



PACIFIC NATIONAL

BULLETIN

2 NOVEMBER 2016

Service Delivery Transformation = Termination

Over recent days, Pacific National (NSW/VIC), has advised of redundancies across the business. In true form, the company - instead of consulting with you and your union - consulted with their bean-counters and delivered a decision to terminate over 120 of its permanent workers. PN wants to replace these employees with casuals or with labour hire.

There is also one manager at Port Waratah who is to lose their job.

The finish date for train crew will be spread over the following dates (subject to location and business needs):

- 2 December 2016,
- 6 December 2016, and
- 4 February 2017.

Most of the live run people still have no final date as they are left training their replacements.

PN has claimed a whole host of reasons for the reductions; however, the company has not supplied any solid evidence to back its claims. In fact, PN Coal in the Hunter has advised that it will offer all the 'redundant' employees a direct employed casual position back with PN. It would appear the whole strategy is to displace employees from permanency and place them at the company's whim as casuals with no guarantee of any work.

Despite requests for the proposed coal rosters, they are yet to supply them, making out they are consulting by first presenting them to the roster committees.

DEPOT	REDUNDANCIES
Port Kembla Train Crew	23
Narrabri Train Crew	7
Greta Train Crew	8
Port Waratah Train Crew	32
Gunnedah Train Crew	14
Terminal Operators (Victoria)	7
Greta Supervisors	5
Greta Co-ordinators	4
Port Waratah Live Run	25
Port Kembla Live Run	5
TOTAL	128

As we understand there will be no consultation: a decision has been made and any feedback will undoubtedly be ignored by PN.

The company has made a lot of claims in recent times regarding under-time. What it has failed to mention (or provide any information in relation to) is the employees' loss, such as unpaid hours spent at barracks and the time spent left waiting when laid back from original sign-on times, or even the amount of times shifts end early or extend beyond the roster times.

Under the agreements, PN is required to look at redeployment

options and advertise for redundancy throughout the company. PN has refused to advertise outside individual Enterprise Agreements, and is further restricting swaps. At the same time as announcing redundancies, the company is advertising vacancies elsewhere in the Intermodal and PNQ businesses without giving any thought to the people they are displacing.

The RTBU is looking at all legal avenues to limit the impact of PN's actions in order to force the company to comply to the agreements it is party to.