



March 6, 2017

FAKE SHIFTS = FAKE APM

Back to Fair Work Commission

Members will recall we recently reported a recommendation from the Fair Work Commission regarding Port Waratah Rosters. Shortly after that Newsletter the RTBU wrote to Pacific national seeking clarity on how it calculated the hours it had advised as the numbers it imputed into formulating the APM percentage.

After several items of correspondence, PN still refused to provide these details and also had failed to schedule the fortnightly meetings of the roster committee as was recommended by the FWC. A decision was made to seek further conciliation at the FWC.

At the FWC it became very evident that PN's intention is to abolish the APM and go back to individual "pay as you go" shift penalties that were proven years ago to be a financial hardship issue and the reason the APM was introduced. We hear that PN has been out there selling this concept in its EA briefings.

Members need to be aware of what this would do if reintroduced. Things like only being paid base pay when on holidays and when off sick would be back, only receiving shift penalties for hours actually worked on shift between 6pm and 6am and weekend penalties only when work is performed on weekends. Budgeting would again become a nightmare. This is but one of the many arguments facing members in EA negotiations.

Much of the discussion during conciliation focused around the roster and the shifts that are impossible to work (fake shifts) ie. going from zone six to zone one. We argued how can the APM be based on shifts that can never be worked.

After much questioning in the commission and prompting by the SDP, the company agreed to provide the spreadsheet and the last six months working hour's data to the Roster committee and the Union within 7 days. The commissioner also requested the company to send the information he had recommended be supplied, to the RTBU. The company agreed.

Once received, the RTBU will examine the data with the roster committee before reporting back to the commissioner on the Roster on the 22nd March. Members will be kept informed.

AUTHORISED: R Hayden Locomotive Divisional Secretary

Level 4, 321 Pitt St Sydney.NSW 2000