank to play an active role in supporting staff on redeployment to find alternative roles, should be included.
- **A workforce plan and inventory of staff skills should be developed immediately.** This would identify current skills and future skills needs, and support staff transitioning through appropriate training and development.
- **A regular joint consultative process should be established** to review the strategic direction of NAB and future skills requirements to determine the training and development that will be made available to employees.
- **Provision for all employees to receive training each year** both in their role, and to develop their skills for the jobs of the future.



A Best Practice Employer

Members are proud to work at a progressive and diverse organisation like NAB. Members consider that NAB has an opportunity to set industry standards with entitlements that support our diverse community's needs.

- **Best practice, progressive leave entitlements** should be provided for parents regardless of gender; for people who are or intend to transition gender; and for people who have unwell or injured family as well as pets. Parental leave should be available flexibly to suit the circumstances and should be accessible to all parents. There should be leave entitlements for cultural holidays and obligations.
- **Language throughout the Agreement should be gender-neutral.**
- **Employment decisions should be based on the provision of certainty and security to employees** including hours and tenure as recognition of their contribution to NAB. Permanent employment should be prioritised over casual employment or contracting, with casual employment limited only to the management of workload peaks.
- **Technical issues within the Agreement** that are impacting on correct interpretation must be corrected: including and not limited to Parental Leave and Motor Vehicle Allowance and maintenance of employment records.
- **No trade-offs.**

FSU will continue to seek ongoing feedback and input from members. We reserve the right to raise additional claims during bargaining, including any other clauses required to give effect to this claim and to ensure that the Enterprise Agreement is compliant with relevant legislation.