



**Strictly Private & Confidential**

27 March 2026

Julia Angrisano  
National Secretary  
Finance Sector Union

By email: [REDACTED]

Dear Julia,

Thank you for your letter of 23 March 2026 regarding a request to suspend office attendance requirements in response to current cost-of-living pressures.

TAL supports flexible working and currently operates a hybrid model which provides employees with flexibility as to where work is performed. This approach maintains a minimum level of office attendance to support collaboration, learning and service delivery, as well as facilitating further or different flexible work options based on individual circumstances.

While there is no intention of altering our existing arrangements at this time, TAL remains committed to supporting our people through these pressures in a way that is balanced, fair and operationally sustainable.

Please let me know if you have any questions or would like any further information.

Kind regards,

Victoria Palmer  
Employee Relations Manager

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