



Delegates please ensure that all workers on your site get a copy of this update
ANZ National sites affected by offshoring
8 August 2008

Clarifications provided on selection process for staff affected by offshoring

KEY POINTS:

- Finsec met with the bank yesterday to raise concerns about the selection process for staff affected by offshoring of work to Bangalore. This was a productive meeting that has resulted in some clarifications and further information on issues important to members.
- If you do not wish to apply for one of the remaining roles in your area, or be redeployed to another area of the bank then you need to indicate your preference as ***“I would like to consider other options”***. The bank has confirmed that this will be understood as an indication that the person wishes to leave the bank.
- We have set up a dedicated email for members to use to ask questions and seek support. The email address is offshoringsupport@finsec.org.nz and it will be regularly checked.

ACTION:

1. Please circulate this Update to all staff in your worksite.

Staff can express preference to leave bank

The bank has clarified that members who don't want to apply for one of the remaining roles in their area or be redeployed into another role should tick the *“I would like to consider other options”* box. Ticking this box will be seen as a clear indication that you are seeking to be made redundant. Where the Bank agrees to this outcome you will receive redundancy compensation in accordance with the CEA.

It may be the case that there are situations where this request will not be accommodated by the bank (e.g. a lot people opt to leave and there are not enough people to fill remaining comparable roles), however the bank has said they will aim to accommodate people's preferences as much as possible.

Finsec has asked the Bank to provide a list of members preferences so that we can better support you through this process.

Team leader input

Many members have asked about Team Leader input into the selection process. The bank has clarified that under its process staff will be given a copy of their Team Leaders written input to comment on and if warranted you will be able to question those comments and provide feedback before the comments are submitted.

Release for Redeployment

Where an employee is offered redeployment to another position in the Bank and accepts, the timeframe for starting that role would be 2 weeks at the least and 4 weeks at the most, however there could be some exceptions where an employee can not be released during this timeframe.

Support email set up

Finsec has set up a dedicated email address where members can ask questions and seek support. This email will be regularly checked by the Finsec legal organisers. The email address is offshoringsupport@finsec.org.nz

The ANZ National Union Council