

## Better Banks - In Difficult Times

2009 will be a difficult year. The New Zealand economy is in recession, and globally financial systems are in disarray. Finsec members are not immune to these circumstances, but have the opportunity to move through them collectively and take steps to come out the other side in a strong position.

All Finsec members involved in our **Better Banks** industry campaign need to fill in this survey to help us identify your most important issues for 2009. We need to know if your expectations have changed, and if they have what reasonable outcomes we collectively hope to achieve this year.

We also want to know how you are prepared to get involved to achieve these goals this year.

*All of the information will be kept confidential to Finsec and no individual information will be identifiable in the results.*

### Personal details

(This information will only be used by Finsec for the purpose of survey follow up).

Name \_\_\_\_\_

Bank or employer \_\_\_\_\_

Worksite name \_\_\_\_\_

Home phone number or cell \_\_\_\_\_

Email address \_\_\_\_\_

Are you a Finsec member?    Yes    /    No

### Pay increase

**2. Thinking about the negotiated pay increase and the current economic climate, tick the box that you believe represents a realistic pay increase to seek in 2009?**

0-1%     1-2%     2-3%

3-4%     4+

### Issues for 09

**1. Please rank the three most important issues for you in 2009. From the list below, write 1 beside the most important, 2 beside the next most important and 3 beside the third most important.**

- Negotiated pay increase
- Job security
- Performance targets
- Staffing levels
- 5 weeks annual leave
- Union rights in the workplace
- Flexible working arrangements
- Work related stress
- Ability to take holidays at suitable times
- Improvements to training

Other - please list: \_\_\_\_\_

### Job security

**3. Thinking about job security rank the following improvements your employer could make to keep people in work, in order of importance to you. (1 being the most important through to 4 being the least important).**

- A blanket commitment to no offshoring of jobs in the next 2 years
- A blanket commitment to maintaining current staffing levels
- In the event of a restructuring, the guarantee of an alternative job elsewhere in the company
- A significant commitment to upskilling and retraining and its associated costs for any staff member affected by restructuring

## Targets

4. In relation to the many problems with targets, identify which aspect of the current targets systems most concerns you (please tick one option only).

- Not getting a bonus
- The level of bonus payments
- Impact on progression through your pay range
- Stress
- Employers management of target system
- Their impact on customers

## Five weeks annual leave

5. Given the economic situation, how important to you is pushing for five weeks annual leave, after 5 years of service in 2009? (circle one)

Very important      Neutral      Not important

## Union rights

6. Thinking about our union rights at our workplaces (including organiser access to our workplaces and delegate rights to undertake union activities), how important are these to improve in 2009?

Very important      Neutral      Not important

## Other feedback

7 Do you have any other comments or feedback?

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## How you can help

8. Members getting active and involved in our union will be the key to our success in 2009. Please identify from the list below the ways that you are prepared to be active in our union in 2009.

- Be a Finsec delegate
- Recruit non-members to our union
- Lobby politicians and other organisations
- Participate in public activities around **Better Banks** goals
- Involving members at my worksite in union activities
- Help with phone calling of members and non-members around **Better Banks** goals
- If you are a non-member, joining Finsec.

## Thank you

Once you have completed this survey please return it to your delegate to post back to Finsec. All surveys need to be returned to delegates by Friday 20 February at the latest.

If your site does not have a delegate please post this directly back to Finsec at PO Box 27-355, Wellington 6141.

If you have any questions about the survey please call 0800 FINSEC



# Better Banks

Workers and communities taking an interest

0800 FINSEC  
union@finsec.org.nz  
www.finsec.org.nz