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Thursday 13th August 2020

Wendy Streets
Local Executive Secretary
Finance Sector Union of Australia
Level 1, 12 Cordelia Street
South Brisbane Qld 4101

E-MAIL: wendy.streets@fsunion.org.au

Dear Wendy,

Re: Consultation on Major Workplace Changes

We refer to your request to meet with the ASU and the recent Zoom facilitated consultation meeting between FSU management, the ASU and its workplace representatives that took place earlier today. At the meeting the FSU presented a proposal for Major Workplace Change. The FSU also confirmed their intention to formally notify all staff of a plan for restructuring their organising operation at 3.00pm AEST today.

On behalf of ASU members, we expressed our principle disappointment that a formal consultation process is currently absent from the FSU proposal, which potentially poses a very serious breach of the consultation provisions of the Finance Sector Union Staff Collective Agreement 2019. We also outlined our serious concerns with oversights within the proposed restructure process.

The ASU have said that it is important for the FSU to be in a position to be upfront and transparent about their plan to restructure their operation before announcing a formal redundancy process. It is important that staff have a fair opportunity to consider the FSU's announcement, consider the overall problem that will be presented and raise questions. We have also highlighted the requirement for the FSU to factor in the time necessary to genuinely consider staff questions. The FSU should ensure that they are prepared to provide concrete answers to staff questions and give staff as much certainty as possible about the plan to restructure, before rushing to a call for Voluntary Redundancies.

Furthermore, staff will be shocked and anxious about the announcement today. It is in the best interests of the FSU and its staff for management to work with the ASU on a consultation process that supports staff at this difficult time.


The ASU requests that the FSU delay the call for Voluntary Redundancies for 7 days, confirm to staff this afternoon that they have commenced discussions with the ASU about a formal consultation process and dedicate the intervening period to providing a detailed plan for restructuring the operation to the ASU.

The ASU also requests a meeting next week to discuss the plan and staff questions.

We look forward to your response by email to jknight@asu.asn.au by 17 August 2020.

If you wish to discuss this matter further please contact National Industrial Officer Joanne Knight on 0419 59 33 96 or at jknight@asu.asn.au.

Yours sincerely



Robert Potter
NATIONAL SECRETARY