

**NAB Enterprise Bargaining
January 2022**

**FSU MEMBERS'
LOG OF
CLAIMS**



LOG OF CLAIMS 2022

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FSU and NAB will commence negotiations for a new Enterprise Agreement (EA) in the coming weeks. The new EA will determine the pay and conditions of employment for all staff at NAB.

This round of negotiations is one of the most important we've had in years, with NAB employees facing major economic upheaval and accelerated changes to workplace practices due to the COVID-19 pandemic.

Your Union recently conducted a staff survey throughout NAB to assist in establishing the key priorities for a new Enterprise Agreement. The FSU's Claim is based on this feedback and ensuring that the Enterprise Agreement maintains conditions of employment and meets the required statutory safeguards.

SECTION 1: **SALARY AND SUPERANNUATION**

Pay ranked as the most important issue among NAB colleagues, with 81% of survey respondents indicating that their current remuneration is failing to keep up with cost-of-living increases.

Over 94% of survey respondents either agreed or strongly agreed that **NAB should and can deliver an industry-leading pay increase** that recognises increasing workloads and work complexity reflecting their hard work and contributions.

Including that fairness, transparency and equity are applied in determining pay across all Groups.

Only 31% of survey respondents believe that current superannuation arrangements will mean they can retire with certainty and dignity. Recent findings have demonstrated that of those retiring into poverty women are the most disproportionately affected, compounded by the gender pay gap.

FSU Claim

- Industry-leading salary increases for all employees across Groups 1-4 that keeps ahead of the cost of living and rewards employee contributions to NAB.
- Employer superannuation contributions are to be increased and progressive. Incorporating innovative measures to address the disadvantage that women face in retirement.
- Pay transparency will be a central component of any future fair pay model that we support as will actions to address gender pay inequality.

SECTION 2: HOURS OF WORK AND WORKLOADS

The ability to complete work within ordinary hours is fundamental to ensuring a healthy work/life balance can be achieved. Over 77% of respondents indicated that they had no confidence current workloads can be achieved within ordinary hours and increasingly 40% indicating they are working before and after their shift daily.

Of those working extra hours 87% said they have not been paid.

FSU Claim

- Additional reasonable hours definition and safeguards for Group 3 and above colleagues to be included in the EA.
- Enhanced overtime provisions and processes to improve access for all employees.
- Increased minimum and relief staffing levels across all departments and Branches to provide for a safe work environment.
- Staffing levels must provide for employees to complete work within ordinary hours.
- Positive obligation on Management to ensure fairness and transparency is a genuine and collaborative process in setting performance objectives.
- Improvements to leave, including but not limited to, the removal of 10-day annual leave block and limitations on shutdown/blackout periods in recognition of the intensification of the working environment.

SECTION 3: CHOICE AND CONTROL

WORKING FROM HOME

FSU members adapted quickly to the rapid move to work from home arrangement brought about at the onset of the COVID-19 pandemic and would like to see this flexibility continue with 85% of survey respondents indicating that it is important the option remains open into the future.

Installing safeguards around this provision is important as survey results indicate that employees working from home have incurred additional costs (44%), increased hours of work/workloads (53%), an expectation to always be available (33%) and have not had a health and safety risk assessment carried out (87%).

FSU Claim

- Work from home should continue to be made available to all employees.
- Employees must have a right to disconnect from work.
- Workers must not be encouraged or rewarded for being constantly connected.
- Records regarding employee working hours including breaks, starting and finishing times, must be kept and made available for inspection by a properly authorised person when required.
- Working from home should not lead to cost shifting from employers to employees.
- Privacy and fundamental rights must be respected.
- Surveillance and performance monitoring is underpinned by principles of privacy, ethics and transparency.
- Technology and equipment required to work from home should be provided by NAB unless otherwise agreed.

FLEXIBLE WORK ARRANGEMENTS

Members have said that current working hours arrangements play a critical part in their success and wellbeing at work. Choice and control over the hours an employee works are a fundamental principle highlighted in member feedback.

FSU Claim

- Flexible work arrangements must be based on employee choice and control
- Flexible arrangements for how people work their hours, including working compressed hours arrangements, shorter weeks, or outside the span of hours must not result in a loss of pay.

SECTION 4: BEST PRACTICE EMPLOYER

Members are proud to work at a progressive and diverse organisation like NAB with 73% of respondents indicating they agree NAB is an inclusive workplace.

Members consider that NAB has an opportunity to meet industry standards with entitlements that support our diverse internal community's needs.

FSU Claim

- Best practice, progressive leave entitlements should be provided including but not limited to: for people who are transitioning or intend to transition gender; for people experiencing mental health concerns; Grandparents with caring responsibilities; for cultural holidays and obligations. This is along with paid pandemic leave.
- Workers need professional development, training and upskilling to future-proof our careers. Training and development should focus on providing transferable industry skills based on a genuine understanding and utilising our skills so we are future-ready. Provided for and offered in work.
- Regional/Rural job creation and investment to ensure ongoing employment opportunities outside of the major metropolitan cities.
- Change and redundancy provisions should reflect the rapidly evolving nature of the industry and the support that employees require.

SECTION 5: TECHNICAL MATTERS

Legislative requirements on what's contained in Enterprise Agreements within Australia are often updated or vary. It is important that any new Agreement meets these requirements including in relation to health and safety requirements and employees are not disadvantaged.

FSU Claim

- Review of NAB Enterprise Agreement to ensure it is compliant with the relevant legislation.

SECTION 6: ENDORISING OUR CLAIM

Right now, in the lead-up to negotiations, it's important that we demonstrate broad support for our Log of Claims.

This will show NAB that we stand together as workers to secure a fair agreement that meets the key aspects of our claim. Click below to cast your vote:

Support our FSU Members' claim by completing the Endorsement form.

We need to keep growing our union — getting colleagues who aren't members on board, and identifying new workplace leaders, to grow the volunteer network and further develop communication structures.

Leaders and campaign activists are vital to keeping all colleagues up to date and informed about our campaign for a new agreement.

Be sure to share this claim with your colleagues.

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.
