

2009 FSU Bank of Qld Employee Survey



The Bank of Queensland Collective Agreement is set for renewal this year. Formal negotiations on a new Collective Agreement will commence soon.

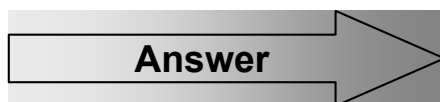
To prepare for negotiations FSU needs your help.

Your answers to this survey will help shape your claim for your future employment conditions.

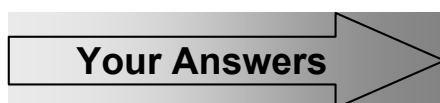
All staff are invited to complete this survey. If you are not yet a member of FSU, you can join by contacting the FSU Member Rights Centre on 1300 366 378 or via the union's website - www.fsunion.org.au.



How to complete this survey



each question by ticking a box. There are no right or wrong answers.



will remain confidential. Results published will be in collated form only, and not individually identifiable.



to your FSU Workplace Rep or fax back to the FSU office on (07) 3845 6974.

Return by Tuesday, 22 December 2009

General					
	Strongly Agree	Agree	Unsure (N/A)	Disagree	Strongly Disagree
1. I would recommend Bank of Qld as a good place to work	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
2. I have no intention of leaving Bank of Qld in the foreseeable future	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
3. The level of staff turnover in Bank of Qld makes it difficult for me to perform my work as effectively as I would like	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
4. The training I receive is adequate to perform my job	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Hours of Work					
	Strongly Agree	Agree	Unsure (N/A)	Disagree	Strongly Disagree
5. I always get paid for the hours I work, including any overtime	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
6. All work on public holidays should be voluntary	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Work/Life Balance					
	Strongly Agree	Agree	Unsure (N/A)	Disagree	Strongly Disagree
7. Bank of Qld processes are fair when it comes to changing my hours of work	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
8. I can take annual leave when I want it	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
9. I can access my sick leave entitlements without harassment	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
10. An RDO a month would help me balance my work and personal life	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
11. I would be prepared to work additional time each day to accrue an RDO	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
12. I would like Bank of Qld to provide 12 weeks paid parental leave in line with other employers in the industry	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
13. Increasing paid parental leave would help retain staff in Bank of Qld	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Job Security					
	Strongly Agree	Agree	Unsure (N/A)	Disagree	Strongly Disagree
14. I feel my job is secure at Bank of Qld	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
15. Bank of Qld should set an example to other employers in the industry when it comes to compensating employees who are retrenched.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
16. Bank of Qld staff should receive no less than staff in other banks if they are retrenched	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
17. Bank of Qld should ensure staff are not disadvantaged when moving employment from Corporate to Owner Managed branches and vice versa.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Targets					
	Strongly Agree	Agree	Unsure (N/A)	Disagree	Strongly Disagree
18. My targets are reasonable and achievable in normal working hours	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
19. The bank pays adequate attention to economic conditions, staffing issues or area demographics when assessing my performance against targets.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Workload & Relief						
		Strongly Agree	Agree	Unsure (N/A)	Disagree	Strongly Disagree
20.	I am able to complete my work in normal working hours	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
21.	My workplace is adequately staffed	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
22.	My workplace gets relief when staff are absent due to illness/carer's responsibilities	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
23.	My workplace gets relief when staff are on annual leave	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Remuneration						
		Strongly Agree	Agree	Unsure (N/A)	Disagree	Strongly Disagree
24.	The amount of knowledge I need to do my job has increased significantly over the past couple of years	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
25.	I believe I am paid about right for the work I do	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
26.	Bank of Qld pays reasonably compared to other employers in the industry	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
27.	All staff should receive pay increases that at least keep pace with the cost of living increases	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
28.	Our new Agreement must deliver guaranteed annual increases	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
29.	I am confident I will have enough superannuation to live comfortably when I retire	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
30.	Bank of Qld contributions to my superannuation need to increase	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
31.	I would like Bank of Qld to distribute shares to staff to recognise my contribution to profit	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
32.	I am satisfied with the discounts the bank provides on Bank of Qld products	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
33.	A fair pay increase this year would be:	<input type="checkbox"/> 1% <input type="checkbox"/> 2% <input type="checkbox"/> 3% <input type="checkbox"/> 3.5% <input type="checkbox"/> 4% <input type="checkbox"/> 4.5% <input type="checkbox"/> 5% <input type="checkbox"/> 5.5% <input type="checkbox"/> 6% <input type="checkbox"/> Other _____ %				
34.	I would not be satisfied with a pay increase less than:	<input type="checkbox"/> 1% <input type="checkbox"/> 2% <input type="checkbox"/> 3% <input type="checkbox"/> 3.5% <input type="checkbox"/> 4% <input type="checkbox"/> 4.5% <input type="checkbox"/> 5% <input type="checkbox"/> 5.5% <input type="checkbox"/> 6% <input type="checkbox"/> Other _____ %				

What Matters Most to You?

Please rate the importance of these issues to you from 1 to 6, with number 1 being the most important

- | | | |
|--|--|--|
| <input type="checkbox"/> Guaranteed pay increases | <input type="checkbox"/> Improved staffing/relief levels | <input type="checkbox"/> Genuine agreement on my targets/objectives |
| <input type="checkbox"/> Distribution of shares to staff | <input type="checkbox"/> Improved redundancy and retrenchment arrangements | <input type="checkbox"/> Improvements to employee benefits (e.g. discounted bank products) |

Other Initiatives to Suggest?

Can you think of any conditions specific to Bank of Qld that need to be secured in the new Enterprise Agreement?

About You

Your Name (optional): _____

Your Work Status: ☐ Full-time ☐ Part-time ☐ Casual

Position: _____

Area: ☐ Retail/Branch (*Name of branch*) _____

☐ Head Office Department (*Please specify which department*) _____

☐ Other (*Please specify*) _____

Phone: _____ Fax: _____

Email: _____

Are you an FSU Member? ☐ Yes ☐ No

Would you be prepared to assist the FSU to get a fair deal for staff at Bank of Qld?

☐ Yes ☐ No

Thanks for your participation!