



NAB EB19: The Future of Work @ NAB

Respect through Digital Disruption and Automation

At the next enterprise bargaining meeting we will focus on restructure and change processes, and how they work to support you in a changing environment. We will be talking to NAB about your experience through the Enterprise Transformation restructure process.

Job Security

Job security has consistently been a priority for FSU members; we are always working to improve existing job security protections through enterprise bargaining. Longer change notification times, genuine opportunities for redeployment, training and development, and retrenchment payments to act as a disincentive to retrench employees have all been incorporated to enhance job security.

A Complex and Changing Environment

The working environment is changing – digital disruption and automation bring ongoing and fast-moving change. New types of roles are emerging in data and technology while existing roles are shrinking.

Since the Enterprise Transformation restructure was announced by NAB in late 2017, countless restructures have been rolled out across most parts of NAB. It's difficult to find an area of the bank that's been spared of major change.

Despite NAB looking to recruit 2000 new employees while cutting 6000 existing roles, current employees are missing out on these opportunities due to a mismatch of skills. We believe profitable employers like NAB can and should do better.

Share Your Change Story

The next bargaining meeting is about how change is handled at NAB, and the things we need to incorporate into the new Enterprise Agreement to ensure current employees have access to the jobs of the future.

Share your experience overleaf.



ENTERPRISE BARGAINING FEEDBACK FORM 2019

The Future of Work @ NAB

Full name:

Email: Mobile:

Role: Group: 1 2 3 4 5 6 7

Workplace: State:

1. Over the last 2 years my role has been directly or indirectly impacted by a restructure. Yes No

2. The restructure was due to: Digitisation Automation Regulation Other _____

3. I was aware my team was going to be restructured: 1 month prior 3 months prior 6 months prior
 6-12 months prior 12+ months prior

4. The restructure timeframes were: Too short Adequate Too long

5. Please tick the following: **Yes** **No** **N/A**

The right information was provided to help me make an informed decision.

My feedback was genuinely considered.

Training and development was available to help me redeploy.

I felt supported by my People Leader.

My workload has generally increased as a result of the restructure.

The complexity of my work has increased as a result of the restructure.

6. My overall experience of the restructure process was: Positive Neutral Negative

7. Please tick the following: **Yes**

I would like to see an improved redeployment process at NAB.

I would like to share my story to help develop better change processes.

8. I'm already a member of the FSU.

I feel we need better protections around the future of work, please contact me about how FSU membership can improve our rights at NAB.

What else would you like to say?

Completed surveys should be returned to your local FSU rep or Organiser or scan and return to nabmembers@fsunion.org.au
The FSU uses the information that you provide to communicate with and work with you to make NAB a fair and safe workplace.