

27/03/2026

Private and Confidential

Julia Angrisano  
National Secretary  
Finance Sector Union  
Level 13, 380 La Trobe Street  
Melbourne VIC 0000

Dear Julia

**Office attendance requirements**

Thank you for your letter to Paul Schroder of 23 March 2026 requesting suspension of office attendance requirements. I am writing on behalf of AustralianSuper to respond to your letter.

AustralianSuper acknowledges the cost-of-living pressures many colleagues are currently experiencing, as well as the broader economic uncertainty you have outlined. AustralianSuper remains mindful of these challenges and the importance of supporting colleagues to balance their work and personal circumstances.

AustralianSuper is proud to offer considerable flexibility to our colleagues in how and when they perform their work and our industry-leading commitment to blended working is embedded in clause 10 of our AustralianSuper Enterprise Agreement. This includes no Fund-wide office attendance mandate (in terms of days or percentage of working hours).

We also know that many colleagues need and value in-person connection including for collaboration, learning, coaching and a sense of belonging and this remains an important part of how we operate as a member-first organisation. The principles underpinning our blended working arrangements, as outlined in our Enterprise Agreement, are designed to balance flexibility with these broader organisational needs and to ensure we continue to meet the needs of, and deliver strong outcomes for, members.

We therefore do not propose to depart from these principles or suspend office attendance requirements. We consider the existing framework strikes an appropriate balance between flexibility for our colleagues and our responsibility to operate effectively as a member-focused organisation.

Thank you for raising these matters.

Yours sincerely



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