

# Bendigo Bank Team Frequently Asked Questions

*Welcome to your Infosys journey!*

This section is intended to provide information on the transition process and address common questions or concerns you might have.

Still have questions? Please reach out to us using the [Help Desk](#) and your HR Transition Team will do their best to respond to you within 2 business days. We look forward to hearing from you!

## Additional FAQ (June 2026)

### **What does the “Location” clause of the offer mean; and can my work location be changed?**

Your offer of employment reflects your current primary Bendigo Bank work location. As part of the transition, this is an “as is, where is” arrangement, meaning your location and working arrangements will remain unchanged while you continue supporting Bendigo Bank as a client.

This means that you will continue working from a Bendigo Bank location (or your current remote arrangement), consistent with how you work today.

The “Location” clause is standard in Infosys offers of employment and includes the qualifier that any requirement to work at other offices or client locations will be “within reason”. It’s not intended to create an expectation that you will be required to relocate interstate or overseas as part of this transfer.

Over time, as part of a large technology and consulting organisation, there may be opportunities to work on different clients or projects. If this occurs:

- Any change in location or working arrangements would be discussed with you in advance
- Infosys would consult with you and take into account your personal circumstances and preferences
- There is no expectation that you would be required to relocate without agreement

Different clients may have different expectations regarding onsite attendance, however these would be outlined and agreed to, prior to any transition to a new assignment.

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### **What relocation support is available, if I agree to change location?**

Where a role change involves a material change in location (for example, interstate relocation), this would typically be considered on a case-by-case basis, and in line with applicable Infosys policies at the time. Relocation benefits are not automatically triggered by contract clauses but would be assessed based on the specific circumstances of the role, your preferences, and business need.

In the event of a relocation, Infosys relocation benefits will be applicable, including air travel for the employee, partner and dependents to move to the new location; temporary accommodation expenses; reimbursement of utility disconnection and connection expenses; and reimbursement for transportation of household goods (up to AU\$5,000).

If you are required to work from a location other than your usual work location on a temporary basis (e.g. travel to another office or client site), reasonable travel and business-related expenses (such as transport, accommodation or meals where applicable) would typically be managed in line with Infosys travel and expense policies. These policies are designed to support employees when travel is required for business purposes.

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### **I saw a similar role advertised on LinkedIn. Why does it have a salary range listed higher than mine?**

Infosys frequently advertise opportunities for external candidates through LinkedIn and our Careers page. Prior to doing so, all suitable vacancies are made available to Infosys employees via our Internal Job Postings (IJP). If you are interested in an externally advertised role, more information is available from our Talent Acquisition (TA) team. Note that some recent roles have the requirement for travel to remote client sites and the listed indicative salary range, reflects this as well as certain market expectation.

Please also note that any external candidates or applicants would not receive the transitional arrangements of employees transferring from Bendigo Bank. That means probationary period would apply, no continuity of service, no transfer of leave, no preservation of entitlements, flexible working arrangements

would be reviewed on a case-by-case basis and salary offered would be subject to company review and internal processes.

Regardless of this, the annual compensation review at Infosys considers a number of factors including remuneration positioning (through market salary survey data) and internal equity (comparison to peers in similar level roles). Whilst there's no guarantee (as it is for salaried employees at Bendigo Bank), any increase as a result of the annual review is typically effective from 1 January each year. To compensate for the difference in performance and review cycle, all transferring employees are receiving an up-front salary increase of 3% effective from 3 August.

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**Is the role Infosys offering me a permanent role?**

Yes. The roles being offered as part of the transfer are permanent positions. Infosys confirms that employment is not fixed-term and is intended to provide ongoing, long-term opportunities, with continuity of service and comparable overall terms and conditions.

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**What does the “hours of work” clause mean?**

If you accept the offer of employment, you will continue to work the same hours you currently do as a Bendigo Bank employee, including any existing part-time or flexible working arrangements.

This clause sets the standard span of business operating hours (9:00am to 5:30pm, Monday to Friday) and includes standard flexibility language that can apply to client service organisations (for example, where a client requires support windows outside standard hours or where planned work is scheduled after hours). It is not intended to make “ordinary hours” indeterminate in practice.

The current FAQ explains how this applies for transferring employees:

- Standard Infosys office hours are from 9am to 5:30pm, Monday to Friday.
- If Bendigo Bank requests a change to hours of support, or if an employee supports another client in future, the employee will be consulted prior (as occurs today). Preferences and personal circumstances are considered alongside operational needs.

So your existing Bendigo Bank working pattern remains unchanged.

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### **The “deductions” clause of the offer and enclosure seem very broad?**

Deductions from salary can only be made in accordance with section 324 of the Fair Work Act 2009 (Cth), and must be lawful, authorised and reasonable.

This means that deductions are generally limited to amounts authorised by you in writing (e.g. salary sacrifice arrangements, social club fee, etc.) that is principally for your benefit and for deductions authorised by or under a law of the Commonwealth, a State or a Territory or an order of a court.

Separate consent is taken at the time of actual deductions in line with the requirements of the Fair Work Act, 2009. Other Government specified deductions refers to deductions required or authorised by law, such as:

- Taxation obligations (PAYG)
- Court orders or statutory recovery processes
- Other legally mandated deductions

It does not allow discretionary or undefined deductions, and any deductions made by Infosys are made in accordance with the applicable law.

Notwithstanding the above, Infosys have updated the examples given in the Payroll Authorisation Statement of the revised offer and retained the examples relating to personal related expenses and overpayment, as applicable to you.

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### **Can I continue working part-time, on a compressed fortnight, or under my current working pattern?**

Yes — that is the intended approach for transferring employees while you continue to support Bendigo Bank. You will continue to work the same hours you currently work supporting Bendigo Bank, including any existing part-time, compressed working pattern or flexible working arrangements. If you have a formal flexible working agreement, Infosys can replicate this through a new agreement on the same terms, including review and renewal dates.

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### **My current flexible work arrangement isn't included in the letter of offer?**

In regards to your own arrangements, Bendigo Bank have confirmed any flexible work options including part-time status, home based work or compressed working which Infosys and Bendigo Bank have agreed to continue supporting:

- Any formal flexible working agreement can be transferred from Bendigo Bank to Infosys. If you wish to do so, please provide a copy of this which will be retained on your employment records with Infosys

- Alternatively, you can choose to renew or replicate your flexible working agreement directly with Infosys. As with Bendigo Bank, this would have the same agreed terms (which typically includes the duration of the agreement and any mutual review period)
- Any such agreement would complement and be in addition to your letter of offer (which continues to apply)

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### **What if my position description doesn't accurately reflect what I currently do?**

If your position title, role description or accountabilities do not accurately reflect your current work, please raise the mismatch with your current Bendigo Bank Leader. Infosys has been reviewing these cases with the Bendigo Bank People & Culture team and, where confirmed, will correct the relevant Schedule 1 details.

The current FAQ also explains that Infosys global role mapping was based on the nature of the work and required experience, with input from delivery, organisational design and compensation teams. Where (through discussion with your Infosys Portfolio Manager) a better alignment to the actual work being performed is being proposed, this will be reviewed in consultation with the organisational design team (for evaluation where needed).

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### **My Infosys title includes "Consultant" — what does that mean?**

Infosys uses standard global roles and job levels so that similar work is grouped consistently across the organisation. A title such as "Consultant" reflects how the role is classified in the Infosys career framework; it does not mean your day-to-day work suddenly changes to something unrelated to your current responsibilities. The benefits briefing and existing FAQ also shows examples of how Bendigo Bank titles are mapped to Infosys global roles and job levels.

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### **Does the "duties" clause of the offer mean Infosys can place me into any role?**

This is a standard clause intended to provide reasonable operational flexibility. It is not intended to allow Infosys to place an employee into any role at discretion or to make changes that are inconsistent with an employee's skills, experience and job level.

As reflected in the existing FAQ, the clause allows Infosys to make reasonable, business-related changes to duties or reporting lines so long as these are within the scope of the employee's role, skills and job level, and the employee will be notified in writing if this occurs. The FAQ also states that the clause does not allow significant or fundamental changes to role, pay or conditions and that any changes will be lawful and reasonable.

Please note that for any changes to matters relating to an employee's role, Infosys will consult with employees and work towards a mutual agreement, before implementing any changes.

The existing FAQ also clarifies that all positions transferring to Infosys to support Bendigo Bank will be considered client-billable roles, as a core part of the job. Importantly, this wording:

- does not mean an employee must be billable all of the time, and
- does not mean that a period between assignments will put an employee's role at risk.

Instead, the clause is included for transparency and to explain that if a role is designed to be billable and there is a prolonged period where no appropriate work is available, this would be managed fairly, including through active redeployment efforts, learning and development, focussed on upskilling and reskilling. Where relevant and if a role is no longer required, then it could lead to redundancy which is managed strictly in line with applicable law, company processes and the redundancy entitlements as outlined in the offer of employment, which have been aligned to the Bendigo Bank Redundancy Policy.

For transferring Bendigo Bank employees, the intent remains continuity of work on the Bendigo Bank account through appropriate and necessary transition and any future changes would be approached through consultation and reasonable workforce planning.

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### **I have an outside business, a creative project or a directorship. What should I do?**

The best approach is to disclose it early. The recommended process is to provide a brief description of the activity, the time commitment involved, confirmation that it is non-competitive and confirmation that no Infosys or Bendigo Bank confidential information or resources are used. Depending on the circumstances, the activity can then be acknowledged by your leader and recorded with the Office of Integrity & Compliance. Where relevant, existing pre-

employment intellectual property can also be identified separately so ownership is clear.

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**Bendigo Bank doesn't have a non-compete or restraint of trade agreement like Infosys. Will this limit my future employment opportunities?**

The non-compete restraint is not intended to apply broadly to all Infosys clients in an unrestricted way. Based on the contract wording:

- The clause focuses on clients you have had involvement with or relationships with in the last year, or where there is a legitimate business interest to protect (eg. confidential information or influence over client decisions)
- It is not designed to prevent you from working across the entire market or with unrelated organisations.

Any application of the clause would need to be:

- Proportionate to your role, and
- Limited to what is reasonably necessary to protect Infosys' business interests

Restraint of trade provisions are standard in many employment agreements and are designed to:

- Protect client relationships
- Safeguard confidential information and intellectual property

These clauses are generally:

- Limited in scope and duration
- Interpreted in accordance with applicable law, including reasonableness
- Time limited, with respect to working with certain clients immediately after leaving Infosys. After that period expires, there is no ongoing restriction.

Importantly, these clauses are only enforceable to the extent that they are considered reasonable under applicable law and are not intended to create broad or indefinite barriers to future employment.

We acknowledge that this may differ from your current Bendigo Bank contract, as Infosys is a global company with a broad range of clients and employees

across Australia.

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**Can I ask for more time to review my offer if I'm on leave or dealing with exceptional circumstances?**

This can be considered case by case. The current FAQ already says that if you are on leave during the offer process, you can receive your offer on return and then have ten business days to consider it. Extensions have been accommodated in individual cases such as planned leave, bereavement and where employees were still waiting on key information needed to make a fair assessment.

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**Can annual leave be carried forward? Is there a limit, and can annual leave be cashed out?**

There is no stated cap on carrying forward annual leave, although employees are encouraged to take leave in the year it accrues. The Leave Policy - Australia also says that where an employee has more than eight weeks of accrued annual leave, the company may direct the employee to take at least one week of leave, provided the direction is reasonable and with advance notice. Annual leave cash-out is not a standard policy feature, but individual requests may be considered case by case.

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**What income protection (salary continuance) cover does Infosys provide, and when do I receive the detailed policy?**

Infosys provides company-funded income protection (salary continuance) insurance for permanent employees. The current FAQ and benefits briefing say this pays up to 75% of salary for up to two years if an employee is unable to work due to illness or injury, and that this cover is provided directly by Infosys, not through your nominated superannuation fund. Detailed policy information is usually provided after commencement, and employees can still arrange additional or supplementary cover through their super fund at their own cost if they wish.

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**I'm considering retirement in the near future. Is there anything I should be aware of?**

There is nothing specific employees need to be aware of from an Infosys transfer perspective if they are considering retirement, but employees are

welcome to discuss flexible options that may help, such as part-time work, a compressed week, or other flexible working arrangements. Retirement planning resources may also be available through the MLC superannuation fund arrangements once employed by Infosys.

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### **What if I need ergonomic equipment or workplace adjustments?**

If you already have approved ergonomic support or workplace adjustments in place, these should continue to be supported. There's no need to re-approve existing arrangements already accommodated in the Bendigo Bank workplace. Additional support can also be provided through ergonomic self-assessment guidance and the relevant health, safety and facilities teams after commencement.

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### **Can I still ask for an individual discussion if I want to talk through my offer?**

Yes. You've been introduced to your Infosys Portfolio Manager from the delivery team as a go-to contact for questions, concerns or issues. Individual discussions have been arranged directly or can be scheduled where requested. You can also continue to submit questions through the dedicated AskInfy\_BEN@infosys.com mailbox and ask for a 1:1 discussion if you'd like to talk through the offer in more detail.

## **About Infosys**

### **Who is Infosys?**

Infosys is a global leader in next-generation digital services and consulting. Over 323,000 of our people work to amplify human potential and create the next opportunity for people, businesses, and communities.

We enable clients in 59 countries to navigate their digital transformation. With over four decades of experience in managing the systems and workings of global enterprises, we expertly steer clients, as they navigate their digital transformation powered by cloud and AI. We enable them with an AI-first core, empower the business with agile digital at scale and drive continuous improvement with always-on learning through the transfer of digital skills, expertise and ideas from our innovation ecosystem.

We are deeply committed to being a well-governed, environmentally sustainable organisation where diverse talent thrives in an inclusive workplace.

Established in 1981, Infosys is a NYSE listed company which has grown to become a US\$19 billion (LTM Q3 FY26 revenues) business with a market capitalisation of approximately US\$72.3 billion.

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### **What about Infosys in Australia?**

The Infosys Australia and New Zealand region has over 75 large enterprise and public sector clients and around 5,500 local staff. The business has experienced strong and consistent growth in revenue since its inception 25 years ago.

Established in Australia in 1999 and in New Zealand in 2009, Infosys expanded locally through acquisitions like Expert Information Systems, the Portland Group, Lodestone Consulting and Gen-I software solutions. More recently we welcomed The Missing Link team and look forward to our Versent Group joint venture to be completed soon.

In April 2022, Infosys launched our Living Lab in Melbourne, a co-creation environment that enables clients, academia and partners to explore, develop and deploy solutions and bring to life use cases.

Infosys is consistently recognised among the top employers in Australia and the Asia-Pacific region. Also named as the fastest growing IT services brand in the world and as a Disability Confident Recruiter in Australia by The Australian Network on Disability (AND).

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### **What is the culture like at Infosys?**

Our values are very important to us at Infosys. Change may be the only constant, but for us, it's our values that help guide us in every change that we make – for us as individuals, for our company, and for our clients. These are our guiding lights, our beacons on the journey to navigate destination next. Known as “C-LIFE,” these values are:

- **Client Value:** To surpass client expectations consistently
- **Leadership by Example:** To set standards in our business and transactions, and to be an exemplar for the industry and ourselves
- **Integrity and Transparency:** To be ethical and sincere in all our transactions
- **Fairness:** To be objective and transaction-oriented, and thereby earn trust and respect

- **Excellence:** To strive relentlessly; constantly improve ourselves, our teams, and our services and products to become the best

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## What is the Infosys strategy?



The way Infosys “navigate your next”, is to view it holistically across capabilities, focus areas and desired outcomes. The four pillars of our transformation strategy offer distinct learnings and advantages to our clients and opportunities for our people.

First, we empower businesses with agile digital at scale. We do this by bringing together new technologies, the swiftness of our delivery model to create new enterprise-wide capability that delivers unprecedented levels of business performance and customer delight.

Secondly, we enable enterprises with an AI-powered core. We build a deeply automated foundation that serves up vital insights to prioritise the execution of change. And we do this by not wishing away, but instead harnessing and energising the core.

Third, our always-on learning agenda drives continuous improvement. We enable this by building and transferring digital skills, expertise and ideas from our innovation ecosystem to help clients, partners and employees transition to new ways of working.

Lastly, we complement this with the advantages of expanded localisation in the form of in-market state-of-the-art training facilities and innovation hubs that bring the benefit of proximity to the journey of co-creation for our clients.

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## Where are the Infosys offices in Australia?

Infosys has delivery centres located in Docklands (VIC) and Parramatta for NSW Government along with offices in Auckland (NZ), Brisbane, Canberra, Melbourne, Perth and Sydney.

### **Melbourne**

Two Melbourne Quarter  
Level 4, 697 Collins Street  
Docklands VIC 3008

### **Sydney**

Level 3, 100 Arthur Street  
North Sydney NSW 2060

### **Perth**

The Forrest Centre,  
Level 29, 221 St Georges Tce,  
Perth WA 6000

### **Brisbane**

Infosys Portland  
Level 4, 40 Creek Street  
Brisbane QLD 4000

### **Canberra**

Level 3, Workspace 3.01,  
33 Allara street,  
Canberra ACT 2601

Our [Melbourne](#) and [Sydney](#) offices also include Living Labs for innovation and client collaboration space, launched in 2022.

## Partnership with Bendigo Bank

### **What is the partnership between Bendigo Bank and Infosys about?**

After a well-considered process, Bendigo Bank selected Infosys to become a strategic partner for Technology.

Infosys will work closely with Bendigo Bank to strengthen core banking, platforms, cyber-security, data, analytics and AI capabilities - enabling faster innovation, improved productivity and more personalised customer experiences. The collaboration is anchored in Bendigo Bank's long-term technology strategy, which focuses on stabilising and modernising foundational platforms in the near term, optimising and automating services at scale and using advanced analytics and AI to drive differentiation over time.

A key part of Bendigo Bank's decision-making process was finding partners who understand and respect their commitment to customers and communities.

These changes are designed to strengthen the bank, to continue delivering on our shared purpose for years to come

By leveraging global expertise and becoming simpler and more productive, Bendigo Bank will be able to reinvest in customer experience.

Infosys enable this through access to leading technology services at scale to drive innovation and efficiencies.

Through this partnership, Bendigo Bank are consolidating these services into a single, deeply integrated partner. Simplifying how we work, reducing risk and building a more resilient bank.

Infosys is excited to bring our deep expertise, emerging technologies and technical capability to this relationship to help Bendigo Bank achieve its purpose of becoming Australia's most innovative bank.

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## Working at Infosys

### **Do I get to continue working with Bendigo Bank?**

After transferring, you will continue working with Bendigo Bank as a client, through transition and to steady state. As a subject matter expert with deep knowledge of Bendigo Bank, you'll also be invited to work on continuous improvement initiatives, transformation projects and other work which we hope you will find interesting and engaging.

In the future you'll have great opportunities to work with other Infosys clients, explore new technologies and build upon your experience.

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### **Who will my Infosys manager be?**

You will report to an Infosys manager, specific to the area of the business you're assigned to such as Cloud Infrastructure & Security (CIS), Digital Experience (DX), Engineering (ENG) or the Financial Services practice. Your manager details will be confirmed in your letter of offer and prior to onboarding.

Opportunities will be provided to meet Infosys leadership and your new manager as part of transition.

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### **Will I continue working with my current Bendigo Bank manager and team?**

Yes, you will. As an Infosys employee; Bendigo Bank will be your client.

There'll be different reporting lines in place, and the composition of your team may change as we implement blended team structures. Your close connection with Bendigo Bank remains; and our partnership continues to build on mutual collaboration. Over time, you'll bring the best of Infosys to transform Bendigo Bank with access to our technology, tools, thought leaders, ideas and innovation.

Infosys know this means a shift in mindset and ways of working for both Bendigo Bank and you. Fortunately, we do this a lot and are partnering with the BEN Change Management team to support you through the transition.

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### **Will I have to work from an Infosys office?**

You can continue to work from the Bendigo Bank office as you currently do. If you are based in Melbourne, Sydney or Brisbane you are also more than welcome to work from an Infosys office.

We typically align to client expectations and requirements in regard to working onsite or from home. Some Infosys clients support fully remote work and others (such as certain government agencies) need a secure office and network. Generally speaking, Infosys employees in corporate support functions or non-client-facing roles, are expected to attend the office three days a week.

You'll regularly be invited to collaborate and meet with your colleagues at your nearest Infosys or Bendigo Bank office. You'll probably find though that like you, they're spending most of their time on site with the clients they support.

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### **What will my hours of work be? Will I need to work different days and times?**

Standard Infosys office hours are from 9am to 5:30pm, Monday to Friday. However, you will continue to work the same hours you currently do supporting Bendigo Bank. This includes any existing part-time or flexible working arrangements. If Bendigo Bank requests to change hours of support or you support another client in future, you will be consulted prior to this (just as you would be with Bendigo Bank today). Any preferences (days and hours of work) and personal circumstances would be considered along with operational needs

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### **Will Infosys be able to change the primary location of where I work without my consent?**

For Bendigo Bank, this is an "as is where is" transition, so your current work location remains unchanged. Whilst your nominal office may be the nearest Infosys office (for

administration purposes), you can work from a Bendigo Bank location or remotely whilst you continue to support Bendigo Bank as a client.

Practically for change to various matters relating to an employee's role, Infosys will consult and work towards mutual agreement.

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### **Can Infosys move me from the BEN account to another client?**

In the future, Infosys may consult with you about work for another client.. This may occur from time to time and working for a range of clients is normal in a global technology and consulting company and presents great opportunities for learning and career development.

In practice, for changes to various matters relating to an employee's role, Infosys regularly discuss with employees, taking into consideration preferences and aspiration to find mutual agreement.

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### **Who will direct my work? And what about performance evaluation?**

Your day-to-day work will continue to be guided by Bendigo Bank requirements, as it relates to the scope of services being provided. Such work will likely be based on the platforms, applications, technology and projects you're an expert in. Direction of work outside of scope and prioritisation will be agreed between Bendigo Bank and Infosys through regular governance forums and portfolio demand planning.

Your performance goals will be agreed with your Infosys manager in collaboration with Bendigo Bank.

Similar to BEN performance review processes, your key stakeholders at Bendigo Bank (who may previously have been your manager or colleague), may contribute to providing feedback to Infosys as part of your performance review.

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### **I currently provide Managed Services/BAU support. Can I continue to work on Portfolio Demand/Projects as well?**

Yes, you can. For those interested in continuing to work on projects as well as BAU, we'd like this to continue where possible. We know the value that subject matter expertise and in-depth knowledge can add to projects and programs. Keeping day-to-day operations running smoothly will continue to be the priority but through good demand planning and program management, opportunities for other work will be easier.

**How will my job title and career band be reflected at Infosys?**

Infosys have standard global roles and job levels, which provide consistency across the business no matter which team, industry or client you’re a part of. This provides for targeted learning and development, grouping like capabilities, easy access to “Communities of Practice” and clearer career paths.

You can retain the same position title as you currently hold with Bendigo Bank, which reflects the work you do. For example, a Senior Software Engineer would continue to be a Senior Software Engineer with Bendigo Bank (external) and a Technology Lead with Infosys (internal or global title).

Other typical position titles (external), global roles (internal) and levels are tabled below. Specific details of your role will be included in your letter of offer.

Bendigo Bank Position Title	Infosys Global Role	Infosys Job Level	Career Streams
Engineering Manager	Product Engineering Manager	Job Level 6	Process & Domain Consulting Project Management Product Strategy & Delivery Analytics Quality Engineering
Technical Product Owner	Product Owner		
Data Engineer	Lead Analyst - Analytics Delivery	Job Level 5	
Data Governance Specialist			
Data Governance Systems Support Lead			
DevOps Engineer	Technology Lead		
Senior Data Engineer			
Senior DevOps Engineer			
Senior Engineer			
Senior Software Engineer	Consultant		
Senior Technical Analyst			
Quality Engineer	Quality Engineering Analyst	Job Level 4	
Delivery Enablement Specialist	Technology Analyst		
Engineer			
Software Engineer			
Technical Analyst	Senior Associate Consultant		

**What is the structure of Infosys job levels?**

Infosys job levels range from 2 to 9. Individual contributor roles are primarily levels 2 to 5. Management or leadership roles are typically levels 6 to 9. Further information will be shared at the Benefits Briefing session.

## Infosys Job Levels



## Key Responsibilities

<b>Job Level 9</b>	<b>Executive Leadership / Enterprise Leader</b> Sets & drives enterprise strategy, vision & long-term growth plans. Oversees large multi-geography businesses, verticals or global functions. Accountable for overall business performance, sustainability & reputation
<b>Job Level 8</b>	<b>Senior Leadership / Business Leader</b> Defines & executes unit, portfolio or practice strategy in alignment with Infosys business objectives. Leads large, complex teams & senior leaders; sets direction, culture & performance expectations. Owns commercial outcomes, including revenue growth, margin, client satisfaction & risk management
<b>Job Level 7</b>	<b>Senior Management</b> Take on strategic role, involving unit strategy creation & execution. Identifying business opportunities, leading large proposals. Co creating business plan for division, liaising with clients, forming strategic alliances
<b>Job Level 6</b>	<b>Managerial</b> Manages large teams in a project. Specialised in Specific/Multiple Technologies in relevant domain, industry, SMEs. Responsible for overall project outcomes including Team Parameters. Bottom line & accountability for SLAs, metrics, people management
<b>Job Level 5</b>	<b>Lead</b> Completely independent in delivery of tasks. Excellent knowledge in one or more Technology Areas. Handles complete modules in projects of fairly complex level. Mentors & guides teams. Some managerial exposure & tasks
<b>Job Level 4</b>	<b>Specialist</b> Fairly independent in executing tasks. Good knowledge in multiple Technology Areas. Handles tasks with some level of complexity. Guides the junior team members in their tasks as necessary
<b>Job Level 3</b>	<b>Entry Level</b> Individual Contributor with good knowledge. Handles small to medium tasks with low complexity. Part of project teams.
<b>Job Level 2</b>	<b>Associate / Entry-Level Individual Contributor</b> Performs assigned tasks & activities with clear guidance & supervision. Supports delivery of work packages or tasks that are low in complexity & risk. Follows defined processes, standards & instructions

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### How was my position mapped to an Infosys role and job level?

Your position has been mapped to the appropriate Infosys career stream, global role and job level based on the nature of your work and required experience. Job mapping was completed by a Delivery Manager that is familiar with the career stream and requirements, in consultation with the Infosys Organisational Design and Compensation & Benefits teams and BEN Organisational Design and Transition teams.

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### Will my role change in the short or long term?

Your role will not change in the short term. We value your experience in the current position you're performing for Bendigo Bank, supporting the services that will transition to Infosys. You will also have access to training programs, to explore new career opportunities within Infosys and further develop your career.

Some of the different kinds of role changes in Infosys include:

- Promotion - moving from a role in one job level to a role in next higher job level
- Progression - moving to a higher proficiency level in the same role
- Intra-Stream Role Change – moving within the same job level but a different role within the same career sub-stream

- Inter-Stream Role Change - an upward/lateral move between two different career streams/sub streams

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### **I'm concerned about joining such a large company and being treated as "just as a number"**

Infosys are certainly one of the largest consulting and IT services companies in the world. Being 1 of over 300,000 employees can be daunting and it's OK to feel that way. You can also think of it in terms of the scale, depth and breadth of opportunities. Technology is Infosys' core business. You might be part of an IT team with 600 positions now ... imagine what the possibilities and opportunities will be for you at Infosys.

Despite our global size, the Infosys strategy to drive localisation means we've a closely aligned team in Australia with regional leadership and presence on site. Being connected to a local team (whether that's with the client or your Infosys peers), with excellent offices and facilities. Having a global support network to reach out and connect to whether that's through a community of practice, centres of excellence and or shared interests, is pretty cool too.

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### **Can Infosys provide job security?**

We understand that job security and stability is an important factor in considering an offer from Infosys. Whilst there are never guarantees (as it is with the future of any company), Infosys are making you an offer of permanent employment and are committed to ongoing work in Australia.

Our philosophy is "hire to retire". In fact, we've never done a redundancy as part of a transfer from a client. And we've gone on to have long-term relationships and contracts with those clients. It's part of our DNA, localisation strategy and being an ethical company.

And one of the advantages of joining such a large technology company with partnerships across Australia, is the opportunity for retraining, redeployment or a suitable alternative job (if for whatever reason work with your current client is no longer needed).

## Offer of employment

### **When will I receive an offer of employment from Infosys?**

*(Updated 22 May)*

Now that outcomes have been confirmed and your written consent provided to share relevant information with Infosys for the purposes of providing an offer of employment, letters of offer from Infosys were issued from Friday 22 May.

If you've not received your offer from [hrocm-tm@infosys.com](mailto:hrocm-tm@infosys.com) or password to open (sent by separate email), please check your email junk folder. If you are still not able to find it - please contact [AskInfy\\_BEN@infosys.com](mailto:AskInfy_BEN@infosys.com) for assistance

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### **When do I have to respond to the offer by?**

*(Added 22 May)*

You have ten (10) business days from receiving the offer in which to accept. Whilst all letters are dated 21 May 2026, you'll have the full ten (10) business days from when you received it, to consider your offer.

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### **Am I required to attend an interview with Infosys in order to be made an offer of employment?**

No, you are not required to attend an interview to be offered employment with Infosys.

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### **Who can I talk to about the offer of employment or any other questions I have about Infosys?**

You will soon be introduced and invited to have an individual discussion with a member of the Infosys Delivery team. Think of them as a go to person for any questions, concerns or issues you may have.

Sanjana Bose and Shruti Sharma are also your dedicated HR Integration & Transition team who are equally available to discuss any questions you may have in regards to the Infosys employment offer, terms, conditions or benefits. They're here to guide you through the transfer as an employee from Bendigo Bank to Infosys.

And if you'd like to arrange a time to meet with any other members of the Infosys team, feel free to contact [AskInfy\\_BEN@infosys.com](mailto:AskInfy_BEN@infosys.com) or request via the [Helpdesk page](#).

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### **What is the offer and acceptance process?**

- You hopefully had the opportunity to attend a Meet Infosys Townhall where part of that session was to help understand the employee value proposition and the Infosys people transfer principles
  - Subject to written employee consent, Bendigo Bank has provided Infosys relevant employment related information needed for generating letters of offer
  - You will be invited to attend a dedicated Benefits Briefing session (to be held Friday 15 May and Tuesday 19 May as well as being recorded)
  - You will receive a written offer of employment via email
  - You will have ten (10) working days to consider and accept the employment offer from Infosys
- 

### **What if I'm on leave during the offer and acceptance process?**

We recommend speaking to your leader in advance of the offer letter being issued, so that you can confirm when and how you wish to receive this. You have the option, if you're contactable and want, to receive your offer through an alternative mechanism, for example, your personal email. If not, you will receive your offer upon your planned return from leave and will have ten (10) business days from then to accept.

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### **What will my date of commencing employment be with Infosys?**

Your date of commencement with Infosys will be **Monday 3 August 2026**. To ensure continuity of service, this means your last day of employment with Bendigo Bank would be Sunday 2 August 2026.

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### **Will my prior service with Bendigo Bank be recognised by Infosys?**

Yes, Infosys will recognise your years of service consistent with Bendigo Bank for the purpose of calculating your Long Service Leave, Personal/Carer's Leave, Annual Leave, Redundancy and calculating other service-related entitlements. Your existing leave accruals will also transfer across to Infosys according to your balances as at the date of transfer.

Your service date with Bendigo Bank will be included in your offer letter from Infosys. If you have any questions in regards to your service date with Bendigo Bank, please contact People@BEN.

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### **What about background checks?**

All new employees to Infosys are required to complete standard background and probity checks. It is also a pre-requisite to access Infosys systems and data and work with other clients in the future. Soon after offer acceptance, you'll receive a link to our online portal 'Launchpad' where you can securely submit your information to commence the background check process with First Advantage.

This ensures that you'll be verified by Infosys to continue working with Bendigo Bank (as a Financial Services client), with ongoing access to their systems and data.

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### **Will I have a probation period?**

No. The probationary period with Infosys will be waived.

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### **What offer acceptance rate do Infosys have?**

Infosys have a high offer acceptance rate of 90% with employees who transfer from clients. Infosys data shows that these employees go on to have a 90% employee satisfaction rate and 85% retention after 2 years.

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### **What if I do not accept the offer letter from Infosys?**

We hope the opportunity to join Infosys is an exciting one. However, if you choose not to accept the offer your employment with BEN will come to an end. Please reach out to your leader or People@BEN for further guidance.

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**The Infosys offer states that my position, duties, responsibilities or reporting line may be changed as required. Does this mean Infosys can change my role at any time?**

No, Infosys can't unreasonably change your role at any time. The offer clause allows Infosys to make reasonable, business-related changes to your duties or reporting line so long as these are within the scope of your role, skills and job level. You will be notified in writing if this happens. It does not allow significant or fundamental changes to your role, pay or conditions and any or all changes must be lawful and reasonable.

Furthermore, in practice, for changes to various matters relating to an employee's role, Infosys will consult with its employees and work with them towards mutual agreement.

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**The Infosys offer refers to billable work. How will I know if my position is considered billable work and what does this mean ongoing?**

All positions transferring to Infosys supporting Bendigo Bank will be considered as client-billable positions, as a core part of the job. Billable roles are those primarily assigned to customer facing work, which means your time is charged to client engagements and your utilisation is actively managed. This is standard in technology consulting organisations like Infosys.

Importantly, this does not mean you must be billable all the time or that short gaps between assignments put your role at risk. Infosys actively manages placements and will make all reasonable efforts to assign you to suitable work. The contract clause is included for transparency and simply explains that, if a role is designed to be billable and there is a prolonged period where no appropriate work is available, this would be managed fairly and in line with company policy and applicable redundancy entitlements.

And one of the advantages of being part of such a large technology company with partnerships across Australia, is the opportunity for retraining, redeployment or a suitable alternative job (if for whatever reason work with your current client is no longer needed).

# Remuneration

## **What is the pay period?**

Infosys pay period is fortnightly in arrears, every second Tuesday.

Your first pay from Infosys will be Tuesday 18 August 2026 for the period from Monday 3 August to Tuesday 18 August (12 working days) and fortnightly thereafter (1 September, 15 September, 29 September, etc.).

If bank details are entered after payroll cut-off, the first pay can roll to the following fortnight. Any delay is corrected via backpayment. So please ensure during your onboarding and induction that you complete all your bank account and tax information in InfyMe (the Infosys HR Information System) as soon as possible.

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## **Can I negotiate my remuneration with Infosys?**

Infosys are making offers that are substantially similar and no less favourable. This includes special consideration of any allowances or benefits you may currently have.

It would only be exceptional circumstances, where Infosys would revise or increase the remuneration offer. For example, if an error has been made or unique justification which would support a review.

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## **Do Infosys offer a bonus/incentive program?**

Based on employee feedback, Infosys made the decision not to offer bonus/incentive program to employees for Job Level 6 and below in Australia. This was in response to cost-of-living pressures, as Infosys acknowledged employees preferred to receive their total remuneration in each fortnightly pay (rather than a bonus or incentive once or twice a year). So, since 2024, Infosys has taken the approach of increasing guaranteed or fixed remuneration to reflect an appropriate portion of historical bonus arrangements, when transferring employees to our company.

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## **Can I remain a member of the Bendigo Bank nominated superannuation fund?**

If you're currently a member of Australian Retirement Trust (ART) and change employer, your membership will be transferred to an ART Super Savings

Accumulation account. You will no longer be part of the BASSP employer plan and any discount to fees will be removed.

Through superannuation choice, you can ask Infosys to pay your contributions to your ART Super Savings account, MLC (as the default Infosys employer fund) or any other approved fund. As your fees may change, visit [australianretirementtrust.com.au/pds](http://australianretirementtrust.com.au/pds) to obtain a copy of the Super Savings PDS.

As always, please seek independent financial advice to suit your personal circumstances (including for insurance arrangements, discounts and fees etc.).

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### **What is the timing for Infosys performance and compensation review process?**

Infosys performance year is from October to September. At the end of the yearly cycle, performance will be evaluated and remuneration reviewed. Compensation reviews are based on criteria including skills, remuneration positioning, performance and business criticality. Any changes in compensation will typically be effective 1 January for employees in JL5 and below, and effective 1 April for employees in JL6 and above. Changes are reflected in the March pay cycle for JL5 and below employees, along with the applicable adjustments/backdating.

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### **Given effective start date with Infosys on 3 August, I will have missed out on the FY26 rem review opportunity with BEN. How is this being considered in the offer of employment with Infosys?**

Infosys have included a 3% salary increase in the offers for all employees transferring from Bendigo Bank. This means your remuneration increase will be effective on your first day (Monday 3 August). We trust this recognises the difference between review cycles and ensures no one is financially disadvantaged by transferring to Infosys.

All employees will also be aligned to the annual Infosys compensation review along with all other eligible employees. This would follow the annual Infosys performance review based on the 1 October to 30 September performance year. Whilst no guarantee, any increase would be effective 1 January 2027 for employees in Job Level 5 and below (or 1 April 2027 for employees in Job level 6 and above).

# Benefits

## What are the benefits as an employee of Infosys?

(Updated 22 May)

### Employee Benefits Summary



 Bendigo Bank |  Infosys

- Income protection/salary continuance insurance
- Reward and recognition programs
- Creative workspaces
- Accelerated learning and growth programs
- Discounted products and services with partners
- Professional development leave, study assistance and certification
- Global career opportunities
- Employee talent referral program

### What type of leave is available?

Infosys has a range of leave applicable to all employees in Australia. Including:

- Annual Leave
- Long Service Leave
- Leave Without Pay
- Public Holidays
- Personal Leave
- Sick/Carer's Leave
- Compassionate Leave
- Parental Leave
- Community Service Leave
- Military Reserve Leave
- Exam Leave
- Professional Development Leave
- Graduation Ceremony Leave
- Volunteer Leave
- Family & Domestic Violence Leave

Please refer to the [Infosys Leave Policy \(Australia\)](#) and further detail through the InfyMe app, once you join.

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### **What about Personal/Carers/Sick Leave?**

Infosys will recognise your prior personal/carers leave balance with Bendigo Bank. You will then continue to accrue 10 days per annum in addition to this. Infosys personal/carers leave policy and procedure will also apply (as it does for all employees).

Given that historically BEN employees have accrued 12 days per annum, annual salaries have been increased (by 0.8%) to reflect the 2 day difference in sick leave accruals

We trust this is fair, in recognition of your ongoing commitment and provide some assurance in the unlikely or unfortunate event of long-term injury or illness. Please also refer to the salary continuance insurance benefit.

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### **I'm a long-term Bendigo Bank employee and eligible for the Sick Leave bonus. What happens with that?**

Sick Leave Bonus will be paid out to eligible employees by Bendigo Bank as at your last day of employment.

Additionally, your full accrued entitlement will be transferred to Infosys. There will however be no further or future Sick Leave bonus from Infosys.

For questions relating to your sick leave bonus, please contact People@BEN.

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### **What about the Lifestyle & Cultural Leave benefit which Bendigo Bank have?**

As Infosys do not currently have Lifestyle & Cultural Leave, you'll be compensated for this with the equivalent of three (3) days (1.2%) added to your annual salary.

You'll also continue to be eligible for paid Volunteer Leave of at least one (1) day per year to participate during working hours in volunteer activities with the many charities Infosys support.

Community Service Leave is provided as well for employees to engage in emergency management activities or natural disaster response.

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### **What about Parental Leave?**

Infosys will waive the usual 12-month qualifying period for Parental Leave. So, you'll be eligible to apply for Parental Leave within your first year (and after) with Infosys.

Infosys will also maintain the more favourable Bendigo Bank entitlement of sixteen (16) weeks Paid Primary Carers Leave; four (4) weeks Paid Secondary Carers Leave; and superannuation eligibility whilst on Unpaid Parental Leave. This will be included in the terms and conditions of the Infosys employment offer.

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### **What about Bereavement & Compassionate Leave?**

The more favourable Bereavement & Compassionate Leave from Bendigo Bank will be maintained by Infosys.

This provides up to five (5) days paid Bereavement Leave per occasion; and an additional two (2) days if you are required to travel overseas to attend the funeral of an immediate family member; or an additional two (2) days if you are an Aboriginal and/or a Torres Strait Islander employee and are required to travel a significant distance to be on Country for 'Sorry Business'.

This will be included in the terms and conditions of the Infosys employment offer.

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### **I have leave booked. How will this be treated?**

Infosys will honor any leave which you already have booked and approved by Bendigo Bank. After you join Infosys, just be sure to replicate and submit your leave in InfyMe (the Infosys HRIS system). Your Infosys manager can assist with this.

Your annual and long service leave entitlements as at your last day with Bendigo Bank will transfer and you will continue accruing leave from your first day with Infosys. If you don't have enough annual leave entitlement to cover all of your booked or planned leave, you have the option of leave in advance or leave without pay.

As Infosys do not currently have Lifestyle & Cultural Leave, you'll be compensated for this with the equivalent of three (3) days added to your annual salary. If you've Lifestyle or Cultural Leave booked, you can utilise annual leave, leave in advance or leave without pay. Again, just be sure to submit your leave in InfyMe after you join.

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### **Does Infosys enforce Summer Shutdown? Will the two week permanent staff shutdown and four week contractor shutdown applicable to BEN employees still continue?**

In regards to the end of year shutdown period, the expectation is that Infosys employees align with the client they usually support. So employees would not be required to work during the BEN “Summer Shutdown” unless agreed with their manager to work on another client or project during this time. Employees are encouraged to take leave during this time (either paid/in advance or without pay). Guidelines are provided each year on the expectation and options for employees.

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### **I currently salary sacrifice superannuation to access the salary continuance benefits at BEN. Will I still be able to do this?**

Infosys provides company-funded income protection (salary continuance) insurance, paying up to 75% of salary for up to two years if an employee is unable to work due to illness or injury.

Coverage is provided directly by Infosys, not tied to your nominated superannuation fund. You can still arrange additional or supplementary cover through your super fund at your own cost if you wish.

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### **What is Income Protection (Salary Continuance) Insurance?**

Infosys provides Income Protection Insurance as part of its employee benefits program to support you financially if you are unable to work due to illness or injury. Subject to eligibility criteria, the plan provides a monthly income benefit while you are unable to work.

### **What cover is provided?**

- Benefit level: 75% of your base salary (up to \$30,000 per month)
- Automatic Acceptance Limit (AAL): Up to \$17,500 per month without additional underwriting
- Maximum monthly benefit: \$30,000
- Waiting period: 30 days from the date of disablement
- Benefit period: Up to 2 years
- Cost: Fully funded by Infosys (no cost to employees)

### **When would I receive payments?**

If you are unable to work due to illness or injury and meet the policy requirements, monthly payments may commence after the 30-day waiting period.

### **What do I need to do if I need to claim?**

1. Visit your doctor as soon as possible to obtain medical certification
2. Notify your HR Business Partner
3. HR will initiate the claim process on your behalf
4. AON will manage your claim with the insurer

You can also contact AON directly if you prefer.

### **Who pays for this benefit?**

Infosys pays the full premium for this insurance — there is no cost to you.

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### **I currently salary sacrifice superannuation to access the Death & Total Permanent Disablement (DTPD) insurance through Australian Retirement Trust (ART). Will I still be able to do this?**

Infosys provides company-funded income protection insurance but not Death & TPD insurance. Australian Retirement Trust (ART) have advised that whilst you can transfer to a Super Savings Accumulation account, you will no longer be part of the Bendigo Bank employer plan and any discount to fees or benefits will be removed.

You can continue to use your chosen superannuation fund, such as Australian Retirement Trust, to maintain Death & TPD insurance at your own cost if you wish. MLC Super also offer a range of insurance options and member benefits, as the employer nominated fund for Infosys employees.

As always, please seek independent financial advice to suit your personal circumstances (including for insurance arrangements, discounts and fees etc.).

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### **I currently have a home loan reimbursement allowance with Bendigo Bank. How will this be treated?**

Your banking product and service discounts as an employee of Bendigo Bank will be discontinued. As it's a benefit which Infosys unfortunately can't provide, you will be compensated by way of additional salary. For example, if you have a home loan reimbursement allowance of \$80 per fortnight, \$2,080 will be added to your annual salary (and 12% / \$250 added to your annual superannuation) at Infosys.

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### **What about Flexible Working Arrangements?**

Infosys will honor any formal flexible working agreement you have with Bendigo Bank.

We know that flexibility is important to work/life balance and family commitments, so want these arrangements to continue (which Bendigo Bank also support). Bendigo Bank will indicate which employees have a formal agreement and days/hours worked, which Infosys will then look to replicate. This would involve a new agreement (between Infosys and you) on the same terms (including review and renewal) as you have with Bendigo Bank today.

Current informal flexible working as agreed with your manager can also continue, which Bendigo Bank support. Note that if you work for another Infosys client in future, they may have different requirements in regards to onsite attendance and working remotely, which will be discussed with you prior.

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### **We sometimes need to work outside usual business hours. What about time-off-in-lieu and overtime?**

We appreciate that work outside of usual business hours happens on occasion and to minimise disruption to Bendigo Bank and its customers. Whilst compensation at your job level does consider reasonable additional hours, Infosys (like Bendigo Bank) encourage flexibility and time-off-in-lieu to balance this.

If the current time-off-in-lieu arrangement at Bendigo Bank works, then this should continue. Whether it's informal and/or tracked on a spreadsheet. Employees do have the option to formalise hours worked through the timesheet system at Infosys as well, if they choose to do so.

Overtime can be approved in advance and by exception (such as for critical planned work over a weekend or public holiday) and so long as funded by a required project or the client.

Infosys have agreed to retain the more favourable Bendigo Bank rates of overtime pay for the first year after transition. This includes:

- Monday to Friday - when work outside employee ordinary hours, 150% of hourly rate for the first 3 hours and 200% after first 3 hours
- Saturday - 200% of hourly rate
- Sunday - 200% of hourly rate
- Public Holiday - minimum engagement is 4 hours paid at 250% of hourly rate

The [\*\*\*Infosys Australia Overtime Policy\*\*\*](#) will apply in regard to guidelines and process, which is also summarised below. Bendigo Bank rates of pay will apply for the first year, then Infosys rates thereafter.

### *Objective*

- *This document is designed to provide sufficient information to enable an employee to determine if and how overtime will be paid by Infosys in Australia.*

### *Eligibility*

- *This Policy applies to all employees working in Australia including both base hires of the Company and the employees deputed to the Australian branch of the Company.*

### *Synopsis*

- *Overtime only applies to those approved hours worked outside the span of hours.*
- *Overtime will be paid depending on the nature, level of the role performed and the structure of the employee's remuneration package.*
- *Overtime cannot be claimed for activities such as participation in training/attendance at company functions/time spent voluntarily on the job.*
- *Employees may be paid for the overtime worked at overtime rates or take time off in lieu of overtime.*
- *Employees required to work beyond the standard span of hours (after 7:30pm between April - October and 8:30pm between November – March) may travel by taxi and get the reimbursement for the same.*
- *Meal expense claims will only be approved where they are accompanied by an approved overtime claim.*
- *Employees rostered to be on call are eligible to receive an on call allowance of \$75 per 7-day week on a pro rata basis*

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### **How do I submit timesheets?**

You will be given access to Infosys' iTime tool to record your working hours, additional hours, on call work schedules and other provisions.

We will conduct familiarisation sessions to help you navigate the tool and submit your work schedules.

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### **What about the considerable difference between the Bendigo Bank and Infosys oncall allowance?**

Infosys on call allowance is relatively modest at \$75 per week and overtime applies when called out (1.5 times the normal rate of pay for hours worked, plus travel time if required and meal allowances). With a lot of Infosys clients requiring 24x7 support, a lot of employees are also oncall. With a higher hourly rate at Infosys, a higher overtime payment can be expected in instances of call-out.

Infosys have agreed to maintain the more favourable Bendigo Bank oncall allowance rate for the first year after transition. Infosys rates will apply thereafter, consistent with other employees and client requirements.

We also know that frequent oncall and work outside of hours can have an impact on work/life balance, so again encourage flexibility and reasonable break time between work (eg. if required at night, start late the next day or utilise time-off-in-lieu) to ensure rest and recuperation. Oncall rosters should be optimised to share the load amongst teams and one of the advantages of Infosys is access to more resources for this additional coverage. The Delivery teams will work to accommodate individual preferences (as we understand that some employees may also no longer want to be oncall).

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### **I have an existing novated motor vehicle lease. What happens when I join Infosys?**

Infosys supports novated leasing for eligible Australian employees including new novated leases; for electric and petrol vehicles; with salary packaging via a number of approved providers (Smart, SG Fleet and FleetPartners).

Any existing novated lease doesn't automatically transfer when you move to Infosys. In many cases, the lease can continue and may be re-novated to Infosys, but this depends on the leasing provider. We recommend to contact your leasing provider early to ask whether they support novation to a new employer. If re-novation isn't possible immediately, the lease can usually continue as a private arrangement until you're able to enter a novated lease with an Infosys provider.

Contact your leasing provider and/or Infosys providers to discuss your personal circumstances and the options right for you:

- **Smart Group** – phone 1300 476 278 or via [web form](#)
- **SG Fleet** – phone 1300 138 235, email [novatedservice@sgfleet.com](mailto:novatedservice@sgfleet.com)
- **FleetPartners** –phone (03) 8416 5300, email [marketing@fleetpartners.com.au](mailto:marketing@fleetpartners.com.au)

The Infosys Finance & Payroll team are also available by contacting [ROWPAY\\_Australia@infosys.com](mailto:ROWPAY_Australia@infosys.com).

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### **Can I do my role from another country?**

You can generally work from another country at Infosys for up to thirty (30) days a year, with approvals from Delivery Manager, Global Immigration and HR. Anything longer usually requires a formal transfer, not remote working. Client requirements (including

data security and governance), tax, immigration, social security and insurance are considered for such requests.

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### **I know someone who would also be interested in joining Infosys. Can I refer them?**

As an employee of Infosys, you can refer candidates for job postings through the [ConnectInfy+](#) platform. New opportunities across the globe are added every day. Rewards for a successful referral range from US\$1,000 (for a Job Level 3) up to US\$5,000 (for Job Level 7 and above).

See an example here of some recent referral opportunities:

- [Gift an Infosys Career!](#) - Over 40 new referral opportunities from AWS to Xamarin and Auckland to Perth

If you haven't joined Infosys just yet and can't access ConnectInfy+, then send your referral (along with the job or requisition ID) to Subhash Bakshi in our Talent Acquisition team. Otherwise reach out to your Infosys HR Transition Team (Shruti, Sanjana or Wayne).

## Learning and development

### **What learning and development opportunities are available?**

At Infosys, there are countless learning and development opportunities available to employees. These opportunities are designed to foster continuous growth, skill enhancement and career advancement.

Learning and reskilling employees for the digital age is most important to drive the growth agenda for our clients and employees. We constantly review needs in core skills and services as well as digital skills, which are required to help us address the needs of the future. And we have our on-demand learning platform, Lex, which helps our people get the learning and training they need, anytime and anywhere. In fact, we also share this with our clients under the brand name of Wingspan, which is helping over 20 partners reimagine their talent transformation efforts.

Here are some key aspects of learning and development at Infosys:

- Training Programs - Infosys invests heavily in training programs that cover technical skills, domain knowledge, and leadership development. These

programs are tailored to different career stages and job roles within the company.

- Skill Enhancement - Employees have access to platforms and resources to continuously upgrade their skills in emerging technologies such as artificial intelligence, machine learning, cloud computing and more.
- Certification Programs - Infosys supports employees in obtaining industry-recognised certifications relevant to their roles. These certifications can enhance career prospects and validate skill proficiency.
- Global Assignments - Infosys offers opportunities for global assignments and projects, allowing employees to gain international exposure, work with diverse teams and broaden their professional experience.
- Career Progression - Infosys provide structured career paths and frameworks that help employees navigate their career progression. This includes mentorship programs and guidance from senior leaders.
- Innovation Initiatives - Infosys encourages innovation through various initiatives and hackathons. Employees can participate in these activities to explore new ideas, contribute to innovation projects, and collaborate across teams.
- Learning Platforms – Lex and Wingspan are just some of the dedicated online learning platforms and resources where employees can access courses, webinars and knowledge-sharing sessions on a wide range of topics.
- Soft Skills Development - Infosys recognises the importance of soft skills and offers training in areas such as communication, leadership, teamwork and project management.
- Continuous Feedback - the company emphasises a culture of continuous feedback and learning, where employees receive constructive feedback and are encouraged to reflect on their development areas.
- Community and Networking - employees have opportunities to join communities of practice, attend conferences and participate in networking events that facilitate knowledge sharing and professional growth. Through this, employees can exchange ideas, best practices and insights from their experiences.

Overall, Infosys prioritises learning and development as integral to its culture, aiming to empower employees with the skills and experiences needed to thrive in the rapidly evolving tech industry.

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### **What other specific training is there?**

Infosys training initiatives highlight our commitment to nurturing talent, fostering continuous learning and supporting professional growth of employees. We provide a structured framework for employees to enhance their skills, develop leadership capabilities and stay at the forefront of technological advancements in the industry.

- Infosys Wingspan - This is Infosys' digital learning platform that offers personalised learning journeys for employees. It provides access to thousands of courses and learning resources across technical and soft skills domains.
- Campus Connect - Infosys runs Campus Connect programs in collaboration with academic institutions to bridge the gap between academia and industry. This initiative includes training, workshops and internship opportunities for students to prepare them for careers in technology. In Australia, we've long standing relationships with RMIT, Monash University, UTS and University of Sydney to name a few.
- Leadership Development Programs - Infosys offers various leadership development programs targeted at different levels of leadership within the organisation. These programs focus on enhancing leadership capabilities, strategic thinking and driving business outcomes.
- Technovation - This is an internal platform at Infosys that fosters innovation and entrepreneurship among employees. It encourages them to ideate, prototype and implement innovative solutions that can benefit clients and the company.
- Skills Transformation - Infosys places a strong emphasis on transforming employees' skills in emerging technologies such as blockchain, cybersecurity and data analytics through structured training programs and hands-on projects.
- Specialised Career Tracks - Infosys offers specialised career tracks in areas such as design thinking, user experience (UX) design and consulting. These tracks provide tailored learning and development

opportunities for employees pursuing specific career paths within the company.

- Global Learning Centres - Infosys has established global learning centres that serve as hubs for training, collaboration and innovation. These centres facilitate hands-on learning experiences and workshops for employees across different locations.
- Infosys Knowledge Institute - collaborates with a wide range of Infosys subject matter experts as well as with external thought leaders to create compelling and insightful content. We have partnerships with academic institutions globally to help us curate and co-create learning interventions in areas of design, digital, big data analytics, blockchain, cyber security and so on. We are also increasingly collaborating with world-class content providers and thought leaders.

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### **What about technical and other certifications?**

As above, Infosys supports employees in obtaining industry-recognised certifications relevant to their roles. These certifications can enhance career prospects and validate skill proficiency.

Through our global partnerships with leading providers, external certifications are available from Linux, Oracle, IBM, AWS, SAP and others in database administration, middleware, network, cloud, ITIL and many more.

Certifications on Demand (CoD) are internally available through the Infosys Learning Hub. Complete the required learning hours, pass the exam and get Infosys certified in everything from .NET and SQL to Google Cloud and AWS.

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### **Do I still need to complete BEN issued mandatory learning?**

Whilst an employee of BEN, you are expected to complete all issued mandatory learning due on or before 2 August to meet compliance gateway.

As an Infosys employee allocated to the BEN account, you will also be required to complete all issued mandatory learning on an ongoing basis. If you are up to date with all your compliance training by the 2nd August, this will be recognized when you transfer to Infosys and you will not be required to re-do the BEN allocated mandatory