

AustralianSuper Enterprise Agreement 2026

FSU bargaining agenda

Pay and superannuation

- 5.5% yearly pay increases plus superannuation, or CPI (whichever is greater), to ensure employees keep ahead of the cost of living.
 - Backpay to 1 July 2026.
- Increase employer superannuation contributions to 17%.
- Greater transparency and a clearer process for classification reviews.
 - Access to remuneration reviews, including proactive reviews by AustralianSuper where a role increases in scope or complexity.
 - Clear pathways and expectations for career progression through classification levels.
- Increase all allowances to reflect increases in the cost of living.

Work from home - blended hybrid work

- Enforceable work from home protections within the Enterprise Agreement.
- In-office days to be agreed between employees and managers.
- In-office and work from home days not to form part of KPIs.

Overtime and workloads

- Access to a four-day working week.
- Overtime arrangements to apply to all employees, including overtime pay and TOIL accrued at overtime rates.
- Superannuation to be paid on all hours worked, including overtime.
- Employees to have the right to request staffing reviews where there are ongoing resourcing concerns.
- On-call and overtime arrangements to apply to all employees required to work on-call or on weekends.

Job security and workplace change

- No outsourcing or offshoring of roles during the life of the agreement.
- Retrenchment payments to adequately support employees, taking into account factors including age, stage of life, and future employment prospects.



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Authorised by Julia Angrisano, FSU National Secretary

- No retrenchments within eight weeks of the Christmas period.
- No forced redundancies as a result of the introduction of artificial intelligence (AI) or similar technologies.
- Fixed-term and maximum-term contracts to be used only for genuine short-term requirements.
- Requirement to consult with the FSU at 3, 6 and 12-month intervals following the introduction of major workplace change to review workloads, hours and employee support.

Improved leave

- Increase paid parental leave to 26 weeks.
- 12 days of reproductive health leave and additional flexibility for employees experiencing reproductive health conditions.
- Six additional days of paid leave for employees with disability and employees who are carers.
- Right to access long service leave at half pay.

AI and data storage

- A requirement to consult employees where AustralianSuper is considering the use, development or implementation of new technologies, including AI and automation systems, or where AI is used in workplace decision-making.
- Consultation with the FSU on AustralianSuper's AI roadmap, including ongoing transparency regarding forecast and actual AI usage.
- Comprehensive training for all employees impacted by new technology prior to deployment.
- Worker surveillance to be limited to circumstances necessary for worker safety and legal compliance.
- Six months' notice for any employee whose role is made redundant due to AI or similar technologies.
- Transparent employee data collection and retention practices, limited to what is required by law or for the employee's benefit, and a prohibition on the sale of employee data.

Miscellaneous

- No reduction to existing terms and conditions.