



SYDNEY TRAINS REFORM

TRAIN CREW - NEWSFLASH

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Sydney Trains reform: working group update

As members would be aware a number of sub-groups have been set up to deal with the various aspects of Sydney Trains' reform process, with the aim of the groups being to examine the detail of each of the potential reform areas.

The working sub-groups presented concepts to a combined delegates/Sydney Trains forum on 7 December 2015.

Below is an overview of the Safety Indicator Working Groups findings so far.

Safety Indicator Group update

Member feedback has resulted in the Safety Indicator Working Group focusing on the following:

- Management of fatigue,
- Diagram design,
- Consistency of start times,
- Grouping and 'ownership' of book off days,
- Providing regular morning/ afternoon work,
- Retention of rotating through all shifts, and
- Retaining the ability and making it easier for crew to swap shifts.

FAID

The group believes that FAID is a useful *tool*, but has been applied as a *rule* on current diagrams and rosters; FAID accounts for time of day worked, days worked in succession and opportunity to rest. Members have made it clear they don't like single book off days (*pyjama days*).

FLAGS

The Safety Indicators Group has developed a number of Safety Indicators or 'Flags' to improve diagram design. They have considered the 'cognitive requirement' (*how long and how much concentration is required*), as well as factoring in the physical demands of the work. In addition to FAID, a combination of the following indicators will be considered when developing diagrams and rosters;

- Workload; including number of stops, stopping patterns as well as kilometres travelled
- Time of day; especially very early starts before 4.00am and late night work
- Repetition of work
- Length of breaks off train and timing through shift
- Set Types



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Human Factors advise that it is better to have start times closer, within two-four hours over a 'block of shifts' and a 'forward rotation', so start times will mostly be later than the day before, not earlier.

Rest days are important in managing fatigue, and members have made it clear they want to:

- 'Own' their book off days and advise Sydney Trains if they are available to work. Sydney Trains should only offer overtime work on 'book-off' days within agreed Safety Indicator parameters, consistent with a range of start times before and after book-off days.
- Group book-off days, and not have single 'pyjama days', but we also have to limit how many consecutive days they can work, within and across fortnightly periods.

Other recommendations from the working group include:

a) **Improved rostering:** Rosters should allow for first shift or two back from book-off or leave as less-fatiguing work, with 'heavier' shifts in the middle of a 'block of work' then lighter shifts at the end of a block to better manage fatigue.

b) **Controls and consistency:** Controls can be implemented at each level of planned work; scheduling rules, diagram design and rostering principles, managing workload across a line of roster and balancing workload between and within shifts such as:

- Consistent start times – within 2-4 hours over a block of work (fortnight)
- Forward rotation of rostered shifts - Start time the same or later than day before
- Group book off days and no single pyjama days
- Providing regular morning/ afternoon work,
- Retention of rotating through all shifts, and
- Spread Diagrammed standby shifts throughout the roster to help balance workload
- Ability to swap shifts retained, but hopefully need is reduced

These controls would be protected by being built into Industrial Agreements (*EA's and Rostering & Working Arrangements*) and the Safety Management System. Rostering Principles would be built into OpCrew to ensure compliance by rostering staff.

c) **Member ownership:** Review the process for "Not to Alter" and give members 'ownership' of their book of days; Guards to adopt same process for swaps as currently used by drivers.

d) **Technology:** The potential for technology to be used for managing swaps, indicating availability for overtime shifts and other rostering to be developed is also being looked, although not specifically as part of the Safety Indicator Group.

e) **Reward:** Explore potential for members to be rewarded for growth (increased productivity) beyond current program

f) **Payment:** Excess travel payments, Call-out penalty, shift loadings and weekend penalty rates are not included in Simpler Pay (Aggregate payment) discussions; Consider payment for excess LU/LB and altered or additional working to provide individual members an incentive to agree to altered / additional working.



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g) **Pay models:** Pay models are still being explored, including how other allowances can possibly be aggregated and automated to improve accuracy of crew pay, and new overtime models to replace complexity of counting for excess shifts and overtime bonus, and how many hours can be worked at ordinary rate in one day before overtime rate applies.

The current guarantee would still apply with the following principles being applied to new pay model should members agree to change the current model;

- Assurances for crew; Drivers and Guards better off
- Accuracy and Consistency of pay
- Fair and Transparent; consideration of impact on different roles/classifications
- Easy to understand and to administer
- Accuracy of data and trust

Work Group Delegates are now out attending Meal / Standby Rooms, Sign On locations and travelling with members to discuss and explain the process to date, get feedback and ideas from members which will help in the discussions when they resume early next year.

Membership Feedback is always encouraged as the process and any final outcome needs to be supported and understood by members.

And finally, remember...

Unless you hear it and or see it in writing from your Union, it is probably a rumour. You shouldn't hesitate to contact your delegate, Divisional Office and or send an email to the dedicated RTBU Member Reform email address: sydneytrainsreform@rtbu-nsw.asn.au