

## BOQ Enterprise Agreement 2026

### FSU summary of FSU claims and BOQ offer

*(Information current as of 8 May 2026)*

#### BOQ's pay offer (29 April):

Band	Indexed band salaries	1 Sep 26	1 Sep 27	1 Sep 28	Total
Band 1	<= \$103,517	4.75%	3.75%	3.00%	11.50%
Band 2*	>\$103,517 & <=\$136,025	3.75%	2.75%	2.25%	8.75%
Band 3*	>\$136,025 & <=\$158,416	2.25%	1.75%	0.75%	4.75%
Band 4*	>\$158,417	0.00%	0.00%	0.00%	0.00%

*\*Bands 2-4 are also eligible for discretionary Annual Reward Reviews; Salary Bands to index for each year of the EA based on the minimum wage increase.*

- BOQ has also proposed to increase the minimum salaries for each tier over the life of the Agreement. Those at the minimum salary rate at Tier 3 (\$61,615) and Tier 4 (\$67,030) would see an uplift of 6.1% in the initial year.

## FSU claims and status:

Pay and rewards		
FSU claim	Status	Comments
Annual wage increases of 5% per year (or CPI whichever is greater) to all employees.	Not agreed.	See BOQ pay proposal.
Retrospective wage increase back paid to September 2025 to compensate for low wage outcome.	Not agreed.	Despite real wages decline of between 4.45% and 18.7% in the past four years compared with CPI, BOQ is not willing to provide additional compensation.
<p>A transparent pay and rewards system and structure that is:</p> <ul style="list-style-type: none"> <li>• Easy to understand (Tiers and Bands)</li> <li>• Competitive to market</li> <li>• Recognises service</li> <li>• Rewards performance</li> <li>• Provides a pathway for career progression.</li> </ul>	Not agreed.	BOQ does not agree to make any changes to the current form and structure of pay and classification.
Consolidation of pay Tier 1 into Tier 2.	Agreed.	BOQ has agreed and will roll tiers 1 and 2 into Tier 3. The effect of this is that new starters will start at a higher minimum salary. There are currently no employees at Tier 1 and 2 who would benefit from this change.

Adjustment to Band 3 max salary and Band 4 salary to \$183,100.	Not agreed.	BOQ does not agree to make any changes to the current form and structure of pay and classification.
Simplify and expand overtime eligibility to all Band 1 and Band 2 employees.	Partially agreed.	<p>BOQ has agreed to increase the minimum rate applicable for overtime eligibility to \$117,536 (and index over the life of the EA) regardless of your role/department.</p> <p>Further changes to overtime have been proposed, including removal of the '2 hours on any day outside of 7am to 7pm' for those earning more than \$117,536 but less than \$183,100.</p> <p>Those earning above \$183,100 would not be entitled to overtime (same as currently applies) and now no longer would receive standby, public holiday payments or 10-hour break between shifts.</p>
Simplify and expand higher duties eligibility.	Agreed.	BOQ has agreed to simplify higher duties eligibility to become available after four consecutive days (currently for more senior higher duties only applicable after 15 consecutive days performing higher duties role).
Allowances to increase aligned with annual wage increases.	Not agreed.	BOQ has proposed an initial uplift to Meal Allowance and Standby payments with a further 2.5%p.a. increase over the life of the EA.
Right to request a review of pay if employee believes it is not appropriate for their role, duties or comparable to the market.	Not agreed.	

## Secure jobs

FSU claim	Status	Comments
No further work performed by or able to be done by BOQ employees in Australia will be outsourced or offshored.	Not agreed.	BOQ has refused to include this in the proposed EA.
No net reduction in retail branches.	Not agreed.	BOQ has refused to include this in the proposed EA.
No employees will be made redundant due to the introduction of artificial intelligence or similar technologies.	Not agreed.	BOQ has refused to include this in the proposed EA.
<p>An improved change and redundancy process that:</p> <ul style="list-style-type: none"> <li>• seeks employees' views before definite decisions are made</li> <li>• provides adequate notice of proposed changes</li> <li>• seeks to understand worker preference for retrenchment or alternatives through an EOI process</li> <li>• commits to no forced retrenchments</li> <li>• adequate time in redeployment to secure an alternative role or reskill/retrain.</li> </ul>	<p>Partially met:</p> <ul style="list-style-type: none"> <li>• Recognition of need to communicate about plans/strategy</li> <li>• May consider broader consultation beyond those directly impacted</li> <li>• Extended redeployment period by additional four weeks</li> <li>• BOQ will take steps to enable employee to adapt to new technology including undertaking training.</li> <li>• Expression of interest processes – Voluntary redundancies,</li> <li>• Retrenchment will be a last resort and only after considering other measures such as natural attrition, ending fixed-</li> </ul>	<p>This has been agreed as part of our dispute regarding the genuine nature of the redundancies associated with the CapGemini arrangement.</p> <p>The FSU commenced proceedings in the Fair Work Commission and was able to reach agreement with BOQ on these matters for inclusion into the new EA.</p>

	term contracts, contractors and casual engagement.	
<b>Workplace flexibility</b>		
<b>FSU claim</b>	<b>Status</b>	<b>Comments</b>
A commitment that employees will not be required to work in the office in excess of 50% of the time.	Not agreed.	Despite saying there are no plans to change the current office attendance requirements, BOQ has stated that it wants to maintain flexibility and not have this included in the EA.
Flexible work arrangements to be available to all employees with a positive assumption and not subjected to a three-month review period.	Not agreed.	
Introduce additional flexible work options such as a four-day work week, nine-day fortnight, compressed work weeks.	Not agreed.	BOQ proposed wording that identifies the types of arrangements that could be sought by workers through a flexible work arrangement but no guarantees that these will be accepted.
<b>Artificial Intelligence, surveillance and data</b>		
<b>FSU claim</b>	<b>Status</b>	<b>Comments</b>
Enhanced consultation rights regarding the proposed use, development or implementation of new technologies including AI and automation systems or where AI is	Not agreed.	

used in making decisions giving rise to an obligation to consult.		
Comprehensive training to all workers who may be impacted or displaced by new technology prior to its deployment.	See earlier regarding training as part of the improvements to change and redundancy processes: "BOQ will take steps to enable employee to adapt to new technology including undertaking training."	
Worker surveillance to be limited to only circumstances where it is necessary to ensure the safety of workers and the public.	Not agreed.	
Collection and retention of employee data only to the extent required by law or for the employee's benefit with a prohibition against the sale of employee data.	Not agreed.	
<b>Skills, training and career development</b>		
<b>FSU claim</b>	<b>Status</b>	<b>Comments</b>
Clear internal career progression pathways supported by learning and professional development in paid time.	Not agreed.	BOQ has agreed to include some additional words in the training clause to encourage development conversations.
An understanding of the growth areas and jobs of the future within BOQ with opportunities to reskill/upskill in paid time.	Not agreed.	

Voluntary participation in the training of outsourced workers and payment in recognition of the knowledge transfer.	Not agreed.	
<b>Staffing and workload relief</b>		
<b>FSU claim</b>	<b>Status</b>	<b>Comments</b>
Regular proactive workforce planning to ensure workers are not subjected to unsustainable workload pressures.	Not yet agreed.	Staffing and workload relief clauses are still the subject of ongoing dialogue. Awaiting BOQ's response to FSU's recent proposal.
Vacant positions will be advertised and replaced as soon as possible.	Not yet agreed.	
Establish a relief pool in retail to cover planned and unplanned absences.	Not yet agreed.	
Employees to have the right to request a review of staffing in their teams where there are ongoing resourcing concerns.	Not yet agreed.	
Reference to the right to dispute staffing and workloads concerns.	Not yet agreed..	
<b>Improved leave</b>		

FSU claim	Status	Comments
Annual leave – relaxation of requirement to take two-week block of leave and reduction in number of days an employee can be directed to take leave from 10 to three days per year.	Partially agreed.	BOQ has proposed to: <ul style="list-style-type: none"> <li>• remove the requirement to take two weeks of annual leave per year</li> <li>• reduce the number of shutdown days from 10 to seven</li> <li>• allow workers to utilise special leave during the shutdown</li> <li>• increase cash out of annual leave from two to three weeks.</li> </ul>
Compassionate leave – increase from two days per occasion to five days and expanded to include family pets.	Partially agreed.	BOQ has agreed to increase compassionate leave to five days per occasion, but not expanded to include family pets.
Special leave – increase from three days to five days per year.	Partially agreed.	BOQ has proposed to increase special leave from three to four days per year.
Paid parental leave – increase from 16 weeks to 26 weeks and include provision for miscarriage and stillbirth.	Not agreed.	BOQ has proposed to increase paid parental leave from 16 weeks to 18 weeks, but not until 1 September 2028.
Reproductive health leave – introduction of 12 days paid leave.	Not agreed.	BOQ has rejected this claim and instead has proposed to increase personal/sick leave from 10 days per year to 12 days per year.

Family and domestic violence leave – to be uncapped.	Not agreed.	Would remain at the legislative minimum of 10 days per year but management discretion to provide further paid leave.
<b>Other claims</b>		
<b>FSU claim</b>	<b>Status</b>	<b>Comments</b>
No reduction of existing terms and conditions.		
Preservation of all ME Heritage provisions.		All Heritage ME and BOQ provisions would remain except for flexible days off, which BOQ has proposed to replace with an 'ad-hoc' flexibility clause.
Measures to increase First Nations workforce participation.	Not agreed.	
Setting of targets / KPIs to be by mutual agreement.	Not agreed.	

### Other proposed changes/improvements:

- Three-year agreement to expire on 31 August 2029.
- Unpaid military leave – to increase from 10 to 20 days per year.