

AUSTRALIA, WE HAVE A PROBLEM

July 2022

Voices of Westpac workers - a case study in wage suppression.

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AUSTRALIA, WE HAVE A PROBLEM

Since we successfully navigated the Global Financial Crisis (GFC) almost 15 years ago we've seen large fluctuations in economic measures. We've seen record low inflation which is now reaching highs not seen in a generation. We've had record high migration, which then fell to zero at the onset of the global pandemic. We've seen enormous increases in productivity and, in the finance sector, record profits.

The only thing that hasn't been growing has been our wages.

We were told that we shouldn't expect higher wages when inflation was low - despite healthy profits.

We were told we shouldn't expect higher wages when inflation is high - despite record profits.

Companies aren't being told to reign in their profits.

It's only workers who are being told that regardless of the economic conditions, we can't expect our fair share.

We risked our health and safety to maintain service levels during lockdowns.

We're working more unpaid overtime than ever before.

We're delivering record profits.

We're paying more for everything.

Australia, we have a problem.

It's time we received our fair share.

This report presents a compelling case for an increase in real wages. Finance workers' wages have fallen back to 2015 levels yet we're delivering more for our employers with less resources and we're increasing our productivity. The industry has rebounded and is delivering record profits and there's a shortage of skilled workers. In this report, finance workers share the real-world impact of declining real wages. It's devastating that an industry producing record profits is fighting against workers getting a share in the wealth they are generating. Instead, they are making choices between prescription medication and fresh food, they are working from home in winter jackets because they can't afford to turn on the heater.

Australia, we have a problem.

Graph 1 - Real minimum wage (Sep 2022 dollars)

Assumes CPI reaches 7% by December 2022, then falls in line with current RBA estimates

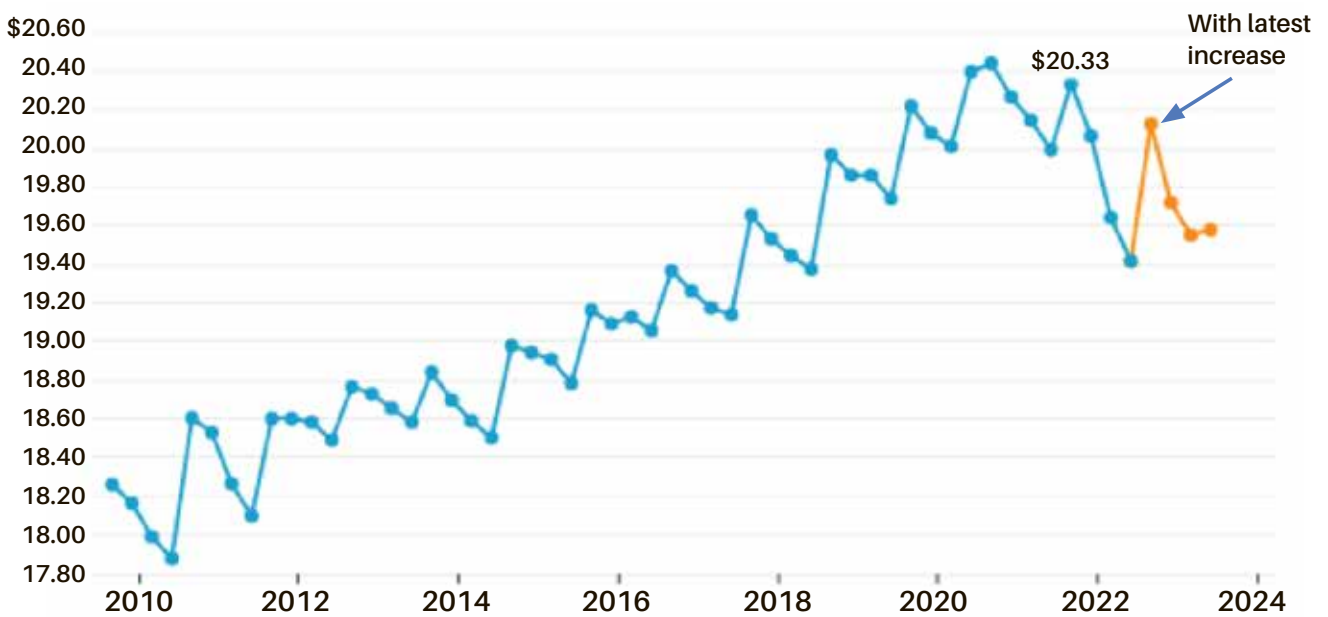


Chart: Centre for Future Work - Source: FWC, ABS

“I am stressed out worrying about how I am going to afford new school uniforms and a laptop for my son who is due to start high school next year and is a requirement of his school”

***Sandra, NSW**



WHY WESTPAC?



This report is relevant to all finance workers, and indeed to any workers faced with employers seeking to suppress their wages. Westpac is nonetheless the focus of this report for several important reasons. With more than 40,000 staff the bank is one of the largest employers in the finance sector. The decisions made by management shape the behavior of other banks and companies throughout Australia.

The bank is also the first of the Big Four (the others being ANZ, NAB and CBA) to commence Enterprise Bargaining with the Finance Sector Union. The outcomes of negotiations are likely to have a major impact on the finance sector and beyond. The Big Four hold a substantial portion of market share in Australia, for example, they account for 82% of all loans. As a result they help to define and shape norms for the entire finance sector and the whole of Australia's economy.

At an early stage of Enterprise Bargaining with the Finance Sector Union, Westpac cited "market rates" as the basis for their pay offer. As will be explored later in this report the concept of "market rates" is a fiction used by big employers to suppress workers wages. Instead of being guided by inflation, productivity, profitability, or another kind of external, objective metric, wage rises for tens of thousands of workers are subject to the will of an extremely small group of wealthy and powerful managers who have a clear motive to suppress wages.

This report seeks to contrast the realities of the lived experiences of a substantial portion of Westpac's employees with the Bank's "Greed is Good" logic of market infallibility.

VOICES OF WESTPAC



“I’m struggling to afford mental health medication and therapy with the increase in the cost of pharmaceuticals and specialist doctors. I am worried that given CPI is expected to reach 7%, I will then have to choose between paying my mortgage, purchasing my medication or buying groceries and essentials”

***Sarah, NSW**



“We should not have to wait until our salary has fallen so far against the cost of living that it no longer covers every day expenses, plus enough to save for emergencies and retirement - our remuneration should keep pace with productivity increases and inflation.”

***Lucy, NSW**



“I cannot afford my daughter’s school uniform and I cut down my loaf of bread portion from Coles”

Prashantkumar, NSW



In the last 12 months rent has increased from \$510/week to \$650/week. Utilities have also increased. I wasn’t initially worried about petrol prices but now i’m expected in the office 2 days/week the cost of petrol and tolls have come into play. Given the bank’s record profits and the lack of reward and recognition like awards nights for their efforts through the year or bonuses - I think it’s only fair that we receive an increase in line with inflation. If they can raise their home loan interest rates so quickly, why can’t they look after their staff?

***Emily, Vic**



“The price of food, transport, living costs and fuel has increased massively over the recent years. The least a company can do to take care of employees is keep their wage consistent with inflation. By not doing this they show they do not care.”

***Ross, Vic**



“I am approaching my fourth year without a pay rise and I am already paid considerably less than my male colleagues.”

***Emily, Vic**

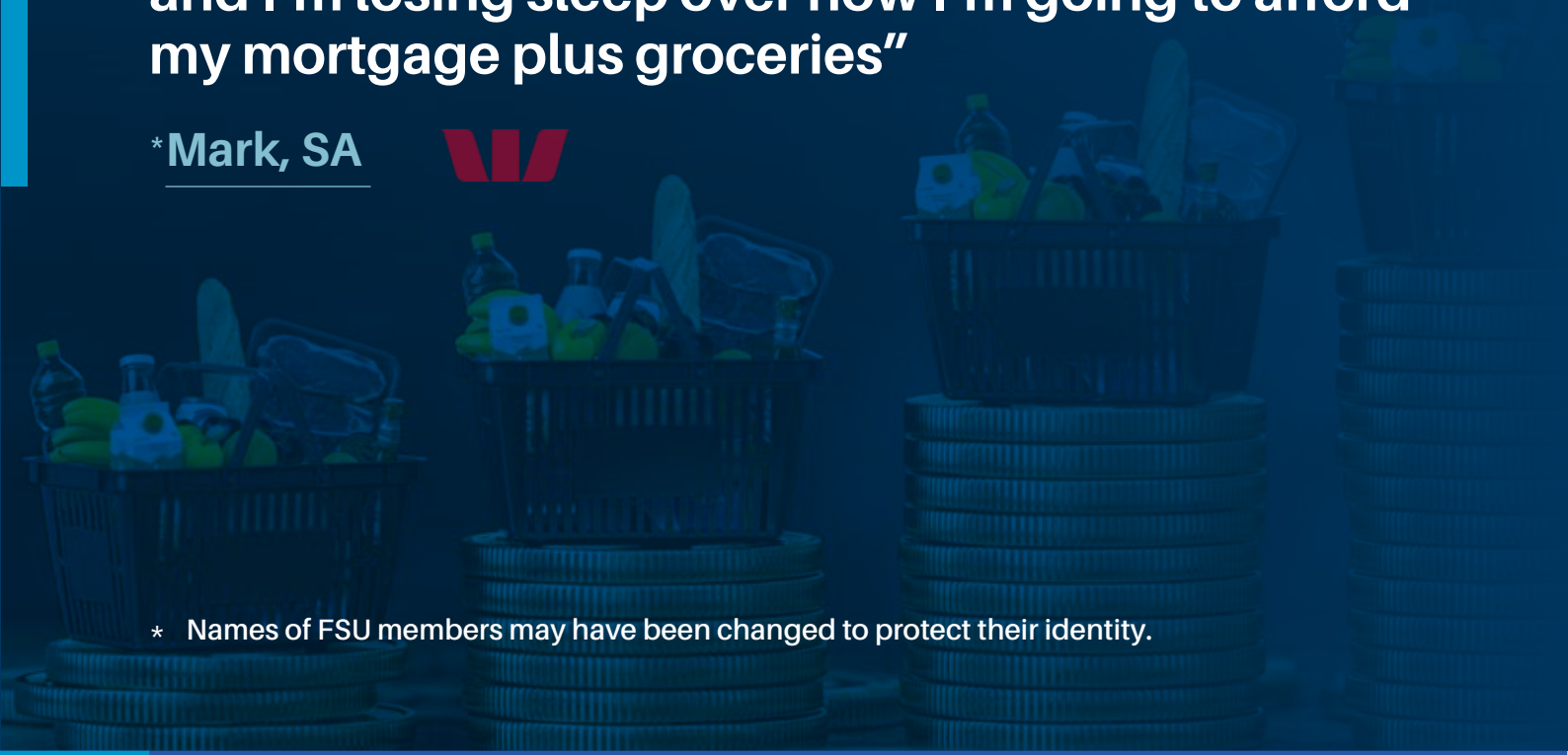


“With inflation on the rise I feel overwhelmed and I’m losing sleep over how I’m going to afford my mortgage plus groceries”

***Mark, SA**



* Names of FSU members may have been changed to protect their identity.



REAL WAGES ARE DECLINING

Real wages fall when pay doesn't keep up with rising inflation. When real wages fall you do not have the same buying power.

Real wages in the finance and insurance industry have been falling since the COVID 19 lockdowns in March 2020 and have fallen back to the levels last seen in 2015.

The March 2022 inflation figures confirmed that prices are increasing at rates not seen since the introduction of the GST in 2000¹ and the Reserve Bank is predicting that inflation will rise to 7.1 per cent in the later half of 2022².

Securing wage increases at a minimum of 6 per cent each year for finance workers will only allow for wages to increase in line with inflation and will do little to address the decline experienced by workers.

The impact of a decline in real wages is biting workers in the finance industry. FSU members have shared stories with us that suggest they are struggling with the increase in costs.

We've got workers who report that they are actively looking for ways to cut costs or increase their income as they struggle to pay regular household bills. There are FSU members who are working from home in winter puffy jackets because they can't afford to turn on the heating as their electricity bills are skyrocketing.

It beggars belief that the employers of the most profitable sector in our country are arguing about providing their workforce with a pay increase that will only just cover the increases in costs of living.



↑ 7.1%

The Reserve Bank is predicting that inflation will rise to 7.1 per cent in the later half of 2022.



PRODUCTIVITY GAINS

“I have to take a second job to help support my parents and family”

It used to be an accepted norm that employers could expect to achieve increasing productivity in exchange for increasing workers' wages. It is also accepted that when wages rise in line with productivity wage increases are not inflationary.

The Centre for Future Work has produced a graph that demonstrates that while the gap between the increases in wages and productivity has been increasing in the last decade the impact of the global pandemic has exacerbated this gap. Graph 2 shows that in the last 2 years real wages in the finance and insurance industry have been falling and are currently sitting at 2015 levels. While productivity fell during lockdowns it has picked back up to 2020 levels. Real wages have continued to fall.

The real world impact of the increase in productivity is not a pretty story. The FSU held member meetings recently where members

shared that their workloads were so high that they were working 11-12 hour days in quieter periods and that when it got busier they were working up to 14 hour days. Members report that they are regularly working up to 60 hour weeks for no extra pay. Their employer relies on the requirement to work “a reasonable amount of hours” without defining what “reasonable” might mean. Burnt out employees are leaving and not being replaced, and that burden is putting additional pressure on those left behind to pick up the work. Workers are under pressure to provide excellent customer service and meeting the needs of their customers, while picking up additional work.

FSU members are fed up with the increased expectations and the lack of recognition. They are sick of doing more for less.

BUSINESS CAN'T AFFORD IT?

"I've worked for the bank more than 25 years and have always been a top performer. As recently as December 2021, I was exceeding my targets. Recently the manager left along with a couple of other staff members. I'm trying to do 2 or 3 jobs every day but as you can imagine, that's not really possible. I've fallen behind in my actual job and they have put me onto a performance management plan. I've gone from a star banker to this. I'm working until 10 or 11pm each night trying to catch up and the bank has not acknowledged their role in refusing to replace staff."

Retail lender, SA



PROFITS IN THE SECTOR REBOUND TO RECORD HIGHS

In a robust, healthy economy there is a balance between profits and wages. In basic terms we want to live in a community where we all get a fair slice of the pie to reward the effort we put in to make it. Companies take their slice in the form of profit while the slice taken for workers is measured by our wages.

In the early 1970s the share of profits was about 20% of the pie while wages enjoyed a share of close to 55%. The highest share that went to wages was just over 62% in 1973 when we had very low unemployment. Since the 1970s there has gradually been a shift in the way the pie has been divided.

The most recent data from March 2022 shows that profits have reached an all time high of just over 31%, while wages have fallen to under 50%. Before COVID the wages share was 56% and profits were close to 28%³.

While the finance industry's profits plunged during the early days of the pandemic they have rebounded robustly in the past 12 months. Total operating profits in the 4 quarters to March 2022 grew by 93%, compared to the previous year when the sector was hit by the impact of the pandemic. During the same period the total wages bill grew by only 7.9%. Graph 3 (page 13) shows the relative stability of wages compared to profits and demonstrates the lack of wage growth in the past 5 years despite increasing total profits.

FSU members have been instrumental in delivering these record profits and deserve to enjoy their fair share of the pie. It is unconscionable that the most profitable sector of the Australian economy is refusing to recognise the contribution of their workforce by committing to real wage increases.



Graph 3 – Finance and Insurance Industry total profits and wages index.

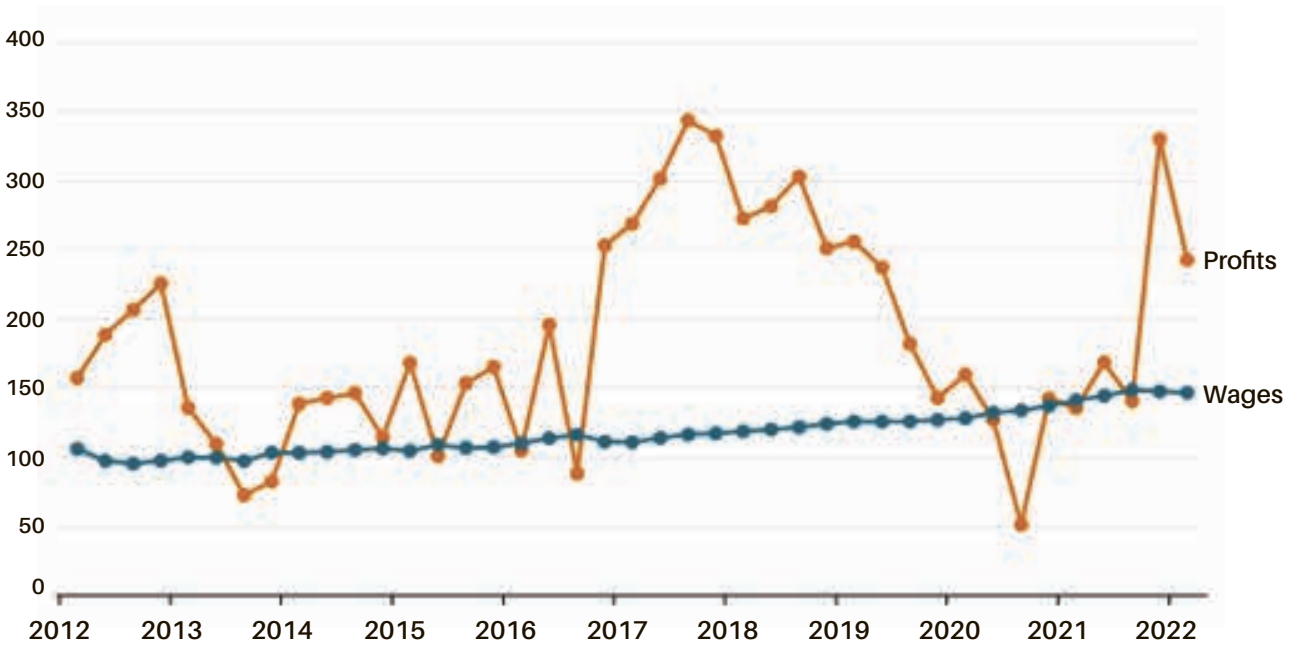


Chart: Centre for Future Work - Source: ABS 5676.0, Tables 11 & 17, derived

CASE STUDY

Finance worker can't afford paediatric specialist

*Sue-Lyn is a single parent who has just discovered that she is paid below the market rate. Her wages are not increasing as fast as inflation. She has just found out that her daughter needs to see a paediatrician, but she has put it off because she can't afford it. She struggles to understand how she can continue to go backwards when she sees the record profits her hard work is generating for her employer. She works hard to deliver the care her customers expect but finds it demotivating when she can't even afford to get her daughter the medical care she needs.



EXPLAINING MARKET RATES

The market: an economic system in which prices, salaries, employment, etc. are decided by how much people want and will pay for goods and services⁴

It's an often-heard message that you're paid in accordance with "The Market", but what's often left unsaid is what is meant by "The Market" and how "market rates" are determined. At the most basic level "The Market" being referred to is the jobs market, and the "market rate" is how much employers in a particular place, at a particular time, are prepared to pay for a specific job to be done.

The Australian finance industry employs a little over 225 000 workers⁵ with the Big Four Australian banks (ANZ, CBA, NAB and Westpac) employing approximately 70% of these workers⁶. For these employers to claim that it is "The Market" that determines pay rates for finance workers, as if "The Market" is completely independent, is disingenuous at best.

It is, in fact, the decisions that are taken by the largest employers in our industry about pay increases that set the "market rate" which other smaller employers are required to meet in order to attract and retain qualified staff.

Each year employers participate in one or more surveys conducted by large firms where they disclose the actual salaries that they pay for each role. The firms that collect this confidential information use it to produce reports that detail the range, average and median rate of salaries across our industry.

This information is completely confidential and used by employers to determine where they want to "peg" their wages. This is the "market rate" that they use to decide where they want to sit in the market. They may decide to peg their lowest paid staff at 20% below the median wage, or at 90% of the median or at 120%.

This can change and is determined behind closed doors and the information is rarely, if ever, shared with workers. Therefore, for our employers to claim that the "market rate" is something independent of their decisions is inaccurate.



CONCLUSION



Australia we most certainly have a problem.

The good news is that it's a problem with a very simple solution. The solution is not only simple, it's affordable and easy to implement. It's as easy as securing an increase to real wages for workers who have delivered the record profits enjoyed by the largest players in the finance industry. It's as straightforward as providing finance workers with their fair share of the pie.

Workers have had enough of witnessing their efforts go unrewarded while productivity increases as they do more for less. Workers are sick of hearing that it's not time for a wage rise

because inflation is too low, or it's high. It seems it's always time for wage restraint.

Finance workers should not have to choose between paying for medication or specialist appointments. Workers in our most profitable sector should be able to afford to heat their homes in winter months.

It's time to fix this problem.

It's time for the finance industry to pay up.

It's time for a pay rise.

ENDNOTES

- * Names of FSU members may have been changed to protect their identity.
- 1. Wright, S. and Clun, R. "Price surge hits consumers at fastest rate since 2000" SMH Online 27/04/2022. Available at <https://www.smh.com.au/politics/federal/price-surge-hits-consumers-at-fastest-rate-since-2000-20220427-p5agdn.html> Accessed 16.06.2022
- 2. Reserve Bank of Australia. "Statement on Monetary Policy - May 2022". Available at <https://www.rba.gov.au/publications/smp/2022/may/economic-outlook.html#:~:text=Headline%20inflation%20is%20forecast%20to,through%20of%20upstream%20cost%20pressures>. Accessed 16.06.2022
- 3. Hawkins, J "National income is climbing, but the share going to wages is shrinking" The Conversation 01.06.2022. Available at <https://theconversation.com/national-income-is-climbing-but-the-share-going-to-wages-is-shrinking-183916> accessed 17.06.2022
- 4. Cambridge Dictionary. Available at <https://dictionary.cambridge.org/dictionary/english/market> Accessed 16.06.2022
- 5. IBISWorld. Available at <https://www.ibisworld.com/au/industry/finance/1740/> Accessed 16.06.2022
- 6. Forbes. Available at <https://www.forbes.com/companies> Accessed 15.06.2022

APPENDIX

Voices of Westpac workers.



Because they are putting themselves at risk everyday to ensure banking services are available to the public

Customers and branch manager don't care about us. They don't listen to the rules or implement what is supposed to. They sit in their offices protected while we are the servants at risk. Enough is enough.

I can only imagine what these colleagues are going through. They deserve to be paid extra with their safety at risk

I do not work face to face with the general public but I have previously and if I feel anxious about the pandemic how must the face 2 face employees be feeling?. Especially in the eastern states :(

I work in WA and we are at present pretty safe but really feel for Victorian workers

It very stressful times and these people are still going to work to support customers.

Most employees are working from home. Frontline staff deserve a premium for performing an essential role and putting themselves at risk. A relatively small outlay to acknowledge the loyalty of Westpac staff.

They are risking their lives to help keep the economy going

We are face of bank and we have continued to provide face to face customer service putting our health and safety on risk during this pandemic.

We are frontline staff hoping for the best end of day results ..that we don't get covid !!!! Centrelink recipis got an extra payment for nothing. So why shouldn't we get something for working our butts off

6% pay rise is fair

A 6% pay rise will be an incentive to keep working.

A mask is not enough.

A standard 3.5% increase is not enough to sustain household income. In order to maintain some standard of living I am having to work minimum 5 hours OT every weekend in lieu of a better base salary.

Adding pressure to our lives and mentally affecting us.

Additional stress outside of work and stressful environment at work.

Adult Children have moved back home as they can't afford to live due to the cost of living.

All bills are increasing including petrol, groceries, electricity, together with home loan interest rates

All fees/charges have increased, cost of living has gone up and petrol prices have increased. Housing affordability has gone down.

All prices have gone up way beyond the 3% that Westpac gives

Always worrying about how to remain financially stable is stressful given the rising cost of living. The increase in pay rise would help reduce stress and give me and my family peace of mind

As a family of 6 the cost of groceries and utilities is the biggest expense. Add in rising mortgage rates and the struggle is real!

As a mother of 3, the cost of household living has increased dramatically, starting with the basics, like food! Travel to and from work with current petrol prices is now costing more yet our wages have not increased to assist with this at all.

As a mum paying for care for 2 kids so I can work some days you have to wonder why you bother as 50%+ of my wage goes out immediately, this was BEFORE petrol and groceries raised astronomically and our home loan rates increased

As a single mum of one the increasing cost of living as hit us quite bad. I am the only source of income to provide for my family and the 6% pay increase will help us a lot.

As a single mum with a mortgage the cost of living is increasingly harder. we work very hard for Westpac to obtain profit - it's the least they can do

As a single parent just the cost of petrol and rent have increased more than expected in the past 12 months. I'm now unable to take my kids to sport due to the increased cost of petrol

As a twenty-seven year old, I have been looking at buying a home from my early twenties and have been saving since I started working after buying my own car outright. My partner and I work and do overtime and still can't afford a house even an area that's inconvenient to our work and life. And that's on two full time incomes. It's been frustrating, I feel like a burden on my family who are ready to have me move out and start my own life. People always ask me when me and my partner are going to marry, to which I always answer "When we have a house!". I feel as though my life won't really start until I can be truly independent. I'm fortunate enough that my mum has the room for me in my current house. But I work from home and need more space than just a room. I've already lowered my standards so many times, raised my pre-approval to 'match' what houses have been selling for and just keep falling behind. I can't even look at houses for sale anymore without becoming overwhelmed and, to be frank, distressed. I have also only been in my role for about 3 months which involves late finishes and I feel like all I do is work to save for a house in a race that I'll never be able to catch up with.

As a young adult it is almost impossible to save and get ahead based on the ever increasing cost of essentials items like food, rent, fuel. On top of that, Westpac has insisted we return to the office part-time and this comes with new expenses, i.e. office clothing, shoes, transport. yet no consideration has been made for that. I am in a position where I will need to look at relocating to another city to afford a basic lifestyle as my salary is not at all comparable to the cost of living in the city, I am in. As a workforce we have worked tirelessly for years to accommodate the changing environment of the bank through covid, and it feels with little appreciation. Ultimately, people work to afford a lifestyle, so the best way for the bank to demonstrate the value they have for employees is through fair financial recognition. Especially when other banks are offering similar salaries with lucrative bonuses on top.

As the everything is increasing from grocery to interest rate, the pay remain same hard to survive and hardly manage to meet end to end.

As there has been increase in almost everything from food, petrol, electricity, uber public transport you name it , we cannot cope with the minimum increase

Based on being above Tier 2, I have not had a pay increase in 3 years. This, coupled with a loss of paid parking, and rising inflation has seen my take home pay drastically impacted.

Based on the Victorian government mandating masks when out in public but then says don't wear them in banks for security reasons - wtf? Put security guards in branches if they are worried about that aspect.

Basic living expenses increase but not wages, find difficult to keep up.

Because we are still working every day

Because we continue to turn up and help customers and bank continues to place pressure re target achievement even under difficult times. Every day we face the questions around how do we make ourselves relevant to keep our jobs during this time.

Before I could afford personal care goods without trouble but now feel like I need to cut back on personal care to afford mortgage repayments and bills.

Being a single mother, weekly groceries have gone up. My son starts high school next year, and I'm worrying about all the new uniform and books and technology that I'll need to buy

Between the cost of groceries, petrol increasing travel expenses and rent increasing I have really started to feel financial pressures

Bills are going up, fees at school are going up, basketball and soccer fees are going up. We can't keep up unless our wages go up. We are the working poor!!! Earn too much for family tax benefits but not enough to support a family!!

Buy less at the supermarket as all bills have increased

Can't afford staple groceries

Can't afford to feed my kids vegetables, not to mention petrol and other living costs.

Can't cope with bills

Changed to cheaper cuts of meat and adjusted what I buy every grocery shop due to the rise in prices.

We avoid using our car and try not to travel long distances due to diesel prices which is challenging living in rural Qld.

Conversation is two fold

1. WBC has conducted many time studies through 3rd parties such as KPMG and not acted on it, workers continue to work well outside core hours to satisfy customer needs which is a measure of performance. Don't meet customers expectations, raises complaints and customer exit risk. The work has to be done or you receive a poor performance rating

2. WBC may claim they have paid over CPI Ave past 10yrs but in turn now use that as a defence. Pretty sure over the past 10yrs which they refer they offered remuneration in line with market expectations and with their discretion at that time and now claim that we should go backwards in our disposable income while have higher expectation as to the hours we work. Let's all work core hours, reset performance guidelines to reflect fair objectives unlike now when leaders look at their score card and with 3mths before end of year say guess what we need to double your targets for the last 3 months

The take take take story continues all at employee cost.

Cost is living fuel groceries have sky rocketed very difficult to live

Cost of food is going up and home loan repayments are going up

Cost of fuel and groceries impacting my budget

Cost of fuel, food, utilities, child care, and basics like insurances

Cost of gas electricity and food is enormous.

Cost of groceries has gone up and repayments for home loans have increased making meeting ends meet more difficult.

Cost of living and interest rate on mortgage on the rise and difficult to sustain with current pay.

Cost of living as well as expenses have risen and we can't afford to get our children to a better school zone.

Cost of living expenses have gone up more then my wage, working full time and still have a hard time keeping up with life expenses

Cost of living food petrol mortgage gas electricity internet has gone up I find that each fortnight my pay is not lasting

Cost of living for a family of four will force me to look for higher paying work even though I enjoy what I do and have been with the bank for over 10 years.

Cost of living has affected me with needing to increase my hours. Plus walking my kids to school to reduce cost of petrol. Buy foods that are on special to feed myself and 4 kids. Clothes we are wearing hand me downs as we are struggling to buy kids clothes needed. We are worried to give our children the lifestyle to live up to and enjoy.

But most importantly my lifestyle has been affected - needing to buy coffee but they are too expensive to be buying with the cost of everything.

Cost of living has gone up, CEO's can get millions in bonuses. I'm sure the workers can get a 6% increase.

Cost of living has increase so much even travelling to work and back would add to my cost of living dramatically due to increase in petrol price and prices for food has also increase just to put food on the table let alone paying mortgage and regular bills.

Cost of living has increased So people are not able to afford rent, food, petrol

Cost of living has risen greatly - electricity, gas, groceries and petrol. very hard to manage without a decent pay increase. also workload is heavier with less staff

Cost of living in every aspect of life is up by a lot, and compulsory of OT reduction will result in reduce of income as well. therefore the increase of 6% may not necessarily offset the OT reduction. May result in overall reduction of disposable income.

Cost of living increased make me thinking twice on even food items.

Cost of living increases means forfeiting other things such as recreational activities which impact on a good work life balance

Cost of living is 5.1 % increase work loads

Cost of living is going up and every dollar earned is only meeting half the cost of living

COST OF LIVING IS OUT OF CONTROL, IN PARTICULAR THE RISING MORTGAGE REPAYMENTS. I CANNOT SEE WHY OUR PAY RISE WOULD BE LESS THAN THE INFLATION RATE.

Cost of living is ridiculous and interest rates rising and so much pressure on my household, Westpac got rid of bonuses and need to reward staff accordingly in the EA so we can afford to live

Cost of living is skyrocketed especially for those with food allergies and require a special diet. It was expensive before and even worse now. Including medicines also.

Cost of living is up.

Cost of living is very high and we have mortgage to pay and kids to raise and send to school

Cost of living petrol insurance with Westpac has gone up \$10 a month food electricity bill cut of hours on Saturday

Cost of living, mortgage, petrol prices, electricity, food is through the roof

Parking is \$35 a day, cost of petrol is \$2.50 per litre at the moment.

Cost of living going up, child care, school, food, petrol

Cost of petrol and groceries

Cost of Petrol, now costs me more than \$40 extra per week. Everything is more expensive, groceries, end up living beyond means via Credit Card. Doesn't feel good running up a credit card bill which I'm not sure how I will pay off.

Costing me \$110 per week in fuel just to get to work and back. Over worked, no lunch breaks, stay back every night for nothing in return.

Costs have been rising for the last 12 months, yet Westpac is only offering 3% and not even until January 2023, we are so far behind already. Westpac needs to apply their SHOULD WE test. SHOULD WE only pay hardworking demoralised staff who they begged to work from home during the COVID crisis and are now forcing their staff to return to the office with threats of termination if they don't meet return to work policy at a time when fuel is as high as \$2.35 a litre (pre COVID \$1.35l) and Groceries have escalated, pay them a piss ant amount of 3.00% SHOULD WE WESTPAC Should we pay only 3.00% NO WAY 6.00% or we strike

Costs have increased well above 6%. Financially it is becoming much more difficult to live.

Covid sicknesses and layoffs due to non vaccinations and branches closed because of flooding have caused a massive increase in workloads.

That on top of the cost of living increase is why I believe we all deserve a 6% pay increase.

Currently handling business banking customers but paid as personal banker whereas the role should be of personal banking specialist already paid much less and with rising costs it's not valid to be underpaid for doing more.

Currently I'm feeling the cost of living the cost of essential good/ food has increase and it affecting our family budget.

Currently with the cost of rent and groceries I haven't been able to put away any money in the past several months. I'm practically sending my whole paycheque

Daily living expense have gone up

Definitely fuel costs have impacted and are making it harder to save.

Doesn't cover all costs of living especially with getting a home loan

Due to high Cost of living and inflation, we are really finding hard to meet all expenses. Even though working hard with extra hours it is still not enough.

Due to high prices & petrol & cost of living I'm struggling & living pay check to pay check with no room to save

Due to high prices and petrol and cost of living I'm struggling and living pay check to pay check with no room to save

Due to increased travel costs to & from work my disposable income has been significantly reduced. Also the additional work load due to reduced staff has impacted my time with my family.

Due to toxic management in the Home Lending space I stepped down from my role due to the constant stress and pressure to perform and meet targets.

I had to step down from my role to look after my mental health and had to take a \$10k pay decrease.

This was extremely unfair as I have worked for Westpac for 33 years and have not taken any Long Service Leave and this is now calculated based on your hourly pay rate.

This was approx. 18 months ago - fast forward and I now have to budget for increased interest rates, petrol and groceries and increased private health insurance premium's.

Along with having two adult children still living at home as they cannot get into the property market.

Each week is getting tighter. There is no room to enjoy a drive out of town on the weekends anymore. People are just staying home because that's all they can afford to do

Each year I dip into my savings.

Electricity is going up 12.5% - my last winter quarterly bill for a 3 bed 1 bath house was \$1600. We struggle and are struggling to reduce these costs and now they are going up more, regardless of our efforts.

Every bill / expensive I have, has increased recently. This accumulates very quickly and puts a lot of pressure on me and my family. A pay rise will help elevate some of this financial pressure.

Every costs have increased and my salary cannot afford them

Every thing is rising so have had to cut back on some regular items that I would buy and with the price of fuel it is costing me an extra \$30.00 plus a week to drive to work

Everyday living, Bills, Lifestyle,

Everything from Private Health Insurance, Home, Contents and Car insurance to groceries, vet care, fuel prices are constantly increasing heavily multiple times a year yet wages don't increase to cover the everyday expenses and as a single income household it means I can never get ahead. I would love to see a 10% increase as the reserve bank says inflation will be over 7% by December

Everything from Private Health Insurance, Home, Contents and Car insurance to groceries, vet care, fuel prices are constantly increasing heavily multiple times a year yet wages don't increase to cover the everyday expenses and as a single income household it means I can never get ahead. I would love to see a 10% increase as the reserve bank says inflation will be over 7% by December

Everything has almost doubled in price and it's hard to keep up with wages being stagnant. Westpac made huge profits and only the executives are reaping the rewards. What about the people doing all the hard work?

Everything has become significant more expensive e.g. utilities, groceries, petrol etc. Workloads have increased and real pay hasn't kept pace with inflation.

Everything has gone up and it's hard as I am a single mum and I'm feeling it. Thankyou

Everything has gone up in price: groceries, petrol, utilities, insurances - personal, health & home & contents; & interest rates on home loans all while our wages have remained the same.

Everything has gone up, grocery bill has doubled, mortgage, rent, fuel, bills, kids activities, have all gone up. We are now required to work from the office twice a week which is only going to add to the cost of living due to transport costs which is only adding more stress. Only thing that hasn't gone up is our wages at a fair rate. We deserve a fair go for being loyal, hard honest workers especially throughout what I'd have to say we're the toughest few years.

Everything has gone up, mother of 3 single mum it has put a huge on our life! This will help us a lot to keep going through every day living costs

Everything has increased across the board - targets for lending are yet to be adjusted considering the impact this will have on the ability to lend to some customers

Everything has increased except our wages

Everything has increased significantly from groceries, fuel, rent, interest rates and now power costs

EVERYTHING has risen and cost ,and wages just isn't covering it

Everything is costing so much more

Everything is expensive. Electricity and gas bill are rising ,rent is increasing, vegetables prices are increasing

Everything is going expensive, coz inflation is going high and it's not matching our salary, I don't go buy everything that I and the family needs. Its just sad to see how inflation going up and our salaries don't match the inflation to live a normal life. My family and I shouldn't live under stress and not be able to provide the things we need and my kids need. Please help us!

Everything is going up, mortgage repayments have increased, cost of living and just going to the supermarket is costing about \$100 more per week, plus the additional cost of bills, insurance, electricity, which is making both saving and the small rewards hard to afford. They have removed yearly or half yearly incentives hard to make up the shortfall in cost flow.

Everything is more expensive and food and bills are through the roof

Everything is more expensive and interest rates are also increasing.

Everything is so expensive now and it is a problem for every family in Australia

Everything, from cost of the weekly shop, to fuel prices, utilities, strata, insurance, and parking in the city, have all increased in costs for my household. Anything below a 6% increase would place my family and I behind the current levels of inflation, setting us back financially severely. Also, Westpac has continued to raise interest rates on its mortgages, well before the RBA or interest rate markets moved, and has been making billions of dollars in the lead up to this proposed increase under a new EA. They continually say how well we're doing financially, and how strong the balance sheet is, yet they continue to provide a raw deal in terms of both remuneration, and benefits, to their own staff, who are leaving in droves.

Extra home loan payment, less money for every day living.

Extraordinary times deserve extra recognition and compensation.

Feeling stressed re utility bills, rising cost of petrol.

Finding it hard to cope with the fuel and food prices including the interest hike and home loan

Finding it hard to keep on top of all my bills. So behind at the moment!!!!

Finding it very difficult at the moment to meet all our financial obligations- living pay check to pay check

Food and petrol have risen so much over the past year it is really impacting my life quality. We eat out less, visit friends less and our moral is definitely lower. Hard to tell the kids NO when a year ago it was a yes.

Food and Petrol is what's really killing us.

Food and utility bills prices gone up where now have to cut down on food to pay bills. Mortgage rate has increased so repayments is higher now so not going on holidays and doing leisure activities so don't have to pay fees.

Food is becoming hard to afford for my family of 6, power, fuel, mortgage interest rates. We are a 2 income family & we are struggling. We need help!

Food, electricity and petrol are the biggest hits , as we no longer receive bonuses

Food, petrol and utilities have increased 20-30% and I worry for young families with mortgages and the rising cost of living. All companies should keep in line of the rising costs when they expect such high productivity from their employees

For the first time in 4 years I was unable to make payment for one of my bills. I can't afford to buy my usual food shopping and can't afford to save any extra money

Frontline - tourist area with plenty of hot spot visitors

Fuel and groceries and now increase in home loan repayments

Fuel costs and food costs continue to spiral and we are only just starting to see the impact of increased power bills. This leaves less to save when that's even possible which adds to financial stress. It's hard to see businesses posting record billion dollar plus profits when we face tightening circumstances.

Fuel costs, & my grocery bills have risen by about \$50 a week for basics

Fuel Electricity Food and supporting a full time student is putting a lot of pressure on the family budget.

Fuel prices have increased, electricity has increased. Rates have increased yet my lay hasn't

Fuel, electricity, food, services cost, interest rates, general cost of living has increased significantly. Wages need to reflect this.

Fuel, groceries have gone up and with a child struggling to save any money

Fuel, interest rate, childcare fee, groceries etc all increase. Our living costs are increasing with salary remains the same. I think it is fair to increase the salary to support our families.

General Cost of living increase means a rent/Board increase which then means less money into our savings and more time spent renting and delaying our entry into property market.

Going grocery shopping is difficult our wages don't cover the inflation and high prices of basic necessities. We are definitely bullied, there is no comparison for the work we do and the wages we are paid. A 6% increase is definitely a priority and the bank should willingly agree.

Groceries have shoot up (20% - 30%), rent increases and fuel increases, whilst real wage growth has been stagnate

Groceries, fuel and electricity have all gone up. We have a mortgage and the interest rates have increased also. Please consider our request

Have recently had to make difficult decision to change work location due to long distance and rising cost of fuel although current workplace is short of staff and boss really wants me to stay. Childcare fee and other living costs rose and work load increased everyday while wage is low really make you rethink if going to work everyday even worth it!

Have to drive an he to work high fuel and pay for parking

Have to give up more things.

Having a chronic illness and immunosuppressed, COVID has been a stressful time. Access to healthcare has been difficult and often I've had to resort to getting care in the private system which makes my cost of treatment unsustainable even on a salary of >\$112k. Throw in the cost of living increases and being the primary income earner in my household and things start to get more difficult. We moved outside of the Greater metropolitan area to have a safer living environment and ease some of the costs associated with living in Sydney. Now days things are now often a decision between driving down to Sydney to attend the Barangaroo office or buy medication for the month. Between buying professional clothes to wear to the office or buying meat. I'm not on a bad salary but as someone with a disability the increase cost of living, safe work arrangements hit people like myself harder. I shouldn't have to be making choices about if I can afford my medicine or visit the doctors because my salary doesn't cover the cost of living AND my healthcare costs.

Having a young family, the current inflation rate and subsequent increase to cost of living is putting a strain on family budgeting, not to mention any savings.

Having to cut down on a lot of things especially on food, depriving the children for many things as the cost of living expenses is hitting our pocket too much. Thank you

Health insurance have increased at an average rate of 4% for last 5 years while my wages went up by just over 2% each year.

Helps me provide for my family

High cost of living everything so expensive and it's really unfair for people who work full time and have nothing for saving for emergency saving and retirement plan for the future

High expenses resulting less savings for retirement.

High petrol price, groceries, energy price all adds up and make it difficult to maintain day today living. Always have to cut down small luxuries like going to the movies , extra pairs of shoes for kids. Pay rise definitely need to match inflation.

High pressure to perform, record profits from banks, more expected within our role

higher interest rates, higher utilities, food prices increase, longer unpaid hours at work

higher mortgage rates, petrol to drive to work and groceries

Higher payments on home loans, budgeting fuel costs and drives, I don't buy lettuce and I move to a meal plan to try and save money on groceries because I couldn't afford weekly shopping and I choose to clothe my child before buying new clothes for myself even if I really need them.

Home loan repayments and 2 kids school fees and cost of living we can't keep up

Honestly I'm just managing to pay everything and If anything happens to my current items I won't be able to just go replace them without a month's worth of saving

Hugely challenging juggling and managing day to day living with costs of fuel food energy telecommunications rates mortgages the cost goes on can't tell you the last time I bought anything just for fun. No ability to travel have a real holiday with the family. Work, try and shop for fresh food, costs have skyrocketed so quality of food declining. Need a real wage increase to feed family.

I also believe that for particular work position the pay should be even across the board, as we all do the same work, and people who have been with Westpac longer have served in different area, but within the current work everyone should be on the same scale of pay

I am a casual and the only one working in my family so it has been not only financially hard for me and my family of 5 but also emotionally.

I am a full time single father cost of living has huge impact on me

I am a single mother and every cent matters. The prices of petrol and groceries are impacting our quality of life.

I am a single mum, I currently pay a mortgage. With the cost of living going up I don't use a heater to heat me home because I can afford the electricity. I have my private health about to go up. I can't even afford to do repairs to my car and house

I am a single parent of a 11month old who has to have my mother live with us in a 2 bedroom apartment to afford life right now. I sleep in the lounge so my mother and daughter can have a room. I have to run a dehumidifier (which chews electricity) to make sure mould doesn't destroy all our belongings. I'm entitled to \$8 per week child support, that doesn't even cover 1 bag of nappies which is \$11.50 at the moment. I cannot afford to have a bad day and let my emotions get the best of me because I take customer calls. 6% might not impact some people much, it might mean they have extra disposable income but they're not sleeping on a couch in their lounge.

I am a single parent working part time with a mortgage and bills to pay. Not only have Westpac taken away our STVR it feels like an insult to only offer a 3.5% pay increase for all of the hard work we do when we have delivered incredible results this year.

I am a single person with a sole mortgage in my name, there is nobody to pick up the pieces if I get overwhelmed with the cost of living. A rise of at least 6% is a minimum to keep Westpac's employees with roofs over their heads and food on their families tables. Westpac is committed to mental wellbeing, this starts with being able to afford to live.

I am feeding a family of 4 adults including grown up children who are studying. cost of food has increased, can no longer get the same items and have had to cut down on 'luxury' items. Also petrol costs have increased hugely, resulting. Considering my fortnightly pay, there is almost nothing left over for savings any more.

I am having to ask for financial assistance to pay for children's fees as the cost of living being normal living has increased by over 5%.

I am impacted as the increase in petrol prices to get to work, food prices have increased and rental prices have increased. Westpac have made some cuts to employees which has left us with a larger workload and less employees to help. Now there is an increase in cost of living. A pay rise is only fair for the work we do

I am looking to purchase a house soon, even with a partner I am worried I will never have enough to afford even a basic home. Keeping up with inflation is a basic necessity for people to live.

I am now close to retirement as a single person. I need to keep up with the cost of living. Super continues to be uncertain and now being moved to a new provider

I am single, on a single income, yet the costs for me are the same. The cost of food, petrol, electricity etc. I pay rates and insurances, all of which are increasing every year. Now with interest rates rising it will put a stretch in my budget.

My life currently is work and home nothing else.

I am spending winter without being able to turn on a heater so I can manage all bills , especially electricity - last year bill tripled during winter.

I am still a FLEXI after 20 years and worry about my job security. If they drop my hours I'm impacted Severely. I work harder now than I used to as the expectation is there but the staff aren't.

I am stressed out worrying about how I am going to afford new school uniforms and a laptop for my son who is due to start high school next year and is a requirement of his school?

I am struggling this year paying utility bills which is a 1st. As a lone parent I do not have a lot of wiggle room especially as my wages are below market rate according to HR & not rising in line with inflation. My daughter needs to see a paediatrician yet there is no way I can afford it currently. To see the profits & the care we are expected to show the customers who generate them a whilst we get further behind financially ourselves us very demotivating

I am struggling to afford healthcare for my kids and family. Everything has gone up including Westpac's profits, why shouldn't my pay? I cannot continue working for a company that cannot respect my family to pay me enough. Paying under CPI does not pass the should we test. I want to proudly tell my friends and family that Westpac looked after me during this tough economic time for us the same way we looked after them during the pandemic.

I believe inflation rate is close to 10%, We should be asking for more than 6%.

I believe the proportion of inflation doesn't match the cost of living. It's becoming harder and harder to afford the basics such as food and transportation.

I can barely afford to eat

I can not afford my daughter's school uniform and I cut down my loaf of bread portion from Coles.

I can't even afford to buy school uniforms for my son now.

I cannot afford to live on what I take home for pay. Petrol, groceries, insurance, registration, school fees and utilities far exceeds what I make in pay. If I didn't have my partner I would not be able to survive financially.

I can't afford to run my heater while working from home. My colleagues and I sit in puffer jackets in Melbourne in our meetings due to the cost of power.

I can barely keep the heater on this winter

And struggling with mortgage repayments

I don't really agree to 6%. Westpac should agree to 7% or more as they are predicting a 7% inflation by the end of the year and this is what the union should be fighting for us.

I don't really agree to 6%. Westpac should agree to 7% or more as they are predicting a 7% inflation by the end of the year and this is what the union should be fighting for us.

I feel I work hard to develop my career and am in a high paying role but my lifestyle hasn't changed since I was on almost half of what I am on now and still feel like I'm living week to week due to the price of groceries, fuel and now interest rates increasing

I feel like the cost of living has gone up so much and there is hardly anything to save and literally everything go to my mortgage and bills. I would really appreciate if the pay can go up to 6%

I feel overwhelmed and I'm losing sleep over how I'm going to afford mortgage plus groceries with inflation on the rise

I find it hard to meet the mortgage commitment and force to sell our house.

I had to move back in with my parents & cut down on spendings

I have 2 young children under 5, the financial burden of increased costs affects our ability to pay the bills and make sure our children have the things they need. The added stress is a daily barb. My relationships are strained and I'm not able to be the best father or husband I can be. Westpac needs to do the right thing.

I have a Chronic illness which requires ongoing medications and special diet. I'm unable to always purchase the items I need because of finances, which then exacerbates my health.

I have a severe medical condition where I have regular surgeries and the cost of my rent going up and everyday bills has effected how I can pay for medication and anaesthetist bills, and have had to take on extra Saturday shifts

I have a young family and we live week to week. We struggle to pay for the basic cost of living, we have our home loan on a fixed rate until early next year and I am worried about how we will afford the repayments once that comes due with the rise in interest rates. I am currently looking at ways we can cut our expenses which includes possibly needing to cancel our private health insurance. A minimum 6% pay rise will slightly help to relieve some of the pressure but even with that living will still be tight.

I have had 6 price rises to childcare costs, food shopping has almost doubled. I don't work a lot of hours and every dollar is counted for. I now no longer have any funds left over after childcare and school fees.

I have had to drive less, living in suburban Melbourne this makes seeing my friends and family a rare occasion. I've had to change the way I buy groceries to cheaper brands, often not suitable to my dietary requirements as I am allergic to gluten and often I am forced to walk to the supermarket instead of drive as fuel just costs too much

I have had to get a second job as well as multiple family members

I have had to move far out to Sydney's western suburbs and move in with a partner as I can't afford the rent by myself. I will be moving out of Sydney altogether to country QLD due to rent increases.

I have increasing medical expenses and an animal to care for

I have never been paid this little and with rental properties, groceries and cost of living being so much higher it's very hard to try and get ahead or sometimes even stay afloat/tread water.

I have not been able to buy a property due to the property prices rising but my pay not rising equally on a pro rata basis

I have only had a 2% pay rise every year. This is ridiculous.

I have to spend much more money on petrol to get to work and spend money on food that is also up in price. I cannot afford this.

I haven't had a pay increase for a number of years. I am told that my pay is 'within the pay range' of my grade and my position has been downgraded. How can I keep up with inflation when my pay is stagnant.

I live from pay to pay and am struggling to make it through fortnightly

The current increases in petrol have impacted me significantly - I do believe regardless a pay increase of more than the 3.5% offered is fair to ask. Thanks :)

I live over an hour away from my worksite as it's impossible to afford rent closer to the CBD. Rising costs of food and petrol have made things exceptionally difficult. I shouldn't be having to choose between food or medication when working for WBC.

I need to consider whether I can stay with Westpac. With the added stress, doing higher duties with little extra pay, it's not worth my staying if I can be paid higher elsewhere

I never thought I'd be earning what I currently am and still struggle to pay a mortgage and daily living costs. Every pay cycle is budgeted to every cent, with only enough to meet bills and basic living needs.

I now drive to the farmers markets for fruits and vegetables as the grocery stores have become too expensive

I personally pay school fees for my children. Cost per term has risen dramatically but my pay hasn't. Utilities, food and petrol prices have all increased. Westpac needs to support their staff the same way the staff have supported a business who profits millions off the backs of free overtime, unfair workloads & loyal staff members who just keep on giving. I'm mentally spent.

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I really feel pay increase is fair with present situation. Everything has gone up and it's very hard to manage these days. I'm married and still on rent and doesn't even have a vehicle ?. I have been trying to save at least to buy a vehicle, but bills rent and other unpredicted expenses has come up. It's even hard to save for holidays which we need so badly. But with 3000 salary can't get much done ?.

I strongly believe the 6% increase is the least the Westpac Group can pass on to their employees given the current cost of living!

I struggle to afford the basics for myself and my children. I am a single mother of 3 and the rise in cost of living means we live pay check to pay check.

I think given the predicted CPI headline rate is heading toward 7% that the proposal to seek less than that is causing the bank employees to lose money. Pay proposal should be 7% minimum.

I think it should be more than that. Everything is so high at the moment.

I travel an hour every day for work the inflation of living is costing myself over \$200 in diesel a week for a 4 day week. My rent is higher and I am a single mum of 2 children my pay rate doesn't add up to actually be able to live

I understand where the figures were obtained but what I am trying to understand is why Westpac have decided to use the core inflation figure instead of the actual CPI that accounts for core inflation plus energy and food increased costs.

You can understand my concern considering food and energy costs have been the biggest increases in the last couple of years and show no signs of slowing down.

If you consider these increases then the offer of the standard 3 or 4% increase wouldn't marry up with the increased cost of living and the message that is sent to employees is that Westpac are happy to negotiate the minimum expectations to save money instead of looking after their employees and matching to increased CPI.

I will soon be major income worker for my family and everything is going up, petrol, food and it's becoming more of a struggle to make ends meet

I work full time and struggle to keep ahead with Mortgage rate increasing, Petrol, gas, electricity and rates, fruit & veg prices all increasing. Our targets also increase every year & now we get no bonus's so how can we stay ahead.

I worry that increases in cost of living will mean I have less money to spend on my daughters future

I would still like to pay my mortgage which is with Westpac

I'm a single mother and with mortgage

I'm struggling with mortgage payments

I'm the only bread winner in a single parent

This increase will help me

I've had to cut spending on non essential items and stopped using my car as much because petrol is so expensive

If FSU think it's necessary then I'll support it. We work in high risk area.

If we are not achieving 6% our wages is decreasing.

If we just look at electricity, my May 2022 bill is double my May 2021 bill.

We work hard, we give all to Westpac, work long hours and are unappreciated

I'm a full time working single mum.

The increase cost of living has impacted us with the way we eat day to day and travelling to and from work / school pick up / drop off.

We have been asked to work 3 days in the office but for me, that puts a big financial impact on me due to increasing costs of living.

I'm currently on maternity leave and am taking a full year off. The increasing cost of living has coincided with a very expensive time in my life, with huge costs for a new baby. This is particularly evident with rising costs for electricity, as my baby was in special care when she was born, with a low temperature. As a result, we now have the heating on the majority of the time, and this worries me due to the increased fuel costs.

It's worrying seeing the price of certain foods increasing, particularly at a time when I am on reduced pay.

I'm starting to have to choose between medical requirements and fuel to get around.

Impact of rising inflation is affecting my whole family and making me very worried about how to keep everything going.

Impacted in a big way all living cost have gone up but wages stay the same, interest rates on mortgages gone up mortgage increased and rental has gone up and still out wages stay the same.

Impacting our daily live.

Impacts our family i.e. not much money left after paying for increased Utility & Service costs, transport costs and petrol, increased food costs. Will never pay off our mortgage at this rate.

In all areas of our lives e.g. petrol

Westpac transferred me out of a closed site now I have to travel further and pay for parking on top of that.

In the last 12 months our rent has gone from \$510 per week to \$650.00 per week - even with a 3.5% increase to my current pay, that doesn't even cover that difference - not to mention utilities has also increased.

I wasn't initially worried about the jump in petrol prices, as I was working from home - but now with going back to the office even for 2 days a week the cost of petrol and tolls now has come back into play.

Given the banks record profits, and the fact that employees no longer get benefits like awards nights for their efforts through the year or bonuses - I think its only fair that we receive an increase in line with inflation.

If they can raise their home loan interest rates so quickly, why can't they look after their staff?

Income unchanged prices of everyday items rising by the day. We stuck by them during covid & they should stick by us during life's uncertainties

Increase in cost of living has impacted me and my family as we now are unable to afford every one of our bills. The cost of groceries has increased dramatically which has resulted in us purchasing less expensive items and buying less takeaway.

Increase in rent and cost of food for my family.

Increase in the basic cost of living , petrol, rent, mortgage, electivity, gas, food, school uniforms, lettuce everything has increased by double or more except our wages. This 6% wage increase means the difference in how I live, I work hard for a billion dollar company with targets that go up well beyond inflation every year (seen as fair and agreed on) and yet we need to fight to stay afloat. We are not asking to make millions or even hundreds of thousands just for a fair pay for a fair output.

Increased cost of living makes it hard to survive , especially for renters with a family to feed. Wage growth barely makes a difference when necessities Costs more than 6%.

Increased pressure in meeting expenditure/bills

Increased pressure on meeting cost of living obligations.

Petrol, energy and groceries costs are all increasing faster than wage growth which is not sustainable.

increased rent expense, higher fuel & grocery prices

Increases in interest rates and necessary living expenses such as utilities, fuel, and food has caused increased stress on myself and our family budget.

Increasing cost of food ,petrol, electricity ,gas, every cost is going up! If Westpac we're genuine in looking after their employees ,they would be approving a remuneration package that would at least keep in line with inflation. Any offer below that is a insult ,and offensive to their hard working staff!

Increasing cost of living has made me rethink of my savings, I now have to decrease the amount of savings as to cover the need of the hour- basic expenditure is increased

Inflation has an impact on maintaining balance expenses & savings

Inflation has impacted us a lot with rising cost of everything.

Inflation is sky high, and needing employer to get on board, thanks

Inflation will not go down, if we cannot keep up with inflation then staff will be stressed which will result in less in productivity and a number will try and look for better paid jobs which will lost talent.

Interest rates are rising , groceries are more expensive , I'm working longer hours as I'm expected to do more in my days work

It has come to a point we started to cut on our food and basic expenses

It has had a huge impact on everyone - in particular families. To say that we have had above KPI increases in the past should not even be a comment in this years EA.

It has really affected me and my partner. We're unable to buy or do things we used to. Everything has risen by so much more than 3% and pay to stay the same is just making us get by, an increase in pay would be equal to current pay as the living costs have increased significantly.

It hits the bottom line quite hard. Coupled with WBC no longer paying bonuses, and being a bonus recipient for many years, this would help to mitigate this loss

It is a daily struggle to keep up with household expenses as prices are going up continuously

It is beyond tragic and depraved that Westpac a multi national company, which makes multiple BILLIONS of dollars PROFIT (which is causing inflation in the cost of living) is not only content in having it's coal face employees wages go backwards in real purchasing power by comparison to past wage growth. It adds insult to the humiliation of being under paid by, closing large swaths of branches. Knowing full well the dissatisfaction with, and lack of faith in, management will cause many employees to resign. Woo-hoo win win for corporate cruelty to employees by the company who one touted it's goal to be a preferred employer !!

Currently with a Kg of Broccoli sitting at \$16.99, it is a basic item I can no longer afford on wages of less than \$30 per hour.

It goes on and on as I walk through the supermarket, comparing how many hours I have to work to buy basic food items on a wage that is NOT providing a sustainable living.

It costs double just to get to work before I can start earning.

I'm lucky I don't have school fees to pay, and all the costs involved raising a child. Mine are grown, I managed all those costs then because my employer was not at that time consumed by profit and flat out greed!

It is causing the cost of Fuel per week to rise and the cost of food as well as the cost of rent/mortgages to rise.

It is getting to the stages where choices need made on food items, travel and leisure combined with spiralling energy and mortgage and insurance and household bills.

it is getting very hard to repay mortgage and look after the family. prices have shot up across all products and services.

It is making it harder to pay off our mortgage and put food on the table

It is really doing tough right now.

It is tough to manage the living cost with current wage

It's crazy. Everything goes up more than CPI. Apart from my salary. Bills. Health care. Travel costs. Fuel. You name it. Time for a fair go.

It's getting harder and harder to afford groceries and fuel

It's hard to afford especially when you are a single parent and if you have home loan etc

It's made quite hard to live

It's becoming more and more expensive in fuel and parking to actually attend work. The grocery bill is growing and growing as the cost of living continues to rise. A realistic increase to pay means affordability to survive.

Its getting harder to make ends meet.

It's hard to afford the basics

it's impacted our way of life, everything from day-care, groceries, fuel, clothing.. EVERYTHING has increased and affects us all mentally and physically

Its put pressure on finances, food house payments

It's very hard to pay bills and shopping and the mortgage rates have gone up petrol is up.

Just getting harder day by day to make ends meet

Just making ends meet week to week are getting harder and harder. Let alone trying to save money to purchase a home.

Just received an email from my Electricity and Gas company that our bill will increase by 100%

Just received another high electricity bill - this has increased from average \$450 per quarter to \$1000 in the last 6 months. This will be very hard to pay if this becomes a constant .

Kind of restricting where I spend money

Last year when I started, I was told my salary is unpackaged that will have base + super + \$4000 bonus + any overtime. But working few months of joining bonus was scraped off by adding only \$1000 to the base and in my role there is no opportunity or requirement for overtime. And with the utilities bill and petrol cost going high and expectations to be in office is just burning my out of pocket cost. Which also includes before and after care cost for my kids. A par rise of 6% will just make it possible to sail through the rising inflation with a bare minimum financial difficulty.

Legit, so much profit, so little reward. How can they even justify saying no.

Less in the shopping trolley.

Less activities, travel/going places on weekends due to petrol prices.

Less money to pay for Bills Food Fuel and really impacting my family's standard of living

Gas Electricity are going through the roof but our pay is not keeping up

Let disposal income, food and fuel costs have gone up

Living cost has increased in a massive including interest rate rise. It's really getting hard without the pay increase.

Living in the county, all costs have increased with the price on fuel. When your family leave bed away, makes visiting so hard. I miss seeing my grandchildren! ?

Living pay check by pay check to pay for bills

Mainly the fear as we don't know what the next day will bring and what other rises are coming. I'm personally trying to save for a home - renting is painfully high and that dream doesn't seem very far at all. With staff shortages there are days where three staff may be taking on the jobs of a full branch of staff, shortening their lunch breaks, being interrupted on lunch breaks - purely because we can't manage otherwise given the number of customers, staff available with the relevant experience to help with certain matters and how many people are required at any given time to access safes etc. The stress has been indescribable.

Make difficult to cover day to day life expense pushing more and more people to Financial Hardship

Making it hard with fuel cost as I travel 50th s everyday to work. Food costs. Mortgage cost. Workloads have increase but not wages

Making it harder on the cost of living which means I have to work more days and miss out on spending quality time with my daughter

Modifying shopping needs, based on budget allowed. Not purchasing luxury items, having to purchase cheaper brands, of some things, or going without. More vegie only meals. We recently installed Solar panels to save money, for our energy provider to change their billing tiers, increasing energy costs. Fuel cost, thinking if we really MUST go out today, or stay home more. Unable to go out.

Mortgage and day to day expenses are being absorbed by my pay

Mortgage cost, groceries and utilities all have increased substantially. The inflation hit has thus gone to travel and vacation which is deemed as dispensable in lieu of other life essentials.

Overall happiness index, work life balance, all have suffered due to this

mortgage payments, bills, groceries, petrol...everything has increased except out pay so a 6% pay rise is needed to reflect his

Mortgage. Day to day living, increase on all goods and services. Bills. Wedding to pay for

My children are being asked to miss out on experiences at school, such as sporting activities etc, as we simply can not afford it.

My children have stopped music and language classes, mortgage, food and petrol take all our spare cash

My grocery bill has gone up \$100 a week in the last two years. With a family of 5 it's not cheap. Plus petrol to get around isn't helping. Our wages should be relevant to the cost of inflation

My home loan rate has increased, groceries are much more expensive, it feels like we're living pay check to pay check

My Husband and I would usually have a date night every fortnight but we've had to reduce that to every 6 weeks, if at all. Our groceries have become so expensive we've had to start buying frozen and premade meals, this is having an impact on how we feel. We're both more sluggish and don't feel as good as we did when we could afford fresh, healthy meals.

My husband has depression and a lot of other health problems he has not worked for 8 years and his medications and doctors bills alone are outrageous little own all the other living increases 6% is certainly needed for today's living

My mortgage has gone up and having healthy meals is expensive due to damaging weather which has also driven cost of produce.

My mortgage repayments have increased and I will be going on maternity leave soon, the overall cost of living has risen and the amount of work that I'm doing has increased in quality and demand but my pay has not increased to match.

My partner and I both work 40 hours a week and yet we still only just cover fortnightly expenses. It can make things difficult when we cannot afford to do anything except pay bills and use anything left over on food shopping. We cannot afford luxuries even though we are both full time.

My partner and I previously lived a comfortable life however we're now struggling to afford our groceries and mortgage. My responsibilities at Westpac have been impacted by the recent restructure, which has increased my workload substantially. This, along with the increased cost of living, are becoming seriously stressful to me and my family. I will need to look for work elsewhere where I feel valued, respected and that I am fairly compensated for the volume and quality of work I complete if things do not improve.

My partner and I recently bought a block of land. In the current environment, this purchase was 85% more expensive than when we initially started looking. With the additional payment of building a house, you're looking at a 120% increase in cost from 2020. A job search has already begun on my front as I look to find something that is more sustainable and will allow us to continue living comfortably.

My rent has gone up \$70 per week but our pay sure hasn't. Groceries have increased in price for my family of 5.

My son is very ill with... virus and was having a long shower this morning, unfortunately with the rising cost of living this morning I felt compelled to yell at him to get out of the shower. We shouldn't be forced to sacrifice essential services to boost Westpac profits

My wage is only just getting us from pay to pay I would hate to see what it would be like if things go any higher. Plus I make my numbers from week to week, I work hard and believe we deserve it!

My wife and I have had to sell our second car because it's too expensive to run. We now have to juggle our lives and children with one car because the expense to just get around is too much.

Not being able to afford to go on family holidays. No luxury items. Staying home more. Affects mental wellbeing on the whole family.

Not only had the cost of living has increased but the push to sell products is been pushed on us employees EVERY DAY. It just puts a lot of pressure on us.

Not only has the cost of living increased from petrol, electricity, gas which has had a flow on effect on general Food etc, but our workload has also increased, our expertise is constantly being requested on Remediations and Juno events without any yearly REM review anymore, Green loans are gone, Gem points were frozen, but why are Team Leaders, Managers, executives entitled to these yearly bonuses? Be fair Westpac

Nothing has changed for me...I'm still on counter serving customers day in day out

Only fair to pay staff the extra 6%

Less financial stress on staff and looking after our wellbeing

Our food and Petrol costs have increased substantially meaning that I am putting of allied medical services

Our rent has increased in past month with \$50 a week and coping up with this is difficult

Our team has been recognised verbally by the business as the most complex in collection but other team that rely on our help including management are paid at a higher grade. We're not eligible for rem rewards anymore. Green loans are a thing if the past, next will be shares

Our work load has increased 4 fold and Westpac reduced FTE.

Our workload has doubled and staff has reduced significantly.

Outside of paying for expenses living is become limited and calculated

Over the last 2 years, utilities have increased, insurances increased, food has increased and fuel has increased well over 10 to 20% I call it the covid tax. I have had to go full time to keep up with the cost of living and the last pay rise we got was 1.5% from memory... And I don't even think I got this as I was redlined in my role. The fix starts with 6!!!

Patrol prices are hurting the most as I drive to work each day as it is quicker than public transport

Perhaps 6% to be for lower income employees e.g. under 100k

Petrol alone is costing me an extra \$30 per week. Groceries \$50, insurances have increased, interest rates increased as well as electricity and gas. A 6% pay increase wouldn't even cover petrol and grocery inflations

petrol and food

Petrol grocery and every other cost of living is getting higher.

Petrol has gone up, groceries have gone up, rates and water bills have gone up, electricity has gone up, interest on home loans have gone up, do I need to say anymore.

Petrol prices

Petrol prices and everyday household expenses have made it hard to get by, and now that home loan rates have increased, it will make it even harder

Petrol prices have gone up. average cost of living has increased. general groceries and even the rent for accommodation has increased.

Petrol prices, food, electricity, water have all increased!

Petrol, electricity, groceries

Petrol, food bills just ridiculous expenses for the money we're on.

petrol, food utilities all rising dramatically

Petrol, groceries and mortgage payments are the real heavy hitters and I can really see how very little I have left in my savings.

Petrol, taking kids out less and less due to cost of getting places.

Price of food, fuel and everything in general has gone up so makes it had to pay for everything

Prices of everything has gone up, we rent, that's gone up, all living costs have gone up and I am the sole income earner for my family and we have 2 kids. I have had to cut back on things such as groceries and fresh food and swimming lessons for my little kids which are essential for their water safety as we can no longer afford it. We have had to cut back on going anywhere to try and save as much petrol as possible. My pay just doesn't cover what it used to and with a growing family it'll continue to get worse

Quality of life will decrease

Recent restructure has resulted in heavier workload imposed on employee. After meeting with the head of, they advise that no further FTE will be provided and that send a clear message that existing employees are meant to pick up extra work.

Bonus been removed as well during this period which could have help with cost of living.

Unfortunately with the low increment on inflation, which also means we are getting less and working more hours on average.

As mentioned above, the bank can afford it and trying to send out a message that they don't really care which is contradicting to what they advise on communications and messages.

It is sad to know that the company I stay loyal to and work hard for does not care.

Recently bought a new house (so our kids can each have their own room as they currently share) and we will now struggling with higher bills, larger mortgage and food is already costing more.

Reduced recreation due to increased cost of living. Considering getting rid of one car to reduce costs.

Rent and cost of living in general has gone up hence our salary should go up too

Rent has gone up from Jul 2022 by 7%

Grocery has gone up substantially, Fuel cost has gone up.

Need pay rise to offset some of the cost

Rental prices fuel & food all going up

Rising cost of fuel, electricity, groceries etc specialists have not received an increase in over two years. However we are working 10-12 plus hours per day.

Rising costs of food and day to day essentials

Rising costs of fuel, groceries, water & electricity costs has reduced our surplus income meaning we are now very careful with where & how often we are travelling to visit family, we are eating out less often and reducing extra activities like going to the movies and such. This means businesses in our area that we'd normally frequent are losing trade as well.

Saving for retirement is getting harder with increased expenses.

School Fees, Fuel, Utilities, Groceries, Necessities have all increased and due to stagnant salary we now need to make sacrifices. i.e. use less electricity and we now just purchase essential items

share the profits with staffs as the inflation is rising

Shortened opening hours means reduced \$\$\$. Affordability due to running a household for my family and putting food on the table. I work every possible minute I can, would have to get a second job if I don't get a reasonable pay rise.

Simple grocery shopping now has increased we can no longer afford luxury items like biscuits or steak. We have to consider of driving a distance is necessary now due to fuel costs. Purchasing a coffee out is no longer something we can afford

Specially the fuel price and groceries gone up a lot. Power bills may increase as well. In line with recent interest rate increases. I reckon Westpac can afford to increase pay.

Starting with food cost. How much single unit of the food or even toilet paper cost has increased. its very noticeable this days. we have stopped driving long distance this days due to petrol price. Kids are missing out some of their favourite take away.

Stressful

Struggling to afford mental health medication and therapy with the increase in pharmaceuticals and specialists

Stuck in a financial rut, can't afford to buy nice things only to pay bills giving us nothing good to look forward to

Thankfully I own my house but on a part time wage because of reduced hours branch it is a real struggle to balance the books every fortnight. My wage is spent before I get it. I have had to go without the little extras like a pkt of sweet biscuit so I can have the heater on for a little bit longer. I've never been able to afford to go to special shows and the like but definitely no way I could do it ever now.

The choice between fresh fruit and vegetables or buying frozen. Had to decide whether I could afford to send my children to swimming lessons. Had to wait until payday to be able to afford to buy a school jacket for my daughter.

The cost of everyday expenses increasing more than double and sometimes more in so many item. The rising cost of electricity and gas prices. Not including petrol prices.

Then the interest rates set to raise by at least and additional 1% by the end of the year. The cost of living has majorly increased. But wages growth has been slow and sluggish for years.

The cost of food, fuel, rent & utilities are only increasing. We were saving for our first home however this now seems unreachable given the cost of living has reached a new high and the pay/wages are remaining the same. Within the team we constantly do overtime which impacts staff health, motivation and work / life balance.

The cost of fuel and groceries has dramatically increased over the past few years and is unlikely to stop increasing any time soon. Having at least a 6% pay increase would give certainty that I'm going to be able to afford to travel to the office and put food on my table for myself and my family.

The cost of fuel skyrocketing

The cost of living and interest rate rises are seeing me have to redraw my mortgage just to make ends meet fortnight to fortnight

The cost of living and rent increase has put hole in my budget by \$300 per week.

The cost of living has increased significantly since covid 19 money is tight and we are living pay check to pay check. With the rising cost we must be also able to afford basic necessities and believe wages need to be increased to offset cost of living and our wellbeing

The cost of living has significantly increased a strain on living costs. The fact that we are Now asked to return to work (office) and fuel prices are astronomically high is also impacting me

The cost of living increases have not hurt my family much, I am seeing too many friends and colleagues struggle unnecessarily. We are all working harder and generally happy to do it. If we are offered less than 6% that's the organization effectively saying you deserve to be paid less.

The cost of living is getting out of control. It is so stressful trying to make ends meet

The cost of living is pushing us out of the Adelaide metropolitan area, and we are having to move rurally as our only living option

The cost of living is so much more but our incomes have not increased

The cost of public transport and the increase in rent and groceries has increased and it's becoming difficult

The daily costs of living have forced us to limit the use of high use energy items such as air conditioning etc at home.

The general cost of living has increased so wages should also

The impact it's had on my family so far is cutting back on day-care days for my children so I can afford it to purchase shopping and pay other bills like electricity and rent. I now juggle work and children at home at the same time. My rent has also increased due to the rise which is more out of my fortnightly pay.

The increase cost of living has affected my day to day life by giving me more stress and affecting my lifestyle choices. This is affecting my working capacity

The increase costs across the board has put financial stress on my household which has meant even the option of trying to maintain a healthy living style has gone out the window. The pay gap between members completing the same roles is getting wider and wider with and is just not fair and equal.

The increase in groceries alone has meant there are times when I have had to re-consider fresh fruit and vegetables and purchase less healthy, cheaper options or suffer the embarrassment of not being to pay for even staple items.

The increase in groceries, power, water and fuel is really putting the pressure on me as a single mother. As Westpac are now requiring me to attend the office a minimum of two days per week as opposed to working from home, this has certainly increased my fuel costs.

The increase in the cost of living means no little luxuries for my family anymore. Extending every dollar to make ends meet.

The increase of food veg and petrol has diminished any chance of saving trying to maintain a healthy option of food for our family and is only going to increase.

The increased cost of living along with Westpac removing annual incentive bonuses has seen my have to budget tighter right down to energy consumption and food supplies

The increases year on year are just a copy of the agreements from previous years, no real thought from Westpac goes into it just roll out the previous numbers. Maybe not an increase across the board but how about return of pay for performance with a minimum guaranteed.

The increasing cost of living is becoming more & more noticeable at the petrol pumps or when constantly going over my original grocery budgets each week. This is not an increase in things that we just want & can cut out when times get tough but it's an increase in things that we need to get by. That's why I strongly believe this pay rise should be more aligned with inflation.

The increasing costs day to day including groceries, petrol, utilities and now mortgage interest rates are making it more difficult every day. Its not a matter of living every day its surviving every day.

The office that I work in is over an hours drive from my home. With petrol prices the way they are, it is an extra pressure

The pressure from the cost of living is more higher, I can not deposit some spare money for my kid.

The pressure is impacting all aspects of our lives, including purchasing groceries, child cares, petrol's. That is why my wife and I now prefer to WFH so we can save as much as petrol costs as I can.

The price of food transport living and fuel has increased massively over the recent years. The least a company can do to take care of employees is keep their wage consistency with inflation. By not doing this they show they do not care.

The price of fuel, even groceries has increased so much, that we have had to budget each week for our basics, electricity has increased, which has created an impact on everyday expenses.

The push to return to office, alongside increased fuel prices and other wider price increases is having an effect on everyone, not just those covered by the EA

The rise in cost of petrol has made a big impact when being asked to travel to other branches to relieve. Claiming kms travelled is still the same as when the cost of petrol was half of what it is now.

The rising cost of fuel, food, mortgage repayments and electricity meant I had to sell a car to keep up with the cost of living

The rising cost of living is pushing me out of living in the metropolitan area, I'm having to look at moving further out of my home city just to find a place I can afford to live

The struggle to pay for bills is becoming harder and harder

The of living will cause stress and with stress will impact our health.

These are absolutely hard times everything has gone up. Have not received a pay rise or a bonus for many years and the ones we have are because the fight from our union and not Westpac . Times that we are in have placed pressures on mental health and family

They have lost so many staff that have not been replaced, we work longer hours and during lunch breaks, no appreciation is given no bonus and they are giving us the same increase they do every year. Showing million dollar profiles yet we work for nothing in the branches. We have not worked one day from home during covid and nothing was given then. Having been an employee for 10 years there is no loyalty new staff members in the same role start and get paid more than current staff.

They stopped our bonuses because targets were scrapped but we still have targets and now no bonuses. 3% increase is insulting.

Through the last challenging years we the Staff have kept doing our best to keep caring for our customers and keep the Branch doors open. All through this time the cost of living has gone up and now we struggle to make ends meet. Please Westpac look after your greatest asset, your staff.

Too much pressure. Too many hours unpaid and no staff

Travel to work each day - 50 minutes each way - increase in fuel costs has added to weekly expenses. Living in a rural area, food costs have increased due to increase of delivery/transport costs. Electricity price increases continue to add to the total cost of living.

Unable to upgrade to a bigger house.

Utilities , Building Materials , Fruit , Veggies , Meats , Seafood , Petrol , etc. have all increased substantially by more than 6%. That should be the minimum they offer us, we deserve more!

Utilities are just unmanageable

Vehicle Insurance, life insurance, medical aid are all increasing by 20%-30% as well as gas and electricity. Food and personal items have also seen a steep increase. Loan repayments have now increased substantially and is forecasted to increase even further.

We have seen a huge reduction in staff numbers in the past few years with promises that once we are performing additional staff will be employed. We are now doing a lot of additional work with reduced number of staff. New staff are not being employed.

We should either increase the amount of staff or pay the current staff accordingly for the extra work load. A 6% increase is therefore not unreasonable especially if I take the amount of ours we have to work free for the organisation due to staff shortages.

We have carried Westpac through tough times, we should reap the rewards when they make profit.

Very much.

Watching what we put in the shopping trolley. Making sure nothing is wasted. Socialising less

We are being forced to work Saturdays and still the same pay. It's not fair.

We are expecting a baby later this year. The cost of living and rising interest rate will put significant financial pressure on us.

We are facing customers and working in front of the branch.

We are finding it very difficult to manage

We are having to evaluate budgets at home and make a decision on whether health and fitness is a required expense. I really enjoy exercise and it's so important for my mental health.

We have moved to a smaller and cheaper home to try and keep up with living expenses, but it's getting really thought even though we've cut as many costs as we can.

We are living week to week, with the cost of food, fuel, insurances, private health and power constantly going up

We are risking our life & with our family just to continue serving our customers.

We are stretching the budget tighter and tighter. I am earning less than I was in 2018 due to changes to bonus and reward structures but am working harder than ever before. I am tired if feeling like we are being undercut as employees.

We can't travel to Sydney to visit our parents as we don't have any additional funds for perform

we dine out less and go out and about much much less. fuel is so expensive

We have a new loan and a new baby, with the inflation. Interest rate has gone up 1.5% since we bought the house 9 months ago. My hecs index rate for this year was 3.9% compared to maximum of 1.5% previous years. We won't be able to keep our new home if the cost of living keeps rising without a matching raise in wages. Thank you

We have been on the front line since the start of the pandemic. Being in a busy branch we have not stopped seeing customers and also being in a shopping centre we are constantly met with people who coughing and sneezing not to mention we need to handle money as part of our job.

We have had to cut down on all miscellaneous spending, we have a tighter budget and have had to withdraw money from emergency funds

We have had to cut down on things we use to enjoy like takeaway and days out due to inflation.

We have had to cut some spending and put our holidays on hold due to the increases. Also listening to other people who are talking to their leaders to reduce the day at office to save on fuel.

we have mortgages, school fees and daily living cost is expensive.

We have recently had another child and with Petrol, food, electricity and childcare fees have all increased and have a big impact on my family. Please consider the increase of 6% it would make a big difference.

We have to drive our car less, cancelled few membership also children's classes and cut down food purchase.

We just had our first Baby so it has made it quite difficult to survive on one income as I am currently on maternity leave, so I have to return now as pt. instead if ft and even when I do, my pay will be part time due to being a mum now and with no proper increase its still going to be affecting us financially.

we need to ensure there is no tier 1 and tier 2 bullshit in this agreement as I would be affected if any increase wasn't across the board as it should be for all employees not just certain ones that are on a certain wage this is where I feel the union had failed in last agreement by allowing this to happen and should not be allowed to happen again everything is going up for everyone and we need to ensure a real wage increase for everyone so people can pay there mortgages buy groceries petrol and still maybe afford to go on a little holiday

We put our smiles on and confront what the day dishes out.

We should not have to wait until our salary has fallen so far against the cost of living that it no longer covers every day, plus enough to save for emergencies and retirement - our remuneration should keep pace with productivity increases and inflation.

We stay home more, don't eat out as much. Limit activities for our children due to cost.

We work as front line in retail banking services

We work in customer facing roles and have done so with a cloud of risk over our heads throughout the entire COVID-19 pandemic. It has been a terribly stressful time at work knowing the risk and when we go home we face further anxiety because we can't see our families, there is no relief to these feelings.

We work in the most risky suburb in Melbourne!

We, the frontliners are doing our best serving our customers well in spite of the pandemic so that the Bank can continue to uphold its image of always being there & helping its customers & so that the customers in return will continue to have confidence in the Bank during times like these. A little acknowledgement surely goes a long way as we thread this tumultuous journey together.

We're on the frontline serving customers face to face, everyday...

We're paying an extra \$60-\$80 a week for petrol 2 cars. Child goes to a private school. Grocery prices increased. A very large increase in all outgoings.

We're all overworked and underappreciated. Staffing is so low and we're juggling tasks due for extra staff. We're all burnt out and the pressure of low working wage is harder to deal with as the cost of living just continues to rise. We need the financial assistance to support ourselves.

Westpac expects us to move to Parramatta and pay another \$6000 a year in parking fees and also very high petrol prices I think we need to be compensated for this as well as cost of inflation. Is this anything union can help with? As I did put my feedback in the survey but I think this has just been ignored. How are we to afford this move and inflation? Why can't we just work from home when our productivity is better and costs are down.

Westpac has record profits, while the work loads are higher and the teams are smaller.

More stress and pressure for the same pay.

Mortgage is eating away my salary and there is little left over to actually enjoy my own time

with a family of 6 we have had to think about the extra curricular activities the kids can do along with outings for the school holidays

With being forced back into office work/hybrid work, the costs of fuel and travel have risen hugely since last in office 2.5 years ago. But my pay has moved only very slightly. The additional costs that this will also increase of insurances and others will hurt even more.

With Cost of everyday grocery items increased and with 2 kids running them around with price of fuel now has impacted our way of life, fixed home loan rate is due soon so will need to find ways of how we can cut costs or increase income,

With every aspect of everyday living expenses inclusive of mortgage rates getting higher on a daily basis, a 6% bare minimum of increase will do it justice.

With family of 2 school kids and paying on mortgage the cost of living like basic cost of living is just not affordable anymore

With fuel, cost of living, mortgage repayments; How do you expect us to work & survive?!

With having to go back to working in office with the rising prices of petrol, this has had an effect negatively on my income and is only going to get worse

With increasing costs of living it becomes a lot difficult for all to save or obtain a mortgage to buy their first property.

With interest rates on home loans as well as groceries and petrol to get to work as put me under financial strain. Also losing money in my super at my age I am not able to top it up as I don't have the savings to do this

With interest rates on home loans as well as groceries and petrol to get to work as put me under financial strain. Also losing money in my super at my age I am not able to top it up as I don't have the savings to do this

With interest rates rising and cost of living there will be no extra activity, it will be hard to just afford to live

With only one nominal fixed pay increase in recent times, essentially take home pay decreasing as costs such as healthcare / insurances / food etc all increase.

With the cost of living going higher, I've resulted in buying a lasagne and portioning it out to last 4 days.

With the cost of living my day-care bill has also increased meaning I work 4 days a fortnight for free to pay for it. General cost of everything. Westpac demand better performance and I am the only be in our branch and I have been hitting a branch target across the board for nearly 12 months, with no thanks from above we can't get staff as they have put a freeze on recruiting our regional manager but your hitting the targets your doing so well at the cost of our mental health, we come to work sick because if we don't we have to close a branch. If our kids are sick we struggle. We should be asking for a bigger pat rise.

With the interest rate rise and the rise in petrol and food its hard to keep up

With the pressure of cost living its becoming unaffordable to live. Its become harder to afford to buy groceries, petrol , pay bills including electricity, gas and water, insurance, rego. And having to go to work and not having the flexibility to work from home 5 days a week doesn't help. Especially when we're still expected to go to work on public holidays, when work from home is available. This pay increase will really help make life affordable again.

With the return to office after covid the cost of petrol, parking and tolls is taking a huge toll on me plus the cost of the price of groceries. I am now living pay cheque to pay cheque trying to balance a mortgage plus the inflation of utility bills. I had planned to start a family in the near future however this is not even a viable option.

With the rise in Petrol / food as well as Home loan rate increases- starting to see a real struggle to live pay to pay

With two young children in childcare it is becoming challenging managing the growing cost of childcare, utility bills and groceries.

Working a second job to make end meet

Yes

Yes as the cost is so high and mortgage is higher on repayment

Yes the increasing cost of living is a huge concern. The price of fuel and also from July the Train fares are going to increase. The life is hard these days.

Yes, costs of living, food, transport, medical, wellness activities have gone up- "through the roof", we are a single income family.

Yes. Affect a lot to me as a person and the family

As we spending much on the basic necessities ..we may not able to spending on other such as medical related things such as specialists and Physio etc.

Fighting to improve the lives of finance sector workers every day.

Authorised by Julia Angrisano, FSU National Secretary, 1/341 Queen St Melbourne, VIC, 3000

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