



Delegates please ensure that all workers on your site or branch get a copy of this update  
Westpac - 15 September 2009

# Branch Re-Structure Update

## High attendance at delegate meetings - further feedback needed

### KEY POINTS:

- There is a short consultation period to raise our issues with Westpac about their restructure proposal.
- All staff need to provide feedback to the bank via the internal intra-net, and to Finsec (positive or negative) using the attached fax-back form
- Talk to non-members about joining Finsec at this important time. To have a voice and to have representation and support further down the track, they need to be members now.

### ACTION:

**Members:** Please provide feedback to the bank via intranet and to Finsec using the attached fax-back form.

**Delegates:** Ensure that all staff in your workplace have provided feedback, and that forms are faxed back to Finsec by 3pm this Friday 18 September to 04 385 2214. Please photocopy the flyer "Our Principles" and "Our Rights" from your delegate pack and distribute to all staff in your workplace. Talk with non-members about the proposed branch restructure and the importance of joining Finsec now.

### Delegate meetings across country

Delegate meetings were held across the country yesterday to discuss Westpac's proposal to re-structure roles in the branch network. Delegates turned out in very strong numbers at both the face-to-face meetings in the three main centres, and to evening tele-conferences.

Good discussion was had at these meetings, and the comments, questions and concerns raised by delegates on behalf of their branches will be included in Finsec's submission to the bank.

### Finsec's position on the issue

Finsec's position on this issue is to be realistic about the fact that this change is going to occur, but to advocate strongly for staff to be treated fairly. Delegates indicated strong support for this stance. The key principles we will be arguing for, to ensure fair treatment are:

1. There must be **proper consultation** with staff at all stages. The bank cannot decide exactly what will happen on a site before listening to people.
2. There must be proper **support and training** for staff whose roles are changed.
3. The change must be managed **carefully and fairly**. This means **not forcing staff** into roles they do not want to go into.

4. That the change is **not used to reduce staffing numbers**.

### Our Next Steps

There is only a very short consultation period for us to raise our issues with Westpac. This means we need to act quickly. There are several activities all sites need to be involved in:

1. Ensure that all staff give feedback to Westpac through the intra-net site.
2. Provide Finsec with feedback (positive or negative) from your branch. The fax-back form for doing this is attached. Please send this back by 3pm this Friday to 04 385 2214.
3. Photocopy the flyer with "Our Principles" and "Our Rights" from your delegate pack and distribute this to all staff on your site. Delegates who attended face-to-face meetings have this pack. Others will receive it by the end of this week.
4. Talk to non-members on your site about joining at this important time. To have a voice and to have representation and support further down the track, they need to be members now.

If questions or concerns arise, please contact your Finsec office or nearest union councillor. We will be in contact about this issue again soon.



# Westpac's Proposed Branch Restructure Our Branch's Feedback

Name of Branch:

Delegate (or member's) name:

1. Here is how we think the proposal will impact our site:

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2. Here is how we think the proposal will impact our customers:

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3. Here are some things we think should be changed about the proposal:

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4. Here are other concerns or queries we have:

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**Please fax this form back to Finsec on 04-385-2214 before 3pm on  
Friday 18 September**

