



RTBU NSW LOCO DIVISION NEWSFLASH

WEDNESDAY, 8th July 2015

To all Pacific National RTBU Members

Labour Rationalisation at Cootamundra, Parkes & IBT Depots

On Thursday 2nd July 2015, the Locomotive Division and Pacific National participated in a Conciliation Conference in the Fair Work Commission as a result of the Locomotive Division initiating a Dispute regarding the Labour Rationalisation process being undertaken by the Company.

The Locomotive Division and Member's believed that Pacific National had questions to answer regarding the process being followed, the genuine nature of the Rationalisation / Redundancies and the transparency of the process especially the KSA process, which seems to be built on the assumption of the Company that *"they should be trusted"*.

The FWC was unable to make any binding recommendation in relation to the issues raised as the parties were unable to agree on any of the matters in dispute. The matter can only be taken to binding arbitration if both parties agree, and although the Locomotive Division would the Company would not.

At meetings with the Company prior to the hearing the Company was asked to supply all the information used in the selection process to see how the Company had identify those Employees / Members who they had decided would be forced to take involuntary redundancy, which the Company refused.

The information requested was to include what role and influence the Local Depot and Shift Managers had over the selection of one employee over another.

Members believe that the Companies refusal is either an acknowledgment that they have something to hide or the process followed is not really a process at all but a targeted selection based on personalities / and attitude which is not how the Enterprise Agreement is intended to be applied.

Pacific National has disregarded every option put forward by members and the Locomotive Division in an effort to minimise the use of Involuntary Redundancy across all affected locations.

Whilst Pacific National are still saying that they may consider Voluntary Redundancy swapping and or Job Sharing they have set in most case unachievable conditions for either to occur as follows:



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- Job Sharing will only be considered if a member/employee that has been made Involuntary Redundant proposed to job share with another member/employee that hasn't been selected for Involuntary Redundancy.
- Voluntary Redundancy swapping, members will have to contact another member from an unaffected location, or vice versa, and then both members will have to contact Pacific National's Human Resource department to see if it will be considered. This is also conditional on the length of service of both employees being the same and or less of a cost to the Company.

The Company has also refused to agree to pro-rata long service leave for those employees picked who have less than 5 years service, another kick in the guts financially to those being forced out. Why because they can would seem to be the only reason!

If a member is seeking to use one of the options listed above, they are to contact Pacific National's Human Resource department to request an extension to their exit date until such time as the Company has had a chance to see if they can accommodate the request.

Members, who have expressed an interest to transfer during this notice period, should also contact Pacific National's Human Resource department and Pacific National's career team to have their exit date extended to allow for the process of their application to the new position whether they are successful or not to be considered.

The contact person for Pacific National's Human Resources is Mr. Robert King. His contact details are office number 02 49686021 mobile number 0409 609 120 and email robert.king@pacificnational.com.au.

The Company have advised that Members that have been selected for Involuntary Redundancies will start exiting the Company from the 10th July 2015 and that at time of writing they have notified a total of 20 decent hard working employees from Inner Harbour, Cootamundra and Parkes that they will be made Involuntary Redundant.

It is an uncertain time for Pacific National employees as they continue to face one downsizing decision after another at the same time when overtime is being worked, recruitment is taking place at other locations and Drivers are being asked to cover other classification jobs as they are short staffed.

Members are sick of the condescending statements about "*being part of a team during this difficult process*" and "*we need to look after our customers*" etc, yet employees lives are being ripped apart and constantly being forced to take one for the team by way a "*transparent trust us process*" which is becoming more difficult to believe each time a good, decent and hard working employee is shown the door as a sign of thanks for all their efforts.