

25 March 2026

Julia Angrisano
National Secretary
Finance Sector Union

Dear Julia,

Re: Suspension of office attendance requirements

Thank you for your correspondence dated 23 March 2026 regarding office attendance requirements at Police & Nurses Limited (P&N Group).

We acknowledge the ongoing cost of living pressures impacting employees across Australia and appreciate the perspective you have provided on behalf of your members.

At P&N Group, we are committed to supporting our people through a flexible and balanced approach to work. We do not have a mandated attendance percentage in place. Instead, we enable flexibility that allows employees and leaders to determine appropriate working arrangements based on role requirements, team needs and individual circumstances.

This approach is designed to support both employee wellbeing and operational effectiveness, while ensuring we continue to meet the needs of our customers. We also recognise that some roles, particularly in our branch network, require an on-site presence. While flexibility is more limited in these roles, we remain committed to supporting these employees and their wellbeing, including in the context of current cost-of-living pressures.

At this stage, we do not consider it necessary to suspend office attendance requirements, given our current flexible framework. However, we remain open to ongoing dialogue and will continue to monitor both employee needs and broader economic conditions.

Thank you again for raising this matter. We value continued engagement with the FSU.

Regards,



Brittany Nguyen

Head of People Capability and Culture