

14 March 2019

HSBC Malta and MUBE sign 5-year collective agreement

HSBC Bank Malta p.l.c. and the Malta Union of Bank Employees (MUBE) have announced the signing of a 5-year collective agreement covering the period 2019-2023. Following rigorous but professional discussions over the past months, the agreement was recently ratified in the presence of representatives and staff members at the bank's branch in Hamrun. The agreement builds on the existing commitment of the bank to be a leading employer and provides the foundations for a sustainable business for both employees and customers.

HSBC Bank Malta CEO Andrew Beane said: "I am very proud of my outstanding HSBC colleagues who work so hard to support our customers and believe this is a fair agreement that further advances the best interests of all our employees in this next phase. As HSBC re-positions our strategic focus towards measured growth, I am delighted that we have provided certainty on our employment terms so we can focus on running our business and being a great employer for our people. I would like to thank the Union and all colleagues for their professionalism during the course of the negotiations."

MUBE President William Portelli said: "With a Pensions Plan now in place and with an efficient implementation of flexible arrangements, the consolidation of the terms and conditions of a renewed five-year agreement should provide further stability to the workforce in general. Whilst the agreement enhances the financial and non-financial aspect for all employees, MUBE will also continue to work with management on finding innovative ways of providing further flexibility in the working environment."

HSBC Malta Head of Human Resources Caroline Buhagiar Klass said: "The new agreement illustrates that the ability to listen to one another leads to great outcomes and it's only together that we thrive. Importantly, the agreement places special emphasis on advancement of our employees and rewards great performance."

Collective agreement discussions with the GWU for the non-clerical employee categories are in progress and a date for the signing of this agreement will be scheduled in the coming weeks.

HSBC Malta is one of the largest employers on the islands with over 1,200 employees.



HSBC Malta and MUBE officials at the Hamrun branch



HSBC Malta CEO Andrew Beane (centre) and Head of HR Caroline Buhagiar Klass (right) together with MUBE President William Portelli signing the agreement