Finance Sector Union

FSU Bankwest Enterprise Agreement 2026 agenda

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The FSU seeks the following changes to Bankwest pay and conditions as part of the proposed Commonwealth Bank and Bankwest Enterprise Agreement 2026.

Part 1: All relevant claims that have been proposed during negotiations to date on behalf of CBA workers (unless otherwise specified).

This includes but is not limited to:

- Better pay and rewards, including pay increases of 5% per year (or CPI if greater).
- Job security claims, including those relating to offshoring.
- Improved change and redundancy process.
- Enhanced skills, training and career development.
- Greater workplace flexibility.
- Safe staffing, workloads and workplaces.
- Artificial intelligence (AI), worker surveillance and data rights.
- Additional leave and time off.

Part 2: Additional improvements to Bankwest terms and conditions:

- Removal of mandatory office attendance requirements in recognition of Bankwest's transition to a digital banking model and the non-customer-facing nature of its workforce.
- Measures to eliminate start before you start expectations, including adjustments to adherence to schedule expectations to include sufficient time for set-up and shutdown.
- A review of staffing levels at the customer engagement centre to ensure it is adequately staffed for the work required and to reduce customer wait times.
- Additional breaks for customer engagement centre workers to manage the increased pressure and cognitive fatigue from assisting customers after prolonged wait times.
- An ongoing payment that recognises the skills required to deal with increased complexity and workload because of the additional tasks being undertaken due to the closure of branch network and increased demands on remaining workers.
- A dedicated safety escort for workers to their transport when working outside of regular hours.
- A more robust clause providing employee choice for payment of overtime or time off in lieu.

- Higher duties allowances to be provided each day where staff are covering Team Leader/Team Support Officer duties.
- Improved psychosocial support measures and compulsory training on an annual basis.
- Improved training for new starters that includes additional time for practical live training prior to being on the job.
- Enshrined travel allowance for remote workers required to travel to Perth/CBD, in addition to existing per km allowance.
- Introduce a parking allowance or subsidy of $19 per day for workers who are required to travel to the CBD.
- Introduce a phone allowance for all workers who are required to use their own device to access the workplace or use for authentication purposes.

Part 3: No detrimental changes to the Bankwest terms and conditions.

The following conditions, which CBA has proposed to change or remove, are maintained in the Bankwest division of the new Commonwealth Bank and Bankwest Enterprise Agreement 2026:

- Standby / call back allowance (cl 11) – to be uplifted and maintained.
- Directed to travel for work (cl 11.6.2).
- Travel after hours (cl 11.6.3).
- Ordinary hours and election of RDOs (cl 13.6).
- Additional public holiday day off (cl 26).
- Long service leave – pre-1998 grandfathered provisions (cl 27.2).
- Redeployment to a comparable position (cl 36.1) – above or at the same level of current position.
- Salary on redeployment (cl 36.3) – retain current annual salary on redeployment.
- Severance pay for pre-1 July 1992 (cl 36.5).
- Right to in-person inductions in CEC (cl 40).
- All other changes CBA has proposed 'no change' to (which includes the right to refuse redeployment to a CBA role).

Part 4: Bankwest employees are provided with the more beneficial Commonwealth Bank conditions, including:

- The ability to take TOIL rather than payment of loading for outside of hours work (cl 13.1).
- Payment of overtime or TOIL not limited to when working minimum additional 15 minutes (cl 15).
- Inclusion of applicable allowances and loadings in severance pay calculation (cl 36.5).
- Additional banking entitlements for a period of nine months after termination due to redundancy (cl 36.6.1).
- All other more favourable Commonwealth Bank Enterprise Agreement provisions CBA has proposed for Bankwest employees (including paid rest breaks).

Bankwest employees can view the FSU's full CBA agenda here: fsu.org.au/CBAagenda26

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