

pn nsw coal ea 2012

members' information newsletter



Meeting Wednesday 4th September – A Farce

Members are advised that your Negotiating Team today were left bitterly disappointed with Pacific National's response to key outstanding issues. After months of discussion on Public Holidays and after previously believing we had agreement on this clause, PN advised *as a sign of good faith* they would credit DIL's to the duty cycle of train crew on forecast rosters **but on the condition that any new employees to the business would not be entitled to days in lieu!** This was immediately rejected by the RTBU as would be expected by all members. To this point in time there had been no mention of restricting DIL's in fact the opposite! You may recall it was initially touted to us and to employees at briefing sessions, that the expansion of the DIL provisions was an increased benefit being offered by PN to all employees. The other point this is only correcting a current problem not a new claim!

The RTBU were handed a response document on outstanding issues that also included a so called costing of our proposal to include the aggregate allowance to base pay and increase the APM for weekdays. The so called costing was obviously constructed by the Management team, possibly on a bit of butcher's paper after a few vino's at their recent team bonding session. Their offer is now 0.75% per year if they accept our proposal. A copy of their costings is attached below. The figures provided indicate a higher cost than the figures provided last week for an all inclusive wage! It's simply not credible!

One would think that at this stage of negotiations and after all the rhetoric about wanting to settle the EA quickly we would have received a serious and credible response. It seems that PN are wanting, the same old - same old, drawn out process.

It's also worth noting that while PN are offering us 0.75% a year pay rise, Asciano recently announced a \$242.7 million profit for the year and paid the current Group General Manager a bonus in excess of \$300,000 on top of his \$600,000 odd salary. What PN have offered to its work force is an insult to its loyal and dedicated employees.

A few other items were discussed briefly however management closed the meeting early as they had an appointment elsewhere. They committed to writing to the RTBU executive as to what they see as the next steps in negotiations.

The RTBU will shortly be seeking your views and direction you wish to take on negotiations. A further newsflash will follow on these matters.

Your EA Negotiating Team

Allan Nutley
Wayne Pallant
Greg Brooking
Dale Walsham
Greg Cameron
Bob Hayden
Steve Wright
John Curley

Proposed Meetings

DATE	VENUE
NIL	

Are Your Details Up To Date
Members are reminded that it is vitally important that your mailing address, phone numbers & email address are up to date – Contact: Steve Wright at

swright@rtbu-nsw.asn.au or phone: 0418 699 642 to ensure everything is correct

Do you want to receive updates sent directly to you? Email your personal email address (no work addresses) to:

swright@rtbu-nsw.asn.au

For Information go to
www.locoexpress.com.au
click on PN EAs

Authorised by Robert Hayden
Locomotive Divisional Secretary NSW Branch
Level 4, 321 Pitt Street Sydney NSW 2000

PN's Costings

RTBU Claim	FY13	FY14	FY15
Wage Increase	6%	6%	6%
APM @ 1/3:2/3	1.25%	1.25%	1.25%
Impact of Aggregate in Base	2%	2%	2%
TOTAL	9.25%	9.25%	9.25%

Impact is on O/T, LSL and A/L Provision, Sick Leave, LSL Leave and A/L paid on resignation

PN Offer	FY13	FY14	FY15
Wage Increase	0.75%	0.75%	0.75%
APM @ 1/3:2/3	1.25%	1.25%	1.25%
Impact of Aggregate in Base	2%	2%	2%
TOTAL	4.00%	4.00%	4.00%

Excerpts From Ascianos Annual Report

Remuneration of the Executive Director and KMP for the year ended 30 June 2012

\$	Year	Short-term benefits			Sub-total	Post-employment benefits	Other long term benefits	Termination benefits	Share-based payments		
		Salary and fees ¹	Cash incentive ²	Non-monetary benefits		Superannuation	Long service accrual	Termination payments	Equity-settled ³	Value of options as a % of total remuneration	Percentage performance related
Executive Director											
John Mullen ⁴	2012	1,969,278	1,349,460	1,230	3,319,968	15,775	23,306	-	626,205	16	50
CEO	2011	737,525	671,897	466	1,409,888	7,600	452	-	120,789	8	8
Executives											
Alistair Field ⁵	2012	305,810	164,184	615	470,609	7,888	5,098	-	26,850	5	37
Director Terminals & Logistics	2011	597,885	302,940	37,130	937,955	17,489	41,487	-	271,254	21	45
David Irwin	2012	560,045	-	36,659	596,704	16,913	34,812	-	175,753	21	21
Director PN Coal	2011										

Corporate

Corporate expenses increased 102.5% to \$55.7m impacted by a number of factors including:

- A \$15.6m negative turnaround in the valuation of provisions relating to employee benefits including long service leave, workers compensation and employee rail passes from a gain of \$5.6m in the pcp to a loss of \$10m. The increase relates to the decline in the long term risk free rate used to calculate these benefits.
- Full time employees in Corporate over the period increased 30% over the 12 month period in areas including Safety, Human Resources and Corporate Affairs
- The full year impact of senior leadership team appointments compared to the previous corresponding period
- An increase in Non Executive Director costs over the period
- Costs taken above the line compared to below the line in the pcp

BIP initiatives contributed \$6.5m over the 12 month period related primarily to telecommunications and property savings. These savings then get passed back to the divisions.

Underlying corporate expenses in FY13 are expected to be in the order of \$55m.