

30 March 2026

Julia Angrisano
National Secretary
Finance Sector Union (FSU)

Dear Julia,

Re: Suspension of office attendance requirements

Thank you for your correspondence of 23 March 2026 regarding office attendance requirements and the current cost-of-living environment.

BankVic acknowledges the broader economic pressures being experienced across the community. As an employer, we remain mindful of these conditions and the importance of supporting our people through considered, sustainable workplace practices.

BankVic has an established Flexi-Location framework in place, which supports flexible and hybrid working arrangements where appropriate. This framework enables leaders and employees to agree arrangements that consider individual circumstances, role requirements and operational needs, while ensuring BankVic continues to meet its obligations as a regulated financial institution and deliver for our members.

Office attendance expectations are therefore determined regarding the nature of each role and business requirements, rather than applied as a blanket or inflexible mandate. This approach is intended to balance flexibility with the need to support effective collaboration, supervision, learning and organisational culture, and to maintain operational continuity.

BankVic does not intend to suspend office attendance requirements or move to employee-nominated attendance frequencies. However, we will continue to apply our Flexi-Location framework consistently and thoughtfully, and leaders are expected to engage with employees where flexibility is sought to ensure arrangements remain appropriate and workable.

Our people practices, including flexible work arrangements, are subject to ongoing review to ensure they remain aligned with organisational needs, external mitigating factors, regulatory expectations and employee wellbeing.

Thank you for raising these matters. Should you wish to discuss BankVic's approach further, I am available to do so.

Yours sincerely,



Michelle Arundel
Chief People & Culture Officer
BankVic