

**23 August 2022**

Mr Peter Chun  
Chief Executive Officer  
UniSuper

By email: [peter.chun@unisuper.com.au](mailto:peter.chun@unisuper.com.au)

Dear Mr Chun,

I am writing regarding the recent communication to UniSuper staff directing a mandatory 60% attendance in the office.

More than 200 staff have recently reached out to the Finance Sector Union saying they are deeply unhappy about the 60% in-office directive. Staff want more flexibility to choose where they work, and many are still very concerned about the real risk of catching COVID-19 at the office or catching it on public transport.

Staff say that flexibility to choose where they work is extremely important to them. UniSuper will lose talented staff who will seek more flexibility elsewhere.

Your staff have communicated to the Fund the importance of working from home but have not been heard. For this reason, we are writing to share their voices directly with you. "We have proof from the last two years that we can work well from home and achieve our targets so why can't we continue to do this if we choose." "We are in a current covid wave with hospitalisations at an all-time high and UniSuper are asking us to come back in. If they listened, they would have had a slow return to work, not go from nothing to 60%. UniSuper promised us that there wouldn't be mandated days and now there are mandating days. Last week UniSuper forced a group to go in and then this group of people all tested positive to Covid. The government are telling us to WFH if we can and we can, why are they going against public health recommendations?"

"It's an employee's market and I'll look at other roles outside UniSuper to employers who are more flexible."

"It (the 60% directive) means compromising my work-life balance with no added benefit to my productivity or quality of work."

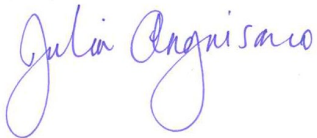
"I think it's a huge jump to go from no mandatory attendance to 60%. I personally have started putting feelers out to other organisations to see what else is out there." Your staff feel misled by the Fund. The 60% in office directive contradicts the UniSuper Uflex policy which states "Location flex will provide you with an opportunity to establish a new rhythm that lets you focus on the best place for you to conduct your work from." To establish this policy and then immediately undermine and contradict it erodes the trust your staff place in you and your leadership team.

We have provided a sample of views from your staff explaining the negative impact that UniSuper 60% directive will have on them and the Fund.

We call on you to provide your staff with genuine flexibility and retract the 60% office attendance directive. It is your people who deliver the best outcomes to your Fund members – this is your opportunity to treat them with fairness and respect.

We would appreciate the opportunity to meet with you to discuss this critical issue.

Yours sincerely,



**Julia Angrisano**  
National Secretary  
Finance Sector Union

<p>“This is devastating. I have worked at UniSuper successfully. This announcement is short sighted and damaging to the culture, more people will leave the company because of this. This is an example of forcing people, unreasonably to do something that just isn't logical.”</p>
<p>“It would mean I have less free time, cost more money to travel and I will be tired.”</p>
<p>“There will be added cost, travel time which can be better spent working. I’m simply coming in for no reason.”</p>
<p>“I will have to resign. I was employed during the covid-19 pandemic and only took on employment due to the working from home arrangements.”</p>
<p>“This is not flexible. A mandate of 60% to build culture but they didn't outline culture building activities with the announcement.”</p>
<p>“The risk of catching covid worries me, it is not gone no matter how much we want it to be and hand Sanitizer isn't the answer. It means less flexibility and also not delivering to the agreement which I was promised at the time of the recruitment. The decision is forced on the employees in the name of 'culture' but what about all these other big organizations who offer greater flexibility. Are we saying they don't have any culture? This also means less productivity as I have to now juggle my hours between organizing pick up/drop offs at school, commuting to office to ensure 60% is done and meeting my deliverables. I am not sure if the organization really wants to lose all the talent in the name of this 'culture building'.”</p>
<p>“I believe it will reduce my productivity.”</p>
<p>“It would mean greatly increased travel time within a week, and therefore more stress and less flexibility.”</p>
<p>“I will consider leaving UniSuper as it is not keeping up with the times.”</p>
<p>“More travel less time with family”</p>
<p>“Harder to balance other life responsibilities which has been possible up until now.”</p>
<p>“This will mean a decrease in mental wellbeing as less productive and a poor working environment. Decrease in financial wellbeing due to travelling cost and carer cost. Decrease in physical wellbeing due to increase in illness which contributes to my stress and colleagues due to increase work and return to undone work and poor outcomes for clients. UniSuper's refusal to be flexible also provides for a poorer work-life balance and discourages me from recommending UniSuper as a good employer to work for.”</p>
<p>“Working from home is a huge benefit for me. I suffer from anxiety when having to go to the office and experience night terrors the night before having to go in. Knowing I have a choice definitely calms that anxiety. Also being able to spend more time with my partner and pet, maintain a healthy lifestyle with being able to walk or ride at lunch time. Also supporting local businesses is huge. Overall, I am so much happier working from home and having a choice when I can go into the office.”</p>

“Less sleep, less life/work balance, more anxiety.”

“Less time to spend with my wife and young child. Higher cost for travel and more time lost commuting to and from work (1hr each way of travel). This is on top of increased risk of getting sick during another wave of COVID and flu season which increases the risk that I bring a bug home to my child.”

“My team and I had a very productive couple of years now with WFH arrangement. Regular feedback from the team confirmed that there was never a disconnect or lack of connection among the team members during any point in time. So working in office 60% means a lot time spent travelling back and forth between home and work, more chances of being exposed to COVID and flu, negative impact on work life balance and no real positive impact on the team or people.”

“If work is getting done regardless of where people are working then should be encouraged.”

“In the 2.5 years since the pandemic started, I've been able to pick up and drop off my primary and secondary school aged children to and from school that I've never been able to do. As I live further out, I have saved a huge amount of time door-to-door commute each day. With rising costs of living, I will also have to drive my car to the train station (petrol/wear and tear) and will be out of pocket significantly in extra train fares. My young daughter only knows a life where her Daddy is home for all but 1 day of the week. With an 8+ hour work day and hours of commuting each day, I can kiss goodbye to seeing her at all some days.”

“Hours and hours of travel per week at my own expense out of my home time to complete the same work I have shown to be able to do from home. 3 hours extra per day for no benefit. Reduced home/work balance. Reduced flexibility to share household issues efficiently and without impact to work. Placing extra demands on other house members who are also juggling work/office. Increase risks of contagion from Public transport/work environment/lunch in the city.”