



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

A job for all

Proposals to retain ANZ National staff affected by offshoring of work

KEY POINTS:

- Finsec representatives met with ANZ National this week to present new proposals for retaining ANZ National staff affected by offshoring of work to Bangalore. The proposals are summarised below.
- Discussions are ongoing between Finsec and ANZ National about our proposals and the offshoring process.

ACTION:

Delegates, please ensure that all workers on your site get a copy of this update and are aware of Finsec's proposals to ANZ National.

Finsec met with the bank this week

Finsec representatives from sites affected by offshoring met with ANZ National this Tuesday 10 February, to present new proposals on retaining staff affected by offshoring.

The meeting was to follow up recent developments in the offshoring process, which have seen the bank step back from previous commitments that all offshored staff would be offered other roles within the bank. ANZ National is now saying that reduced turnover has limited redeployment opportunities.

Our proposals to retain all staff

Finsec has written a full submission to the bank on the context of the offshoring and what steps we believe should be taken in the coming months, and are having ongoing discussions with the bank about our proposals.

Recommendation 1: Allow those who want to leave the bank to leave

We submit that any person whose role is surplus due to the offshoring who wants to be made redundant should be .

Recommendation 2: Freeze external appointments until all staff have an alternative job

We requested that the bank stops making external appointments into roles that affected staff have placed an expression of interest in.

Recommendation 3: Extend the redeployment timeline by only sending work to India when all affected staff have an alternative job

We proposed that the bank slows down the transition of work to Bangalore in order to keep more of the work in New Zealand in the medium term.

Recommendation 4: Give a preference for reemployment for 18 months to staff members who have been made redundant

Recommendation 5: Create a bank upskilling and retraining academy

A skills academy would:

- Provide in depth skills training in the different roles available in the bank.
- Provide full pay for staff while the training is being undertaken.
- Provide career change support and mentoring.

Read the full submission at the Finsec website:

http://www.finsec.org.nz/anz_national.aspx

From the ANZ National Union Council