

AustralianSuper

ENTERPRISE BARGAINING 2019

Log of Claims

EA Improvements

In July, Finance Sector Union members got to voice their views on the most important and critical issues that needed to be addressed through EA negotiations. Those views formed the basis of our claim that we took into bargaining. Below is a summary of the outcomes achieved against our members claim.

Rewarding Our Contribution

Pay is the most important issue to people at AustralianSuper. Most people at AustralianSuper feel that their current pay keeps ahead of the cost of living and rewards their contribution to AustralianSuper. However, members want to ensure that their pay keeps pace with increasing workloads and work complexity.

FSU Claim

Proposed EA Provision

Improvements secured for members?

Staff to receive a guaranteed pay increase that keeps ahead of the cost of living, rewards their valuable contribution to AustralianSuper, provides a genuine pay increase and recognises AustralianSuper's leading position in the superannuation sector.	Unpackaged – 3.5% each year of the EA Packaged – Pool of 3.5% to be allocated to salary increases each year of the EA	✓
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Superannuation for a Dignified Retirement

Members at AustralianSuper are proud to work for a fund that is advocating for a better standard on superannuation contributions. While most members feel that their current superannuation arrangements are an important step towards providing for a dignified retirement, they feel that more can be done to reflect the leading role AustralianSuper plays.

FSU Claim

Staff superannuation contribution to be increased to reflect the critical role of superannuation to a dignified retirement, and the leading advocacy role of AustralianSuper.	Unpackaged – 13% Packaged – 9.5%	Remains the same as the 2016 EA
Superannuation arrangements that address the gender retirement income gap.	Superannuation to be paid at the full-time rate for up to 104 weeks from the commencement of parental leave which we believe will go a long way to addressing the super gap for primary carers. Achieved 52 weeks of full super contributions on parental leave. This will help to reduce the gender income retirement gap.	✓
Arrangements to incentivise staff to contribute to their superannuation.	Nil	✗

Balancing Our Work and Our Lives

Flexible work arrangements are an important benefit to members at AustralianSuper – over 80% of people can access flexible work arrangements to help them balance work and life. However, increasing workload pressures are impacting the ability of people to have true work/life balance. Over 30% of staff are not able to achieve their workloads in their ordinary working hours.

FSU Claim

An automatic entitlement to flexible work arrangements.	All reasonable requests for flexible working arrangements will be granted.	✓
A consistent approach to flexible working arrangements across the Fund.	The above provision should ensure this.	✓
Workloads that are achievable in ordinary working hours.	New clause introduced that will ensure workloads are capable of being performed in ordinary working hours.	✓
Staffing that meets the genuine workload and prioritises the recruitment of permanent staff over contractors.	Ability to raise workload pressures through the disputes resolution procedure.	✓

Our Performance Objectives and Assessments

Members generally feel that their performance objectives drive a member-centric culture, and that their performance is fairly assessed. Transparency is an important consideration for members in their performance objectives and assessments.

FSU Claim

A genuine, collaborative process in setting performance objectives.	New clause that requires agreement on objectives and that they must be reasonable taking into consideration and a number of factors.	✓
Setting performance objectives that are fair, and achievable in ordinary working hours.	See above.	✓
Transparency in performance assessment, with the ability to appeal an outcome in a timely fashion.	The new clause gives strong dispute rights under the DSP.	✓

When Things Change

A majority of members at AustralianSuper do not feel that they are genuinely consulted when things change, or that they have choice and control of their future at the Fund. Members feel that there is limited understanding of the strategic direction of the Fund, and a lack of appreciation of the contribution that staff members can make to a change process.

FSU Claim

A commitment to keep staff up to date with the strategic direction of the fund.	Joint Consultative group ensure that staff are updated on the strategic direction of the fund.	✓
A defined staff consultation period to be agreed for each change.	Consultation: The agreed period of consultation for major changes will be no less than 5 days and up to a maximum of 10 days.	✓
The ability to access outplacement services upon redeployment.	Included in the redundancy clauses.	✓
Provide managers with training on inclusive decision making.	This is now included in the leadership forum.	✓
A genuine, ongoing discussion with staff about their ideas for the future of the Fund.	This will be facilitated through the JCG.	✓

Developing Our Skills

Many members do not feel that they receive professional development, training and upskilling to future-proof their careers. Training and development is highly dependent on manager discretion and tends to be role specific. There is not a culture of training for the roles that will exist in AustralianSuper into the future to future-proof peoples' careers. Members recognise the high performing workforce at AustralianSuper and would like to see a focus on valuing existing staff to retain them.

FSU Claim

A commitment to the importance of training and development to equip staff for the jobs of the future.	There are now stronger rights to training and development as well as a cross skilling clause that allows staff to secure skills in other areas of the fund.	✓
A positive obligation on the Fund to seek out opportunities for staff on redeployment.	This is included in the redeployment clauses.	✓
Develop a formal process to allow cross skilling between different areas of the Fund.	This has now been included in the agreement for staff the secure skills in another area of the fund.	✓
A regular consultative process to review the strategic direction of the Fund and future skills requirements to determine what training should be made available.	JCG has now been added giving staff access to more information about the changing industry and direction of the fund.	✓
An automatic entitlement for all staff to receive training each year both in their role, and to develop their skills for the jobs of the future.	This has been secured in the training and development sections of the agreement. Staff have a right and the employer has an obligation to train staff each year of the agreement.	✓

A Best Practice Employer

Members are proud to work at a progressive organisation like AustralianSuper. In particular, they enjoy having the purpose of putting members first. Members consider that AustralianSuper has an opportunity to set the standard with work entitlements to demonstrate our values.

FSU Claim

Best practice, progressive leave entitlements including for people facing family violence, people who are or intend to transition gender, and people who have unwell or injured pets.	Additional leave for Aboriginal and Torres Strait Islander colleagues - this is new: All ATSI colleagues will be provided with 5 additional days paid leave (non-cumulative) per annum for cultural observance. Transition leave - this is new: Introduction of up to 52 weeks unpaid leave for colleagues undertaking gender transition.	✓
Leave entitlements for cultural holidays and obligations.	Additional paid leave - no formal year end shutdown: The Fund will no longer enforce a formal closure over the Christmas/New Year. Colleagues will be given the choice as to whether they will take these 3 days during this period or take these 3 days at a time that suits them throughout the calendar year. This leave will not be cumulative and will not be subject to leave loading.	✓
Gender-neutral language used in the Agreement.	This is now present throughout the agreement.	✓

A Best Practice Employer (cont.)

FSU Claim

<p>Flexible parental leave accessible to all parents.</p>	<p>Parental Leave: Introduction of the following in addition to 14 weeks paid parental leave:</p> <ul style="list-style-type: none"> • Removal of the qualifying period for parental leave (formally 12 months service) • Increased maximum period of parental leave from 52 weeks to 104 weeks • Removal of the requirement to be the primary carer to receive paid parental leave – to encourage both parents to be with their new family member in the first two years of birth or adoption • Superannuation to be paid at the full-time rate for up to 104 weeks from the commencement of parental leave which we believe will go a long way to addressing the super gap for primary carers <p>Grandparent leave - this is new: Introduction of up to 52 weeks unpaid leave for colleagues with caring responsibilities for their grandchildren.</p>	<p>✓</p>
<p>Key policies, including in relation to family violence leave, elevated to the Enterprise Agreement.</p>	<p>Domestic and Family Violence: Provision of uncapped domestic and family violence leave (formerly capped at 5 days leave).</p>	<p>✓</p>
<p>Union relationship clauses that reflect the strong relationship between AustralianSuper and the FSU.</p>	<p>JCG and the already strong union rights clauses.</p>	<p>✓</p>
<p>Correcting technical issues within the Agreement that are impacting on correct interpretation, including in relation to bereavement leave.</p>	<p>Compassionate Leave: Increased entitlement from 3 days to 5 days.</p>	<p>✓</p>

Additional Improvements

FSU Claim

<p>Flexible parental leave accessible to all parents.</p>	<p>Severance pay: Introduction of the following:</p> <ul style="list-style-type: none"> • Severance accrual for colleagues with less than 5 years' service will increase to 4 weeks per year of service • For all colleagues employed prior to 1 January 2020, a maximum severance payment of 104 weeks will be grandfathered and for colleagues employed post 1 January 2020, the maximum severance will be 52 weeks 	<p>✓</p>
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