# People First Bank Enterprise Agreement 2026

## FSU bargaining agenda

Finance Sector Union

### Pay, allowances and superannuation

- A competitive pay increase of 5% per year or CPI (whichever is higher) from 1 July each year, with backpay to 1 July 2026.
- Higher minimum salaries for each band to better reflect market rates.
- Performance objectives to be set in consultation with employees, agreed by both parties, and adjusted where needed to reflect leave and vacancies.
- Increase employer superannuation contributions to 15%.
- Shift workers to receive shift loadings while taking annual leave.
- Introduce a consistent higher duties allowance.
- Expand the car parking allowance so reimbursement applies whenever employees are required to attend a non-usual work location.
- Increase the vehicle allowance to reflect higher fuel costs and make it available to all employees travelling to an alternate work location.
- Increase and index all allowances each year by pay increases or CPI (whichever is higher).

### Secure jobs

- No forced redundancies as a result of branch closures, outsourcing, artificial intelligence (AI) or similar technologies.
- Commit to a digital just transition when introducing AI or similar technologies, including stronger consultation, training opportunities, data security and privacy protections.
- Enshrine a redundancy, redeployment and retrenchment process that:
    - prioritises redeployment and retention of permanent employees
    - commits to no forced retrenchments
    - allows employees to express a preference for redundancy or alternative options
    - provides enough time to redeploy, retrain or reskill
    - offers voluntary redundancies where redeployment is not available or not suitable.

### Flexible work and working from home

- Protect the right for non-retail employees to work from home up to three days per week.
- Allow retail employees to complete call queue work from home where possible.
- Make flexible work available to all employees, with a presumption in favour of approval.
- Introduce more flexible work options, including a four-day week, nine-day fortnight and compressed working weeks.

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Authorised by Julia Angrisano, FSU National Secretary

## Roles, career development and progression

- Align former PCCU and Heritage roles by:
  - providing equal pay for equivalent work
  - clearly defining duties, roles and expectations
  - recognising additional skills needed to support dual systems and products.
- Identify future growth areas and provide paid training to help employees move into those roles.
- Create clear career pathways supported by paid learning and development.
- Include employee development as part of leader performance measures.

## Workloads and staffing

- Regular workforce planning, with transparency around staffing levels to help prevent excessive workloads.
- Advertise and fill vacant positions as soon as possible, maintaining equivalent full-time positions rather than reducing them to part-time.
- Establish a national retail relief pool to cover planned and unplanned absences.

## Leave and rostering

- Extend the rostered day off (RDO) system to all employees and provide greater flexibility in how RDOs are accrued.
- Standardise rosters and break arrangements to improve consistency.
- Increase annual leave by one additional week.
- Increase paid parental leave to 18 weeks for both parents, regardless of primary carer status, and continue superannuation contributions during unpaid parental leave.
- Introduce five days' paid family planning and reproductive health leave.
- Introduce eight weeks' paid gender affirmation leave.
- Introduce five days' paid cultural leave for cultural purposes and significant events.

## Other matters

- Improve support for neurodivergent employees and mental health across the workforce.
- Strengthen union induction rights.
- Protect all existing terms and conditions.
- Establish a Joint Consultative Group that meets twice a year with employees, FSU representatives and management to discuss issues affecting union members and People First Bank.

*The FSU will continue to seek ongoing feedback and input from members. We reserve the right to raise additional claims during bargaining, including any other clauses required to give effect to this claim and to ensure that the Enterprise Agreement is compliant with relevant legislation.*

## Support our agenda

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