

# FSU CBA Enterprise Agreement 2026 agenda



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our campaign

**A BETTER WAY AT CBA**

Your Finance Sector Union is seeking the following improvements to pay and conditions during negotiations for your new CBA Enterprise Agreement 2026. These items have been developed based on what FSU members have said are important to them.

**Let's demand a better way at CBA!** Show your support for our campaign via the QR code above.

## Better pay and rewards

- Annual wage increases of 5% per year (or CPI if greater) for all employees, regardless of employment arrangement or salary tier/band.
- A simplified pay structure for both packaged and unpackaged employees that is indexed over the life of the Agreement.
- Transparent and market-leading pay bands that are included in the Agreement.
- Performance objectives/KPIs to be set by agreement only after consultation with employees.
- A fair and transparent bonus system.
- The right for employees to request a review of their pay, performance objectives and bonus outcomes.
- Increases to allowances aligned with pay increases.
- Removal of the restriction for those earning above \$119,400 and \$170,000 so that all employees receive the same entitlements regardless of their salary, including allowances, span of hours, weekend loadings, breaks between days, overtime and time off in lieu, and shift loadings.
- A commitment to eliminate the 27.6% gender pay gap.

## Secure jobs

- No further offshoring of roles performed by employees covered by the CBA Enterprise Agreement.
- All new jobs to be advertised in Australia, with preference given to onshore candidates.
- Commitment to upskill and train Australian-based workers to perform in-demand jobs.
- Expand and extend the moratorium on regional branch closures for the life of the Agreement and to include metropolitan branches.
- No forced redundancies as a result of the introduction of artificial intelligence (AI) or other similar technologies.

## **An improved change and redundancy process**

- Provide employees with early access to information about strategy and the impact of potential changes so they can plan for the future.
- Consult with employees at an earlier stage so they are part of the conversation, providing them with a voice prior to any definite decision being made.
- Detailed information about the change, including the justification and rationale.
- Consultation about a definite decision to include all employees of the team or area so broader impacts such as increased workloads can be addressed.
- A genuine feedback mechanism that considers, addresses and responds to employee feedback.
- Proactive measures to avoid forced redundancies of permanent employees by prioritising attrition and ceasing contractor and casual engagement.
- Seeking expressions of interest for voluntary redundancies and interest in alternative roles within the organisation where redundancies are required.
- Extending redeployment periods to six months for remaining redundant employees to be trained/reskilled into alternative roles.
- Workers in redeployment get priority for redeployment into vacant positions.
- A comparable role for redeployment purposes can only be to one that is above or at the same grade as their current grade (not the grade lower).
- Mandatory psychosocial hazards risk assessment to be undertaken for every change, including consultation with workers.

## **Enhanced skills, training and career development**

- Clear internal career progression pathways that are supported by learning and professional development in paid time.
- An understanding of the growth areas of the business and “jobs of the future” within CBA and provide opportunities to reskill/upskill in paid time.
- A CBA-funded skills and development pathway for those in non-growth areas to enable them to transition into the “jobs of the future”.
- Learning, training and development to be scheduled in paid time with appropriate cover where required.
- Greater preference given to face-to-face training and development.

## **Greater workplace flexibility and working from home rights**

- Removal of arbitrary in office attendance requirements and KPI requirement.
- Flexible work arrangement requests to be considered on a case-by-case basis with a bias towards approving requests.
- No mandatory review periods on flexible work arrangements where they have been sought for permanent or long-term reasons, such as disability, age or caring responsibilities.

## **Safe staffing, workloads and workplaces**

- Regular workforce planning and disclosure of staffing requirements for each team, ensuring workers are not subjected to unsustainable workloads.
- Genuine consultation where a change to staffing requirement is being proposed, including reduction of hours or replacement of full-time vacancies with part-time positions.

- Employees to have the right to request a review of staffing where they have ongoing resourcing concerns.
- Requirement that each retail area has a sufficient relief pool to address staffing shortfalls and cover planned and unplanned leave periods.
- A review of security incidents across the retail network and introduction of security to protect workers from violence and aggression.
- Mandatory psychosocial hazards training for all team leaders/people managers.

## Artificial intelligence, worker surveillance and data rights

- Enhanced consultation rights regarding the proposed use, development or implementation of new technologies, including AI and automation systems, or where AI is used in making decisions giving rise to an obligation to consult.
- Comprehensive training for all workers who may be impacted or displaced by new technology prior to its deployment.
- Worker surveillance to be limited to only circumstances where it is necessary to ensure the safety of workers and the public.
- Transparent employee data collection and retention which is only to the extent required by law or the employee's benefit and a prohibition against the sale of employee data.

## Additional leave and time off

- Increase paid parental leave from 18 weeks to 26 weeks.
- Additional paid leave for employees with a disability and those who are carers.
- Expand family planning leave to support reproductive health.
- Easier access to and approval of annual leave when requested.
- Replace the complicated life leave system with five additional days' leave per year.
- Return the Easter Tuesday day off for Tasmanian-based employees that was unilaterally removed by CBA in 2023.
- Reintroduce the rostered day off system that CBA removed in 2020.
- Commence discussions on introducing a four-day work week within three months of the approval of the Agreement.

## Other improvements

- Technology on-call arrangements to be enshrined in the Agreement.
- Higher duties allowance to be provided each day for branch staff covering Branch Manager duties.
- Measures to attract, support and retain First Nations employees, including cultural leave, cultural loading and cultural training.
- The ability to dispute all matters within the Agreement to arbitration/determination by the Fair Work Commission.
- No reduction of existing terms and conditions.

Winning a better way at CBA will only be possible when workers stand strong and united.

Be part of the team that is fighting for you. Join the FSU today at [www.fsunion.org.au/join](http://www.fsunion.org.au/join)

