16 July 2026

Ms Heidi Fairhall
Head of Workplace Relations
Bendigo and Adelaide Bank

Dear Heidi

Strategic Partnership changes – Job security measures

Since the release of Bendigo Bank's 2030 Strategy, we have continued to engage with workers about growing concerns over job security. The Bank's ongoing Strategic Partnership arrangements, and the job cuts flowing from them, have heightened uncertainty for many employees.

To provide greater certainty and protect permanent employment, we are seeking Bendigo Bank's commitment to a series of job security measures.

Based on extensive consultation with workers, we have developed the following proposals and call on Bendigo Bank to commit to and implement each of them.

1. **No Forced Redundancies**
   Bendigo Bank will not implement forced redundancies arising from outsourcing, offshoring, automation, or technological change affecting work currently performed by employees in Australia.

2. **Early and Transparent Communication**
   Bendigo Bank will communicate proposed strategic or operational changes, and their potential workforce impacts, at the earliest practicable stage. This communication will be timely, clear, and sufficient to allow employees to understand implications and plan accordingly.

3. **Genuine and Informed Consultation**
   Bendigo Bank will ensure Employees have a genuine and meaningful opportunity to influence outcomes by:
   - Providing all relevant information regarding proposed changes, including impacts on roles, locations, and functions.
   - Allowing a minimum consultation period of seven (7) calendar days.
   - Actively seek, consider, and respond to employee feedback before decisions are finalised.

4. **Approach to Workforce Reductions**
   Where workforce reductions are necessary, Bendigo Bank will exhaust the following measures in order:

   a. Natural attrition
   b. Reduction in contractor usage
   c. Reduction in casual engagements
   d. Early termination of maximum-term contracts

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If further reductions are required, a formal Expression of Interest (EOI) process will be undertaken, enabling employees to nominate preferences including voluntary redundancy, redeployment, secondment, or retraining.

5. **Voluntary Transfers of Employment**
   Where a transfer of employment is proposed participation will be voluntary in the first instance. Employees who decline a transfer will retain full access to redundancy and severance entitlements.

6. **Extended Redeployment and Trial Opportunities**
   Bendigo Bank will provide a redeployment period of up to six (6) months and during this time will support employees to identify, train for, and transition into suitable alternative roles.

   Employees may trial alternative roles while maintaining their existing salary where roles are not comparable. Participation in trials will not affect redundancy or severance entitlements if the role proves unsuitable.

7. **Priority Placement and Flexible Work Options**

   Employees in redeployment will receive priority consideration for all suitable vacancies ahead of external candidates, subject to reasonable capability requirements.

   Where roles are located in different geographic areas, Bendigo Bank will prioritise retention through flexible and remote working arrangements.

8. **Protection from Replacement Activities**
   Bendigo Bank will not require employees to participate in activities such as “blueprinting” or similar processes designed to facilitate the transfer of work that may result in role reductions or train replacement workers.

   Where employees voluntarily agree to knowledge transfer, they will receive an appropriate additional allowance in recognition of this contribution.

9. **Enhanced Redundancy Support and Skills Investment**
   Employees impacted by redundancy will be provided with access to a dedicated transition coach, outplacement services and Employee Assistance Program (EAP) support for at least six (6) months

   Bendigo Bank will also establish a dedicated training and development fund to support redeployment, reskilling, and upskilling.

10. **Continuation of Employee Benefits**
    Employees whose employment ends due to organisational change will be classified as “good leavers” and receive pro-rata bonus payments and share entitlements (if applicable to their role).

    In addition, staff banking benefits—including discounted loans, credit cards, fee-free accounts, and discounted insurance—will continue for a minimum of twelve (12) months.

Lvl 13, 380 La Trobe Street,
Melbourne VIC 3000

GPO Box 9893,
Melbourne VIC 3001

+61 (0) 300 366 378
ABN 27 843 406 938

fsuinfo@fsunion.org.au
fsunion.org.au

Your response

We seek your personal written response to this letter within 7 days, including a response to each of the proposed measures. We are available to meet to discuss these proposals further.

Your sincerely,

Paul Blackmore
FSU Campaign Manager

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