



Brighter Super unites staff with above CPI pay rises and enhanced leave entitlements

Brighter Super has successfully negotiated its first post-merger Enterprise Agreement (EA) with staff in a contract that unifies employee conditions across the Fund, provides wage increases above the Consumer Price Index (CPI), expanded hybrid work flexibility, and access to new leave entitlements.

Staff voted overwhelmingly in favour of the new EA, with more than 97% in support of the agreement which is the first since the merger of LGIA Super and Energy Super in 2021 and the subsequent acquisition of Suncorp which was completed last year.

Brighter Super Chief Executive Officer Kate Farrar said the EBA represented a “coming of age” in terms of uniting staff at the Fund.

“This is the final step in our process of unifying three separate organisations,” Ms Farrar said. “It is the final pivot point that brings us together as one.

“Through this process we believed it was important to do the right thing by our people as they take care of our members,” Ms Farrar said.

Key highlights:

- **Salary increases:** Up to 15.5%, over three years, including minimum guaranteed increases of 5% in 2024, 4% in 2025, and 3.5% in 2026 and the potential to earn an extra 1% each year based on performance.
- **Superannuation contributions:** In the third year of the agreement, contributions will increase 0.5% to 12.5%, exceeding the Superannuation Guarantee Contribution requirement of 12%.
- **Hybrid working flexibility:** Employees can work remotely up to 50% of the time ensuing both business and individual needs are balanced – an increase to current policy.
- **Base starting rates:** Increased rates for Level 1 employees in recognition of the value of the Brighter Super contact centre representatives and the important role they play supporting our members.

The new EA also includes a raft of leave entitlements including some not yet secure under legislation or existing awards.

They include:

- **Reproductive health care leave:** Newly introduced entitlement of five days per calendar year
- **Parental Leave:** Increased paid support for new parents to 18 weeks primary parental leave (including adoption leave), as well as a six-week secondary carer entitlement, with superannuation paid for these periods.
- **First nations cultural leave:** Five days of paid cultural leave per year) for Aboriginal and Torres Strait Islander employees.
- **Gender affirmation leave:** Four weeks of paid leave and up to 48 weeks of unpaid leave for employees undergoing gender affirmation.



- **Domestic and family violence leave:** Twenty days of paid leave, up from 10 days. Those assisting an immediate family or household member will also have access to this leave entitlement.
- **Compassionate leave:** Extended from two days to five days.
- **Volunteer leave:** A new entitlement of one day of paid leave annually to support the communities we (and our members), live and work in
- **Natural Disaster leave:** New entitlement of up to five days paid leave per year.
- **Right to disconnect:** Legislation term added to the agreement to highlight our commitment and alignment to work-life balance for our staff.

The agreement also establishes a partnership with the Financial Services Union (FSU) through a Joint Consultative Committee to address emerging issues, including working hours and Artificial Intelligence.

Brighter Super Chief People Officer Allanna Kelsall thanked the FSU and the individual employee representatives, for their constructive approach to the negotiations, and our employees for their patience while we got their first agreement right.

Ms Kelsall said new agreement underlined the Fund's commitment to its staff and enhances our employee value proposition.

"Brighter Super was determined from the start to offer attractive pay and working conditions that brought our predecessor funds into alignment," she said.

"We have created one team with the same terms and conditions for most areas, while protecting some legacy terms that were important to be maintained."

"While it was a long process, we are very happy with the outcome and grateful that our Brighter Super team showed overwhelming support for the terms and conditions within it".

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About Brighter Super

Brighter Super is a 100% member-owned, Queensland-based superannuation fund that manages more than \$32 billion in retirement savings for approximately 230,000 members, as of 31 March 2024.

Rebranded in July 2022 following the merger of LGIASuper, Energy Super, and the acquisition of Suncorp Super, Brighter Super is proudly the fourth largest non-government financial institution^ in Queensland.

Dedicated to being right by your side, empowering members to retire confidently, with a focus on performance, low fees, and advice.

For more information call Brighter Super on 1800 444 396 (within Australia).