



Delegates please ensure that all workers on your site or branch get a copy of this update
ANZ National
3 August 2009

Finsec members vote to accept bank offer

KEY POINTS:

- The ratification vote conducted over the last two weeks on ANZ National's proposed collective employment agreement closed at 5pm last Friday 31 July.
- 1,157 (75%) members voted to accept the offer and 386 (25%) voted to reject it. 73% of Finsec members participated in the ratification vote.
- The bank has been notified of the result. The new pay rates will be effective from 1 August.

ACTION:

Delegates please ensure that all workers on your site or branch, members and non-members, are aware of the outcome of the ratification vote and that negotiations have now concluded.

An accept – but with big concerns

Whilst the majority of members voted to accept the offer, there was much reluctance.

Feedback from Union Councillors, who ran many of the meetings around the country, was that members considered the exclusion of staff rated 'C' from the negotiated increase unfair and also have ongoing concerns about the bank's lack of commitments on the issue of job security.

While the bank's pay offer was not as much as we campaigned for, and less than the bank can afford, the pay offer is above the projected rate of inflation and is more than many workers have been able to achieve in bargaining this year. It is a good result in the midst of a recession.

Non members lose terms and conditions

This settlement demonstrates why we all need to all belong to Finsec. The changes to our terms and conditions will be affect non-members too – including those who get a 'C'.

Making sure competency assessment procedures are fair

Your bargaining team argued very strongly that the negotiated annual increase should apply to everyone, but we could not convince the bank to change their claim to exclude 'C' rated staff from the annual increase.

We now have to ensure that more staff are not moved into the 'C' category. This will mean we need to monitor the competency assessment procedures more closely, and use the rights of appeal process to ensure greater numbers of staff are not made a 'C'.

Ongoing work on management of targets

It was agreed that the bank and Finsec meet during the term of the agreement to develop escalation processes/procedures to be used where there are issues relating to the management of targets.

Finsec members will need to ensure the bank hears of the concerns they have with these management practices so that these issues are addressed. More information about our plan will be sent to you soon.

Thank you to all who participated

The ANZ National Union Council would like to thank every one that participated in the bargaining process this year and acknowledge that while the outcome was not everything we wanted we were able to achieve a good result under difficult circumstances.

From the ANZ National Union Council