



Reference: 11/C40/RH:DT

5th July 2011

C I R C U L A R

To: RailCorp Divisional Councillors, Depot and Workplace Organisers and Members

Re: RailCorp Moves to Implement Train Crew Reforms

I have been advised that during the negotiations for the current RailCorp EA, RailCorp and the State Government tried to include a list of items into the EA which they claimed were items which had been included in the 2008 State Mini Budget, although no proof of this was provided and we suspect they were a RailCorp produced wish list.

It needs to be made clear that none of the below items have been agreed to by the Division and the Division will be guided by the reaction and response from members to the above and any attempt by RailCorp to forcibly seek to introduce any of the above items.

An initial meeting did occur a few months back, where we were given the below list of dot point's/items, but to date no further detailed proposals / information has been provided.

Although no detailed information has yet been provided on the items, the items identified by RailCorp for Train Crew are as follows:

- Weekend shutdown inefficiencies – need to reduce standbys at weekends
- Duplicated functions in train preparation
- Train Crew Schedules (includes buffers, bus rules etc)
- Standbys
- Lift up and Lay backs –details to be prepared
- Variation to train crew training (this is: reduction of initial employment training under stage 2; weekend standbys due to simplified route knowledge; reduced training for infrastructure changes)
- Shed and wash jobs for restricted duty crew: maintenance centre crewing
- Explorer Service Centre Broadmeadow driver review
- Shorter shifts
- Sign off, travel to foreign depots
- Sectorisation stage 1

The Combined Unions at the time of the EA negotiations had been seeking to get all of the savings identified from the previous EA reforms counted towards funding the wage increase above the 2.5% which RailCorp and the State Government had put on the table.

The Locomotive Division would not agree to the inclusion of the above reforms being included and following negotiations the above items were removed from the EA.

Further the Division has never supported, nor does it support the view expressed by RailCorp and the State Government at the time that their identified reforms have already been paid for.

RailCorp has now advised that they intend to move to introduce the above items and will seek to commence consultation with the Locomotive Division at a time / date yet to be advised.

We advised RailCorp at the initial meeting that until the RTBU had been supplied the detailed information on each of the above items and had been given some time to review the documents we were not in a position to talk any further on the above items. To date this information has not been supplied and no further correspondence has been received from RailCorp on the above.

We have now become aware that Ian Hill has been seconded for a period of approximately 6 months to a project within RailCorp to implement the above items.

The Locomotive Division is not in a position to comment on any of the items due to the following:

1. No additional information has been supplied.
2. We are yet to be advised by RailCorp on THEIR proposed timeline they would be seeking to commence consultation.
3. The Division believes a number of the above items are covered / protected within the current EA and thus are not able to be changed unless members agree.
4. The other items not covered in the EA, we would be seeking some commitment on the potential for additional wage increases should RailCorp attempt to force / introduce any of those items on members if the Division was unable to reach a mutually supported outcome

The only items which were agreed specifically for Locomotive Division Members during the EA Negotiations and included in the EA are:

- The introduction of mentor drivers,
- Increased use simulators, and
- The 2nd or subsequent train preparation.

These were advised to members via Footplate Issue 7: August 2010 (**see Attachment B**) and RTBU Speakers Notes from the EA Information / Voting tour meetings (**see Attachment C**).

Additional Non Train Crew Specific RailCorp Reform Initiatives, where included within the EA (**see Attachment A**) which including the 3 dot point's above.

Members are advised that further information will be distributed as soon as we have received any additional information from RailCorp on the above.

Yours fraternally

A handwritten signature in black ink, appearing to read "R Hayden", with a long horizontal flourish extending to the right.

ROBERT HAYDEN
DIVISIONAL SECRETARY

RailCorp Reform Initiatives

CRIVE

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Title	Description
<p>Signal Box Automation AND New Work Load Model</p>	<p>Develop in consultation a new workload model that replaces the existing ATRICS work load model and the existing JADE System.</p> <p>RailCorp and the RTBU will establish a Joint Working Group with an agreed Terms of Reference that would regularly meet and jointly recommend outcomes.</p> <p>Over the life of the agreement the new work load model will save up to 15 establishment positions across the network.</p> <p>Reduction in staff numbers as a result of this initiative would be achieved through normal staff turnover as a result of employee resignation, retirement, promotions and transfers.</p> <p>Estimated savings for this initiative are \$0.0 million in Year 1, \$0.3 million in Year 2, \$0.5 million in Year 3 and \$1.0 million in Year 4.</p>
<p>Sale of Martin's Creek Quarry</p>	<p>RailCorp currently owns and operates a quarry producing ballast at Martin's Creek. As this is not part of RailCorp's core business and other issues facing the quarry a decision has been made to sell the quarry at Martin's Creek.</p> <p>RailCorp intends to implement this initiative through consultative processes during the life of the next Enterprise Agreement.</p> <p>Savings allocated to this reform initiative are based on an estimated reduction in 9 full time equivalent positions.</p> <p>Affected employees will be managed in accordance with RailCorp's redeployment and redundancy procedures.</p> <p>Estimated savings for this initiative are \$0.5 million in Year 1, \$1.1 million in Year 2, \$1.1 million in Year 3 and \$1.1 million in Year 4.</p>

Title	Description
<p>Improving Asset Operations Group capability through better resource allocation</p>	<p>Asset Operations Group will establish a joint working group to identify and implement recommended changes from the following:</p> <ul style="list-style-type: none"> • To examine available resources to work on capital project, RailCorp will undertake a benchmarking exercise of infrastructure renewals and maintenance work practices to determine areas for improvement. • Improve efficiency; develop and maintain a competitive in house capability. • Maintain or improve market share of rail infrastructure work. • Sustain reliability of assets. • Review the current Technical Maintenance Plans. <p>Staff will continue to be recruited as per current plans but will be utilised on Capital related projects thus causing a reduction to the Operating Budget.</p> <p>Savings will be achieved through a reduction in maintenance costs and not contracting out the capital project work that can now be undertaken by these staff.</p> <p>Estimated savings for this initiative are \$0.9 million in Year 1, \$1.8 million in Year 2, \$2.7 million in Year 3 and \$3.6 million in Year 4.</p>
<p>Reform of process for Filling of Positions (former clause 23)</p>	<p>This reform initiative will not affect any employees as RailCorp is only seeking to amend clause 23 to reflect existing recruitment and employee transfer procedures.</p> <p>For further detail see amended clause 23 in the proposed new agreement.</p> <p>Estimated savings (avoided costs) for this initiative are \$3.2 million in Year 1, \$3.2 million in Year 2, \$3.2 million in Year 3 and \$3.2 million in Year 4.</p>

Title	Description
<p>Deliver an enterprise wide Electronic Learning (eLearning) capability</p>	<p>RailCorp intends to develop and implement an electronic learning (eLearning) system that will be combined with existing instructor led training. This enterprise wide learning framework and platform will allow employees to learn:</p> <ul style="list-style-type: none"> ▪ At their own pace; ▪ Online; ▪ In either centralised or remote locations; and ▪ When it suits their own schedule. <p>Training will be provided in a blended approach, meaning that audiences who prefer eLearning will have the ability to learn online while other audiences whose learning styles are best suited through classroom based learning, can still be trained through Instructor Led Training. In addition, not all content will be suited to an eLearning delivery method - the mode of delivery used for training will be determined on a Program/Course basis to ensure the method(s) used are appropriate to the content and the learners.</p> <p>RailCorp intends to implement this reform initiative through consultative processes during the life of the next Enterprise Agreement including use of the relevant training steering committees (eg; guards, Drivers and Station staff).</p> <p>It is estimated that a reduction of 4 full time equivalent positions predominately in the administrative areas would result from this initiative.</p> <p>Estimated savings for this initiative are \$0.0 million in Year 1, \$0.2 million in Year 2, \$2.4 million in Year 3 and \$2.4 million in Year 4.</p>
<p>Adoption and Implementation of Time Capture to Pay System</p>	<p>RailCorp is currently implementing an electronic time and attendance recording system within the Rollingsstock Division. RailCorp proposes to extend the implementation of the electronic time and attendance recording system which will be linked to an automated payroll processing system across RailCorp.</p> <p>This initiative aims to streamline and automate the time capture of an employee's work hours, the approval authorisation of timesheets, the payment to the employees of those hours worked in</p>

Title	Description
	<p>accordance with the established payment rules, and disbursement to third parties including taxes and superannuation. This will also result in improved payroll accuracy.</p> <p>The implementation of this initiative would be managed by RailCorp and supported by the expertise of a vendor (still under selection through a tender process). All tenderers have proposed a phased roll-out for the implementation and adoption of this initiative commencing with the least complex. Input and advice would be sought from business units and the payroll group to ensure as smooth a transition as possible.</p> <p>RailCorp proposes to implement this system through consultative processes during the life of the next Enterprise Agreement.</p> <p>The level of savings attached to this proposal have been based on best estimates and are considered reasonable compared to the experiences of other organisations who have implemented similar solutions. There are other non-financial benefits associated with this implementation including the issues raised by recent ICAC inquiries into fraud and corruption regarding the accuracy and reliability of data and management oversight and approvals.</p> <p>Estimated savings for this initiative are \$0.0 million in Year 1, \$10 million in Year 2, \$20 million in Year 3 and \$20 million in Year 4.</p>
<p>Implementation of a Competence Assurance Training Model (CATM)</p>	<p>RailCorp's legal obligation, as well as its own best practice, is to ensure its staff are competent to carry out safety critical work as well as other customer focused functions and tasks.</p> <p>RailCorp's Competence Management System and subsequent Competence Assurance models are based on a Risk Based Training Needs Analysis (RBTNA) alongside best practice work place assessment practices to ensure that competence is met and maintained. RailCorp's overall methodology and best practice models have been validated by the Independent Transport Safety Regulator and comply with Rail Safety legislation.</p> <p>Under CATM training requirements all Station staff are to remain competent. This is currently achieved through "off the job" refresher training which lasts two days per year and is conducted at RailCorp's Petersham training premises. The CATM will be based on the assessment being conducted first followed</p>

Title	Description
	<p>by any required 'training' that results from the CATM being conducted off the job.</p> <p>This "off the job" training equates to approximately 4000 training days each year that are presently covered through either the use of relief staff or by working overtime.</p> <p>Changes to training arrangements would mean a reduction in the reliance on overtime and relief staff required to enable staff to attend off site training that equates to a potential saving of a maximum of 15 positions.</p> <p>RailCorp therefore intends to replace the current "off the job" training with "on the job" assessment and refresher training if required, which will be conducted using existing Stations operational staff, thereby avoiding the need for staff to be rostered "off shift" to attend training. In short the new program means improved development and targeted training of individuals based on identified needs, and improved safety especially in less frequently encountered situations.</p> <p>The proposed "on the job" assessment and refresher training, will be conducted by existing and suitably qualified Stations operational staff in the course of normal shifts by:</p> <ul style="list-style-type: none"> • observing staff performance; • coaching staff in any corrective action required; and • conducting a formal assessment on the day. <p>The best way to assess competence is to assess an individual "on the job", when an employee is actually performing the required tasks. The on the job assessment is completed by the assessor, read and signed by the employee and if needed immediate coaching is provided at the end of the assessment and in some cases a training plan will be developed.</p> <p>The new process will be implemented following consultation with staff as described under the facilitative clause of the new enterprise agreement that enables access to an independent umpire who can readily deal with any disputes over this issue during the life of the 2010 Enterprise Agreement. The consultation process will also include the use of relevant training steering committees (eg: guards, Drivers and Station staff).</p> <p>As indicated above, savings allocated to this initiative are based on reduction of no more than (maximum) 15 (augmented relief) positions.</p>

Title	Description
<p>Conversion of contractors to either permanent or fixed term employment</p>	<p>While there is no actual reduction in staff numbers contemplated, related employee cost savings would be achieved through a reduction in the reliance on overtime and relief staff required and normal staff turnover as a result of employee resignations, retirements, promotions and transfers and similar.</p> <p>Estimated savings for this initiative are \$0.6 million in Year 1, \$0.9 million in Year 2, \$0.9 million in Year 3 and \$0.9 million in Year 4.</p> <p>Converting contract labour to permanent or fixed term employees, will reduce RailCorp's reliance on contract labour and develop existing RailCorp employees' skills and experience in areas where these skills have been traditionally lacking or have not been required.</p> <p>RailCorp currently has 205 contractors engaged in a variety of approved and funded positions. On review RailCorp has identified up to approximately 100 contractors who would be suitable to convert to employment.</p> <p>With the proposed increase in the duration of the new agreement from three to four years, RailCorp intends to target a further 50 contractors for conversion to either permanent or fixed term employment, over the life of the proposed four year agreement.</p> <p>Increasing the efficiency of project delivery by:</p> <ol style="list-style-type: none"> 1. time delays experienced in identifying and engaging suitable contractors; 2. reduced cost of permanent employment in comparison to the engagement of a contractor; and 3. the development and retention of in-house skills and experience for current RailCorp employees. <p>Estimated savings allocated to this initiative are \$0.4m in Year 1, \$0.6m in Year 2, \$1m in Year 3 and \$1.5 m in Year 4.</p>
<p>Introduction of Suburban Mentor Drivers to improve Driver training efficiency</p>	<p>RailCorp proposes to introduce suburban mentor Drivers who will be able to undertake coaching and mentoring of trainee drivers which RailCorp believes does not warrant the full skill set of a Trainer Driver. This proposal will not affect the quality of training and the current level of (100) Driver Trainers and (8)</p>

Title	Description
<p>Increase the use of train simulators</p>	<p>Principal Drivers.</p> <p>RailCorp proposes that Mentor Drivers would be paid an allowance when used for this purpose which means peaks and troughs in training can be better managed.</p> <p>RailCorp believes this has the potential to improve the efficiency of Train Driver training delivery and crew availability to deliver services to our customers.</p> <p>RailCorp is intending to implement this reform initiative through consultative processes during the life of this Agreement.</p> <p>Estimated savings for this initiative are \$0.0m in Year 1, \$0.0m in Year 2, \$0.1m in Year 3 and \$0.1m in Year 4.</p> <p>Current training practices involve training train crew on operational rolling stock ('on train') with a combination of Driver Trainers working on roster or removed from their master roster to undertake additional duties as Trainers. Savings would be achieved through a reduction in conversion training for train crew and the number of training days of Trainee Drivers.</p> <p>RailCorp proposes to reduce reliance on 'on train' training through the expansion of 'simulator' based training as follows:</p> <ul style="list-style-type: none"> • RailCorp proposes to reduce the 'on train' training for conversion training for existing crew by one day through the use of simulator held training. • RailCorp proposes to reduce the number of days of on train training by 8 days from the initial driver training course by the increased use of simulators. <p>RailCorp is intending to implement this reform initiative through consultative processes during the life of the next Enterprise Agreement via the Drivers Training Steering Committee.</p> <p>Estimated savings for this initiative are \$0.3 million in Year 1, \$0.6 million in Year 2, \$0.5 million in Year 3 and \$0.3 million in Year 4.</p>

Title	Description
<p>Operations Division Restructure</p>	<p>RailCorp intends to restructure the Operations Division Management structure to enable the effective and efficient delivery of planned business activity including the introduction of Waratahs, implementation of clearways projects, new timetables and improved incident management for implementation.</p> <p>The efficiency and effectiveness of the Operations Division will be improved by a broad realignment and elimination of duplication of some current tasks in:</p> <ul style="list-style-type: none"> • Network Control; • Rail Management Centre; • Operations Co-ordination; • Standards and Passenger Information; and • Incident and Emergency Response Unit and Train Planning. <p>The proposal covers:</p> <ul style="list-style-type: none"> • changes to management structures with the introduction of a new management structure for Signalbox management; • changes to management structure with the RMC which Standards and Passenger Information; and • the Realignment of Incident and Emergency Response personnel. <p>RailCorp intends to implement this initiative through consultative processes during the life of the next Enterprise Agreement.</p> <p>RailCorp anticipates a reduction of 10 management and administrative positions.</p> <p>Any affected employees will be provided with redeployment assistance managed in accordance with RailCorp's Redeployment Procedure.</p> <p>Estimated savings for this initiative are \$0.3 million in Year 1, \$0.6 million in Year 2, \$1 million in Year 3 and \$1 million in Year 4.</p>

Title	Description
<p>Implementation of new on train related technologies and practices</p>	<p>RailCorp intends to introduce new on train related technologies and practices aimed at improving the safety and security of passengers and our employees. These technologies and practices are listed below:</p> <ul style="list-style-type: none"> • Guards utilising on-train monitors to view on-train and external CCTV; • Train Crew, Train Controllers and Signallers utilising Digital Train Radio System (DTRS); • the implementation of those elements of the Automatic Train Protection (ATP) system that fall due during the lifetime of the agreement and that will be utilised by Train Crew, Train Controllers and Signallers; • the implementation of Internal Emergency Door Release (IEDR) systems and the monitoring and response to those systems by Train Crew and Train Controllers; and • operation of vigilance control and traction interlock systems on existing and new fleet types; • Introduction of Waratah trains; and • Guardian Services <p>These factors specifically address passenger survey concerns and will result in increased patronage and therefore farebox revenue once addressed due to improved perceptions of safety and security.</p> <p>As part of the consultative process for the introduction of the above technologies the parties will develop operating protocols and procedures for their use.</p> <p>Estimated savings for this initiative are \$0.0 million in Year 1, \$0.0 million in Year 2, \$1.6 million in Year 3 and \$3.3 million in Year 4.</p>

<p>Reform of Corporate and Support functions</p>	<p>Reform of Corporate Support functions was identified as an area for reform arising out of the BCG report which is referenced in clause Y of the 2008 Deed. Reform and restructuring in Corporate Support functions will include reform in the following areas:</p> <ul style="list-style-type: none"> • Payroll Services • Human Resources • Business and Finance Support • Various Administrative Support and back office functions. • Consolidation of shared service functions in a Business Service Centre <p>Savings allocated to this reform are based on an estimated reduction of up to 200 FTE positions which includes approximately 50 FTE positions in Payroll Services and associated areas as a result of the implementation of Time Capture to Pay. Savings arising from reductions in FTE positions in Payroll Services are in addition to the savings RailCorp is prepared to allocate for the implementation of Time Capture to Pay, outlined above.</p> <p>Any affected employees will be provided with redeployment assistance in accordance with RailCorp's Redeployment Procedure.</p> <p>Estimated savings for this initiative are \$0.0m in Yr 1, \$2.0m in year 2, \$10m in Yr 3 and \$15m in Yr 4.</p>
<p>Changes in Second or Consequent on Electric Rollingstock Train Preparation</p>	<p>RailCorp proposes changes to the system of second or consequent train preparation by train crew, through the implementation of a standardised 'take charge' check of a train after it has been out of service for a period, to replace the existing re-preparation of the train.</p> <p>Currently trains are checked for functionality or prepared for service by train crew prior to the first service of a day. Depending on the train type this preparation can take up to 115 minutes. Subsequently if the train returns to a maintenance centre or a stabling location and the train crew leave the train for it to be taken out again later, it is re-prepared prior to returning into service which can take up to another 115 minutes.</p> <p>This system is inefficient and does not offer any additional operational or safety benefit as the train has</p>

	<p>already been checked for functionality earlier that day.</p> <p>It is proposed to remove the duplication of the need for a full re-preparation via the introduction of a shorter take charge procedure which would entail a modified check of the train including air continuity and brake performance. RailCorp believes that this check would be of up to 10 minutes and would be subject to an appropriate risk assessment.</p> <p>RailCorp believes that the above change would allow for a more efficient usage of train crew in providing passenger services and reduce the time spent on undertaking duplicated tasks.</p> <p>RailCorp is intending to implement this reform initiative through consultative processes during the life of the next Enterprise Agreement.</p> <p>Estimated savings allocated to this initiative are \$0.0m in Year 1, \$0.6m in Year 2, \$1.3m in Year 3, and \$1.3m in Year 4.</p>
<p>Consolidation of Business Support Functions in Asset Operations Group</p>	<p>RailCorp intends to consolidate a number of business support functions within the Asset Operations Group with a view to removing duplicate tasks and consolidating business support functions.</p> <p>This program will look at key support functions carried out in each division of Asset Operations. Examples of this include:</p> <ul style="list-style-type: none"> • Reporting on mobile phone usage • Reporting on motor vehicle usage • Reporting on rentals • Reporting on penalties and infringement notices <p>RailCorp intends to review these tasks through consultative processes and decide which areas carry out these tasks the most effectively. With this information areas of best practice will be established which can provide the support services for all areas of Asset Operations not just their own division.</p> <p>RailCorp intends to implement this initiative through consultative processes during the life of the next Enterprise Agreement.</p>

	<p>Savings allocated to this reform initiative are based on an estimated reduction in 10 full time equivalent positions.</p> <p>Any affected employees will be provided with redeployment assistance in accordance with RailCorp's Redeployment Procedure.</p> <p>Estimated savings for this initiative are \$0.4 million in Year 1, \$0.9 million in Year 2, \$0.9 million in Year 3 and \$0.9 million in Year 4.</p>
<p>Restructure of Service Delivery Group support roles</p>	<p>RailCorp intends to undertake a review of support roles within the Service Delivery Group with a view to removing duplicate tasks and consolidating support functions.</p> <p>The duplication referred to occurs in various areas but specifically administration, change and support management roles as well as some project areas which currently crossover with other existing roles in a number of areas.</p> <p>RailCorp intends to implement this initiative through consultative processes during the life of the next Enterprise Agreement.</p> <p>Savings allocated to this reform initiative are based on an estimated reduction in 8 full time equivalent positions.</p> <p>In terms of employees affected by the change proposal there may be some effect on other employees in the area but this would be minimal. Of the vacant positions that may be included in the review there are no employees currently seconded into those positions.</p> <p>Any affected employees will be provided with redeployment assistance in accordance with our Redeployment Procedure.</p> <p>Estimated savings for this initiative are \$0.3 million in Year 1, \$0.9 million in Year 2, \$0.9 million in Year 3 and \$0.9 million in Year 4.</p>



FOOTPLATE

NEW SOUTH WALES BRANCH / LOCOMOTIVE DIVISION

ISSUE 7: AUGUST 2010

RAILCORP EA UPDATE

At the Campaign Committee meeting held on the 25th August 2010, Delegates were advised of the following RailCorp offer:

- 4% for 1st year with back pay until 1/04/10;
- 3.5% each year thereafter for the remaining 3 years with importantly, no loss of conditions.

The CRU Campaign Committee resolved to place before members this latest offer over the next ten days. The Locomotive Division has arranged a meeting of all ETR and InterCity RailCorp Delegates for Monday, 30th August and CountryLink Delegates for Tuesday, 31st August to take them through the offer and enable Delegates to provide feedback and discuss the proposal. It will also give Delegates the information to fully discuss the offer with Members at depot meetings and/or in meal rooms during next week. This will enable the Campaign Committee to express the views of the membership and make an informed decision on whether to support the offer being sent out to members for a formal vote as required under the Act when they next meet on the 6th September.

The unseemly short time between these two Campaign Committee meetings is necessitated by the restriction imposed by 30 day extended protected action period recently granted by Fair Work Australia from the 22nd August. In order to use either the threat of or actual industrial action within this period, we must give 7 day's notice of our intent. Another further extension is not allowed!

In general the following matters are important for your consideration. Without sacrificing conditions, the CRU's Negotiating Committee has obtained the inclusion in this proposed EA a clause regarding no forced redundancy. As merely RailCorp/State Government policy until now, could be changed unilaterally by them whereas, by its inclusion in a legal document (which is the EA), it is now a protected condition of employment. Furthermore, any... "reduction in staffing levels will be achieved through natural attrition, redeployment or voluntary redundancy in accordance with RailCorp's Redeployment and Separation Policy and Procedure applying at the date of certification of this agreement." While the likely application of this provision is remote for Locomotive Division members, it still does help protect jobs and individuals in other areas of the organisation.

More specifically, the following matters are important for your consideration. Each EA has a clause which allows management to change its business over the course of time. Presently, we have such a provision in clauses 8 and 9 namely: Consultative and Dispute Resolution.

To underpin the wage rise on offer, RailCorp and State Treasury have required a **Facilitation of Workplace Change** clause. It does two things: introduces specific areas for reform and secondly, permits the arbitration by Fair Work Australia (FWA) of both the process and the outcome of that same reform. The possibility for arbitration of the process is new and an aspect to be welcomed, whereas formerly we had access only to the adjudication of the process. Further, this new clause applies only to the matters specified within the Facilitation Clause: all other change will be managed under the previous / current consultation and dispute resolution clauses as occurs now.

For the purposes of the Locomotive Division, the following should be considered. The *Facilitation* clause contains 16 items, of which three specifically pertain to Drivers namely: "Introduction of Suburban Mentor Drivers to Improve Driver Training Efficiency; Increase the Use of Train Simulators and; Changes in Second or Consequent Train Preparation on Electric Rollingstock." Following negotiations with RailCorp on Monday, 23rd August Locomotive Division Officers, Bob Hayden and Bob Newham produced descriptors on these subjects, which provide the intent of what is meant by the above 3 items.

RailCorp will still be required to consult with the Locomotive Division on these matters during the life of the Agreement and should agreement not be reached the items can be arbitrated by FWA. The Locomotive Division is confident that decisions on these items will be of no overall detriment to the membership.

Please note the Campaign Delegates **DID NOT** vote to accept the offer, but only to table to offer to members so members could provide feedback so when they meet again on the 6th September, an informed decision can be made whether to take the final document out to the Combined Unions membership for a formal vote.

RAIL, TRAM & BUS UNION – NEW SOUTH WALES BRANCH

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Authorised by Bob Hayden - Divisional Secretary



Train Crewing Reform Items

RailCorp EA, 2010

At the start of these negotiations, RailCorp had at least a dozen reforms on the table that had a direct significant impact on Train Crewing including these few:

- Removal of the Guard from non revenue services
- Variations to train crew training
- Remove 10mins sign on time for ETR drivers
- Reposition train crew relief on weekends

The RTBU was successful in having the majority of these reforms removed from the negotiating table but, to bargain in good faith, the 3 items below were agreed to be discussed as making up the quantum. The RTBU did a lot of background work on these 3 reforms with the idea to limit their potential impact and negotiated the following descriptors to reflect this.

Increased use of Simulators

Current training practices involve training train crew on operational rolling stock ('on train') with a combination of Driver Trainers working on roster or removed from their master roster to undertake additional duties as Trainers. Savings would be achieved through a reduction in conversion training for train crew and the number of training days of Trainee Drivers.

RailCorp proposes to reduce reliance on 'on train' training through the expansion of 'simulator' based training as follows:

- RailCorp proposes to reduce the 'on train' training for conversion training for existing crew by one day through the use of simulator held training.
- RailCorp proposes to reduce the number of days of on train training by 8 days from the initial driver training course by the increased use of simulators.

RailCorp is intending to implement this reform initiative through consultative processes during the life of the next Enterprise Agreement via the Driver Training Steering Committee.

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RailCorps original intention was to remove 50hrs actual driving time from the trainees training course and replace it with simulator based training. The above descriptor sets out the limits of the simulators usage and also prohibits RailCorp from changing the trainee's course without consultation with the RTBU's Training Steering Committee.



Second Train Preparation

RailCorp proposes changes to the system of second or consequent train preparation by train crew, through the implementation of a standardised 'take charge' check of a train after it has been out of service for a period, to replace the existing re-preparation of the train.

Currently trains are checked for functionality or prepared for service by train crew prior to the first service of a day. Depending on the train type this preparation can take up to 115 minutes. Subsequently if the train returns to a maintenance centre or a stabling location and the train crew leave the train for it to be taken out again later, it is re-prepared prior to returning into service which can take up to another 115 minutes.

This system is inefficient and does not offer any additional operational or safety benefit as the train has already been checked for functionality earlier that day.

It is proposed to remove the duplication of the need for a full re-preparation via the introduction of a shorter take charge procedure which would entail a modified check of the train including air continuity and brake performance. RailCorp believes that this check would be of up to 10 minutes and would be subject to an appropriate risk assessment.

RailCorp believes that the above change would allow for a more efficient usage of train crew in providing passenger services and reduce the time spent on undertaking duplicated tasks.

RailCorp is intending to implement this reform initiative through consultative processes during the life of the next Enterprise Agreement.

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RailCorps intentions are quite clear from the above descriptor however, the RTBU reserves the right to test all safety critical equipment on the train and this will be validated by the requirement for a risk assessment to be conducted before any change can occur.

Mentor Driver Position

RailCorp proposes to introduce suburban mentor Drivers who will be able to undertake coaching and mentoring of trainee drivers which RailCorp believes does not warrant the full skill set of a Trainer Driver. This proposal will not affect the quality of training and the current level of (100) Driver Trainers and (8) Principal Drivers.

RailCorp proposes that Mentor Drivers would be paid an allowance when used for this purpose which means peaks and troughs in training can be better managed.

RailCorp believes this has the potential to improve the efficiency of Train Driver training delivery and crew availability to deliver services to our customers.

RailCorp is intending to implement this reform initiative through consultative processes during the life of this Agreement.

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As Drivers will be aware, this proposed position was originally put forward by the RTBU as part of a training progression stream for drivers to move from the Mentor position to Trainer Driver and then on to Principal Driver. RailCorp have taken this idea with the intention of utilizing this position to remove the amount of Trainer Drivers required to deliver training, a position which the RTBU has been able maintain as outlined in the descriptor. The RTBU does not support the payment of an allowance for this position and will argue for a permanent wage increase when the detail is negotiated.

Overall, these reforms will have little impact on Train Crew and have been deliberately limited in their scope. The Mentor position is only for ETR and Inter City and the second preparation is limited to Electric trains only.

Country Link

No changes under these reforms

Inter City

A reduction of the second prep time

ETR

Introduction of the Mentor Driver Position & a reduction of the second prep time.

Limited usage of the simulator for ETR Drivers to transition to the Waratah train by the reduction of 1 day from the required training package.