

THE ACTIVIST



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KIWI RAIL MECA RENEWAL 2018

The KiwiRail Holdings, KiwiRail Ltd and RMTU Multi Employer Collective Agreement expires 30 June 2018. KiwiRail has approached the RMTU and have suggested a "dates and rates rollover" for the Collective Agreement. The RMTU has indicated its willingness to consider such an approach. If such a "dates and rates rollover" was to occur then this would mean that there would be no claims from either party and that all current terms and conditions of employment would remain unchanged except for wages and the term of the "new" CA.

There is an arguable case for a dates and rates rollover as;

- The ERA changes to restore alternative strike rights will be enacted in the newly proposed legislation and recent experience with industrial action illustrates that the current rules are very restrictive, and;
- We are successfully resolving "issues" as and when they arise through the use of the Industrial Councils and HPHE projects.
- All of the unresolved outstanding issues from previous wagerounds have now been resolved between the parties
- Inflation is low and so it is likely that an above inflation increase will be offered by KiwiRail

The Industrial Councils have discussed a dates and rates rollover and are supportive

provided a decent wage offer is put on the table by KiwiRail.

We would appreciate members discussing this proposition with Organisers, Branch Officers and Industrial Council Reps so that we get an understanding as to whether rank and file members support such an approach.

The term we seek would be for 12 months so 1 July 2018 to 30 June 2019.

The Union initiated bargaining for the renewal of the MECA on 1 May 2018 in accordance with the ERA.

MEMBERSHIP GROWTH AT CAF

We've had an upsurge in the membership at CAF, the Spanish owned company responsible for the maintenance of the rolling stock for Auckland Transport,. Much of this has been down to the sterling work of long time delegate Kapendra Kumar in encouraging new employees, many of whom are from overseas, to join the Union. The company has recently committed to regular Union/Management meetings to discuss issues for the first time, in

what we hope will be a new era of industrial relations between the RMTU and CAF. With bargaining over a year away, this is a promising start to building up the membership there.

TOLL NETWORKS BARGAINING 2018 - KICK OFF, CALL FOR REMITS

Our collective agreement with Toll Networks expires 30 June, and under New Zealand law we can initiate bargaining for its renewal 60 days prior to expiry. Accordingly the RMTU initiated bargaining on 2 May.



This is for the information and guidance of RMTU members only!

Members will have an opportunity to discuss claims, or 'remits' for bargaining, in meetings we will hold, or are encouraged to communicate them to the advocate Rudd Hughes (our Auckland based organizer) via your delegate.

Remember, for a claim to have any chance of success it has to be a deeply and widely felt issue by members. Deeply felt means that members understand the claim and are prepared to support it if talks break down. Widely felt means that a majority of members back the claim. So, if there is an issue you want addressed, do your homework and get members at your depot to back it and contact your regional organiser and get the contact details of other delegates around the country so you can work on getting those depots on board.

We are trying to arrange dates for talks to begin with Toll so we will need to have our log of claims prepared ASAP. Arrange a meeting of your depot ASAP. Remember - we're stronger together!

FATIGUE MANAGEMENT WORKING PARTY CONTINUES AT LYTTELTON PORT

Given that we have been engaged in the most bitter and acrimonious industrial dispute for 15 years with LPC it was something of a miracle that the all-day session with LPC and the port unions didn't break down recently. We're trying to come up with a fatigue management policy that the employer and the port unions have confidence in.

That this did not happen was in large part due to the professionalism of Massey University Professor and leading expert on fatigue Dr Phillipa Gander who was unfazed by the lack of trust and frustration expressed by our representatives and remained focused on providing some excellent education on fatigue and how to manage it.

Gander did make the point that fatigue cannot be effectively managed without establishing mutual trust between staff and management and a positive culture towards safety. LPC management did not like to be told that from the RMTU's

perspective trust was at an absolute low, especially given accusations in the media by LPC that the RMTU "used safety as a shroud for [our] industrial agenda". Furthermore LPC were uncomfortable about discussing the impact of so called more flexible hours for workers in the Container Terminal and how fatigue had not been properly considered as part of this.

Another issue that caused the temperature to go up was the lack of confidence expressed by delegates in the reporting system for health and safety related incidents at LPC. The accusation was 'things disappear into a black hole'.

A gap analysis elicited the comment from Gander that without proper risk assessment, monitoring, and mitigation "we're back at Pike River".

So despite the frustration and lack of trust the RMTU continues to fully engage as the stakes can't be higher. Further meetings are scheduled and we remain hopeful that we can reestablish trust and a mature working relationship amongst the parties.



RMTU BIENNIAL CONFERENCE -REMIT CALL

The Union calls for members and branches to tender any remits for National Conference 2018.

The mechanism to change or set union policy, rules and/or standing orders is by way of remit to Conference.

Remits must be moved and seconded by current financial members and passed by majority vote through properly

constituted branch meetings before submission to the National Office and then onto the Conference.

Remits are called and will close on 30 June 2018.

Union policy is a broad topic and for example covers things like trade agreements to whether we support 26 weeks paid parental leave. Currently there is no policy on either of these topics.

METROBOX CAMPAIGN

One of the focuses for the new Auckland Region Organiser Rudd Hughes is a



campaign at Metrobox, a company owned by Ports of Tauranga. The RMTU used to have a strong presence in the Company and it is the aim of the Union to grow the membership with the eventual goal of getting a Collective Agreement across the two Auckland sites.

HPHE @ TRANSDEV AUCKLAND

RMTU met with Transdev Auckland (TDAK), Auckland Transport and a facilitator from HP2 (a company that specializes in High Performance High Engagement - HPHE), Mike Belmont. The RMTU team was Leighton Mosese, Bill Sweeney, Wayne Butson and Rudd Hughes. The purpose of the meeting was to work thru the issues as identified by Auckland Transport during the DOO dispute of Customer Safety and security, Revenue Protection and to identify what is in and out of scope. Also developed were the rules of engagement and makeup of the teams involved at the different levels. It was a good day of discussion and co-operation between the parties. The Teams were agreed with the RMTU team being Rudd Hughes as co-lead, Bill Sweeney, Leighton Mosese and two others yet to be decided, they will however, be members who have specialised knowledge regarding "the challenging issue" (DDO). There will be three members from Transdev management and one from Auckland Transport to complete the team. There will be two days of training in the first week of June directly followed by two days of discussion. The Company are calling the process HP2 to differentiate it from KiwiRail who are following HPHE processes across a number of areas. We are hoping for the same level of engagement, transparency, consensus building and commitment to the process from Transdev as we have had from KiwiRail.

TRACK GANGS START WORK ON THE WAIROA-NAPIER RAIL LINE

The project to re-open the Wairoa-Napier rail line takes a significant step forward this week with track gangs beginning work on the line. The line will mainly be used to transport timber but other industries want

to get on board. The line is being re-opened using funding from the Government's Provincial Growth Fund, and will be used to transport logs to Napier Port.

Until this week our structures members have been working on the bridges, and contractors clearing vegetation, but this is the first time track staff will be on the line. The five-person track gang, based in Palmerston North, will be re-sleeping the track. KiwiRail has estimated that using the Wairoa-Napier line to move the logs to Napier could take up to 5,714 trucks a year off the road, and reduce carbon emissions by 1292 tonnes.

Severe weather in March caused some extra damage to the line but everyone remains confident the line will be ready for trains to run by the end of the year.

The Government has allocated \$5 million to the project, which is expected to take two years to fully complete.

RMTU MEMBERSHIP DATABASE UPDATES

The RMTU membership database is an important tool in contacting Union Members or ensuring members are kept up to date with the latest information. We are concerned at the number of "unknown" or "return to sender" envelopes returned to National Office as part of this year's officer elections. We remind members that if you wish to exercise their rights and participate in the decision making aspects of the Union they should ensure they inform National Office of any change of address or contact details as soon as possible. This includes any change of designation or employer.

Branch Secretaries hold "update of membership forms" that you can post or fax in or alternatively for immediate action members are reminded to utilise the update of membership details link on our website www.rmtunion.org.nz.

For example - All national Union elected positions are up for election this year and so there may be votes conducted by mail. If we have the incorrect address info you will not



get a vote as you will never receive a voting paper. **Update now!**

QUALITY MARSHALLING TIMARU BARGAINING INITIATED

The RMTU has initiated bargaining for the renewal of our collective agreement with QM at Timaru and is in the process of eliciting and preparing claims. We hope to bale to meet with members to discuss these as soon as possible and to get some momentum established in the negotiations.

Timaru port has been busy of late as much of the freight destined for Lyttelton has been diverted there during our dispute with LPC. In addition there was a fire aboard one of the ships berthed at the port that closed it for several days.

We hope our negotiations are not as eventful and that we can conclude a fair and just agreement in a timely manner. Given the growing pressure for wage increases across many sectors of the New Zealand labour market and the increasing emphasis on managing the risk of fatigue in the safety critical industries like the ports we anticipate that these will be hot topics in the bargaining.

CONFERENCE ATTENDANCE

Howard Phillips Wellington Rail National Management Committee (NMC) member and National Vice President will be attending The Associated Society of Locomotive Engineers & Firemen (ASLEF) delegates' conference in Liverpool in 20 – 24 May 2018. The RMTU and one of its predecessor Unions, the EFCA and latterly the LEA, have had a longstanding relationship with ASLEF and the ASLEF Gen Sec and others will be attending the 2018 RMTU biennial conference in Wellington.

John Kerr our South Island Organiser will be attending the RMT Edinburgh 23 to 26 June 2018. The RMTU has had a longstanding relationship with the RMT and the late Bob Crow and other officers from

the RMT have been regular attendee's to our Conference and will be again at the 2018 RMTU biennial conference in October in Wellington.

HEALTH AND SAFETY AT HOME...

We're not naming names but we hear a recently retired South Island Locomotive Engineer and Branch Chair (who incidentally was the best man at our General Secretary's wedding) fell off his grandson's skateboard and suffered a broken wrist and needed stiches in his eyebrow.

That's the thing about second childhoods – we're not as resilient as we were first time round. His former colleagues and RMTU brothers have taken great delight in pointing out this individual will have to be careful as if he breaks the other wrist his family will be wiping more than just his chin...



DRUG AND ALCOHOL TESTING ON WORK SITES WHERE KIWIRAIL HAS BEEN CONTRACTED TO DO WORK.

This has become topical because of changes in H&S legislation and the fact that KiwiRail workers are doing more work on sites where they are being contracted instead of being the contractor e.g.

major roading projects that may require diversion of track. In such cases the primary contractor – Fletchers, Fulton Hogan etc -is the PCBU or 'Person in Charge of the Business Unit' and under the new law carries responsibility for ensuring Health and Safety.

This means that workers attending such sites – including KiwiRail employees – are required to abide by the D&A testing policies of the primary contractor. The RMTU and KiwiRail both want KiwiRail workers to be able to do this work and have reached agreement on how they can do so and ensure their rights under the MECA are protected. In practical terms this will simply mean abiding by the screening regimes on that site – providing these are reasonable. For example, it is common for breath test screening to occur at the commencement of

a shift on many construction sites. Should a member return a non-negative result from any screening test done while working on such a site they will be dealt with by referred to KiwiRail and not by the primary contractor and will have access to all the usual RMTU representation and support.

If you have any questions please contact your Organiser or National Office.

MARLBOROUGH PORT BARGAINING 2018

The initiation of bargaining notice to renew the current Collective Agreement has been sent through to Port Marlborough. Talks are due to commence 21 & 22 June.

WORKERS MEMORIAL DAY DOWN SOUTH

A wet and windy Worker's Memorial Day was no deterrent to the RMTU and fellow unionists who turned out to pay their respects to the dead and reaffirm struggle for the living in Christchurch and Dunedin.

We had a good presence in Christchurch from both rail and port branches and it was particularly heartening to see retired members making their presence felt. The fight for safe and healthy workplaces is being passed from one generation to the next in the RMTU whanau. Also of note was the presence of KiwiRail management who came along in good numbers too. Conspicuous by their absence were LPC management. This is a pity as in recent years they had started to attend. Maybe we'll see them next year.

The Otago gathering did not pass without controversy after a local councillor attributed New Zealand's poor health and safety record to our so called 'blokey culture'. RMTU representatives pointed out that our abysmal performance can be attributed to many factors –systemic failures due to slack regulation after three decades of neo-liberalism being chief amongst these. So we ended up fighting for the living at the ceremony to mourn the dead!

DSC ASBESTOS UPDATE

The working group met on May 1 to discuss progress on the DSC Shunt Asbestos issues. This group included the project manager, RSAS management, Zero Harm, Mechanical MCC Rep, Central KIC terminal rep and a Transdev RCO rep. All 29 DSC have been surveyed and tested. Each loco has an asbestos management plan and an ACM Hazard Management plan for this locomotive class. Information packs have gone to depot RSAS managers, the managers download the information related to these locomotives and discuss the DSC loco's in their areas with the local HSAT.



For those that can access the KiwiRail intranet, the information can be found at -
O:\Fleet Control
Centre\Projects -
Locomotive\043 - DSC
Asbestos\Manager Info
Packages

This information is provided so that the DSC's can be used and maintained, it is not to enable the removal or treatment of the ACM components.

The daily checks will now be weekly checks and performed by trained RSAS workers in suitable PPE. The RSAS workers can opt out of this work.

For operations, there is no requirement to enter the electrical cabinets in the cab and either of the engine bays on these locomotives.

KIWI RAIL NETWORKS INDUSTRIAL COUNCIL MEETING 1 MAY

The KNIC met in Wellington on Tuesday of this week. The RMTU team received a number of updates from KiwiRail on funding, safety and the recent engagement survey and we discussed several items of mutual concern and interest.

Regarding funding, it is clear we are in a new world with the change of government. While it will take time for the support for rail in the Beehive to flow through in terms of spending on work that needs to be done, the story is one of good news in comparison to

the last nine years of having to go cap in hand to a National Government that was in the pocket of the road lobby.

On safety all the figures show our performance has plateaued after significant improvement over the last couple of years. This is to be expected to underline the importance of maintaining the pressure on the safety front from both members and management. The key role of RMTU H&S Reps cannot be over-emphasised.

KiwiRail puts a great deal of effort into its 'Engagement Survey' and was pleased at the increased participation rate, one comment was people are happier in those parts of the company where HPHE projects are present. We were fascinated to see that participation had actually fallen in Human Resources and took the opportunity to engage in some good natured banter with the management reps on this.

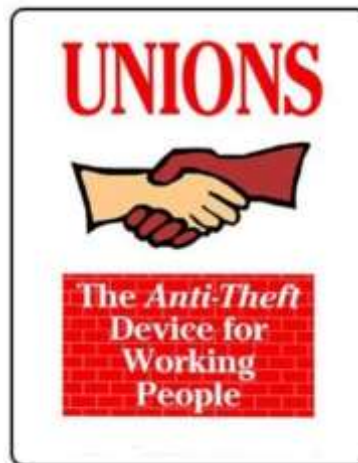
D&A Testing where KRG is not the in charge of the worksite but has been contracted to do work was discussed at length (see article on this).

Speeding while driving for work is a hot topic in some areas. Essentially this is a good news story that has somehow become a bad news story. We have had a number of delegates raise the matter as there appears to have been a some inconsistency in how alleged speeding while driving KiwiRail vehicles is being dealt with by management. The facts are that KRG has gone from registering 30000 events a month to 3000 events a month and only one employee has been disciplined but instead of positively reinforcing this message and encouraging further improvement the narrative is that people are being persecuted. Given this is a H&S issue we agreed a more co-operative approach, focusing on education and positive reinforcement is be the way to go.

Protection Rates of Pay is another hot potato. KiwiRail tabled a survey done by accounting firm EY, it was notable that Downers or Libbet refused to participate. Management then proposed a change to the Level 2 Protector hourly rate but none

to the Level 1 Hourly rate despite the fact that according to the survey KiwiRail pays Level 1 Protectors considerably less than the market median. The RMTU asked what is the problem that needs to be solved here? Is it recruitment, retention, the fact the job has changed, relativities and/or all of the above? We have undertaken to consider and respond formally but given we are about to commence our wage round this is a potentially contentious issue especially as there is evidence that other pay rates don't cut the mustard in terms of being able to attract suitable staff. For example we are aware there may be a similar issue regarding digger operator/excavators.

Regarding HPHE in Network Services the two projects being worked on – People Development & Career Progression and Working Without Trains are coming to conclusion. Project reports are due on 30 June, Working Without Trains pilots on the West Coast and in the Bay of Plenty will continue until Sept. Further HPHE projects may well be generated out of remits that are fed into the MECA bargaining depending on what members and delegates raise.



RAIL OPERATING MANUAL SECTION 3 LE ROSTERING REVIEW AND FATIGUE RISK MANAGEMENT WORKGROUP

This review is not complete and once final formatting and editing is done, the RMTU and KiwiRail will do report back meeting and then the RMTU will conduct a postal ballot to all LE's covered by ROM S3. We expect the report back meetings and ballot will take place in June.

Following on from the ROM S3 review, the Fatigue Risk Management Workgroup is being formed which will primarily focus on mitigating fatigue risk for LE's and Train Controllers. From there to all shift workers in KiwiRail.

At the first meeting for 2018 in April, the managing director of Interdynamics, Peter

Page, gave a presentation on FAID and a new product FAID Quantum. FAID has been used by Rail for around 15 years but this is the first time a presentation has been given to a representational work group. FAID analyses shift patterns and provide a number score to assess risk of fatigue, the newer product, FAID Quantum assesses shift patterns and looks for sleep opportunities when is a more modern approach. This workgroup meets again late May.

HAVE YOUR SAY ON THE GOVERNMENT'S DRAFT HEALTH AND SAFETY AT WORK STRATEGY

The Minister for Workplace Relations and Safety, Hon Iain Lees-Galloway, is seeking input on the draft Health and Safety at Work Strategy for the next 10 years from all New Zealanders including businesses and organisations, workers, unions, specialists, researchers, whānau and the Māori community.

Read the consultation document and find out how to submit - <http://www.mbie.govt.nz/info-services/employment-skills/health-and-safety-at-work-strategy>

Submissions are open until 5 pm on 8 June 2018. Your submission will support the development of the Health and Safety at Work Strategy and action plans to ensure we are focussing on the right areas to get a significant and sustained improvement in health and safety across New Zealand.

Regional Workshops

During May 2017, WorkSafe New Zealand and the Ministry of Business, Innovation and Employment will be holding a series of workshops on the draft Strategy around the country.

The locations and dates for the workshops are:

- Wellington – Monday 14 May
- Whangarei – Wednesday 16 May

- Auckland (South) – Monday 21 May
- Auckland (Central) – Tuesday 22 May
- Rotorua – Wednesday 23 May
- Gisborne – Friday 25 May
- Christchurch – Monday 28 May

Locations, timing and registration for these workshops

<https://avenues.eventsair.com/health-and-safety-at-work-strategy-consultation/health-and-safety-at-work-strategy-consultation/Site/Register>

About the Strategy

The Strategy seeks a significant improvement in health and safety at work by focusing on the things and capabilities that will make the biggest impact. New Zealand's level of work-related harm is still high by international standards. Over the last five years, more than 250 people were killed and almost 2,000 seriously injured at work. It is estimated that around 600-900 people die every year from work-related ill health with many more living with health conditions caused by their work. Some population groups are at greater risk of harm – for example, Māori workers are 44 per cent more likely to be seriously injured at work than the general population.

Further Questions

Please email any questions about the submission process or workshops to: HSWStrategy@mbie.govt.nz

Please circulate this information to other business leaders, organisations and communities that you think are interested and should be part of the development of the draft Strategy.

DRIVERLESS TRAINS - DREAM MADNESS

Sadiq Khan (the Mayor of London) has branded the prospect of driverless trains on the London Underground as "madness". The Mayor of London told a meeting of the London Assembly that he would not risk the safety of millions of Londoners for the sake

ALL aboard!
Staffed trains are safe trains



of saving a few pounds. 4 years ago, the then Mayor, Boris Johnson, who has a history of announcing projects that subsequently fall by the wayside, unveiled new-look driverless trains which he said would enter service on the Piccadilly Line in 2022. But Sadiq said "anybody who understands the Underground system will know there are some deep level, deep underground services, where the idea of having driverless trains is madness. In the interests of saving some pounds to risk the safety of Londoners, of staff and visitors, is the height of recklessness". Surveys have consistently shown that there is no appetite among passengers for driverless trains or pilotless planes.

In NZ we found that the public do not support the removal of on-board staff to have trains operate as driver only. Let's hope we are able to find a sensible public figure in Auckland and Wellington who are cut from the same sensible cloth as Sadiq Khan.

INDUSTRIAL ISSUES IN THE BUS INDUSTRY

The Bus Industry in Auckland has a number of disputes going on. The blame for this can be put squarely at the door of Auckland Transport and its slavish adherence to the Public Transport Operating Model (PTOM) that has given the lowest paying operators the biggest advantage in the tendering process for bus routes. What this has meant is a race to the bottom because the companies that won the tenders did so with very low bids that meant the one area where they could save money was driver's wages. The Labour led government committed to changing PTOM prior to, and shortly after, the election but we have seen no movement as yet. There was also a commitment from them that the bus industry would be one of the first cabs off the rank when it came to the Fair Pay Agreements (FPAs). Currently, bus drivers are relatively lowly paid compared to truck drivers and often have split shifts where the split can be as much as 5 hours long. An

FPA will ensure a minimum rate for bus drivers and limit the time they can be booked off for.

Meanwhile, NZ Bus have just ratified their agreement with a 2% pay rise and no clawbacks. Given the Company was trying to get rid of overtime this is a big win for the unions involved. There are still a number of outstanding Collective Agreements to be settled at Pavlovich, Ritchies-Murphy and Go-Bus. If you see our bus comrades picketing give them a toot. Or better yet, get out there and stand shoulder to shoulder with them on the picket line.

HPHE – OPS PEOPLE DEVELOPMENT PROJECT – JOINT UPDATE NUMBER 1

Last year the KiwiRail Industrial Council (KIC) agreed to establish a HPHE project on People Development for the Operations Group people. This project was confirmed by the HPHE Governance Group at the end of November.

The People Development project focuses on how we recruit, develop (train) and retain our people to ensure we have the right people in the right place at the right time.

It covers all rail operational teams of locomotive engineers, rail terminal operations and container site terminal operations. The rail operations team consists of 910 people made up of:

- 375 locomotive engineers,
- 385 rail terminal employees, and
- 150 container terminal employees.

A key element of this project will be identifying opportunities to use technology (e.g. on-line learning, simulators etc.) for all training interventions (including revalidations). In developing the scope and work stages the team will have immediate focus on quick win opportunities to improve accessibility and effectiveness of training.

Items for consideration:

1. Standardising site and role induction,



2. Standardising initial job specific training including assessments,
3. Review 'on the job' mentoring (B to E's and Minders), assessment and certification processes,
4. Review how rostering for training takes place,
5. Utilisation of e-learning modules for initial learning and revalidations.

The People Development HPHE team met in Wellington on 30 and 31 January 2018 to undertake their HPHE training and commence scoping of this project. The project team is:

Roles	KiwiRail	RMTU
Co-Sponsors	Todd Moyle	Wayne Butson
Co-Leads	Alastair Cumming	Todd Valster
Team Members	Derek Anderson Alan Wight Rob McMillan Telai Sefesi Craig Workman Russell Ness Paul Ashton Hilary Sinclair-Hyde	Johno Johnson (Mt Maunganui) Jason Fabish (Whareroa) John Keenan (Palmerston North) Kelvin Cameron (Picton) Danny Leonard (Middleton) Phil Brewer (Greymouth) Craig Gerken (Invercargill)

Terms of Reference:

At the end of the HPHE training the team commenced developing the terms of reference including the issue statement and project objectives. The issue statement is:

What are the technical and non-technical capabilities required for an effective and competent performer within the different roles in KiwiRail Operations and what are the processes and tools needed to deliver a standardised approach across the rest of the employment life-cycle that will facilitate career pathways for KiwiRail staff?

Next Steps:

The project team met on 20 and 21 March to confirm the terms of reference and develop the work plan. This covers the processes and tools (including the use of technology) that need to be used to recruit and retain employees throughout their employment life-cycle. This includes:

- a. Recruitment and selection criteria and processes
- b. Role induction processes
- c. Initial training
- d. On-Job-Training, including mentoring/minding processes
- e. Certification
- f. Revalidation/safety observation/on-going learning and development
- g. Proposal to Systematise people development

A further 2 day meeting took place on 12 and 13 April where the team reviewed the demographics (age profile) data of the rail operations workforce, defined effective performance of operational roles and mapped the current and future state induction process. This will be shared with teams over the next 4 weeks for comment and feedback which we will review at our next meeting.

The project team have an aim to complete this project by October this year. To achieve this the following dates have been agreed for future meetings (up to the end of June): 16 and 17 May - 26 and 27 June.

The team has committed to provide regular communication - there will be joint updates provided after each meeting. Should you have any questions on this or any views you'd like to make please contact any member of the project team.

COMPLEX HYDROGEN SYSTEM - TRAINS

Canada is also exploring the new train traction technology. Ontario Province Government announced this solution as an alternative to conventional electric trains. "Hydrail" feasibility study was launched in



February and showed it was feasible to develop and operate electrified rail transport services on GO Transit and UP Express networks using hydrogen-powered trains. The cost of such a development is similar to that of conventional electrification.

MECHANICAL CONSULTATIVE COMMITTEE (MCC)

The MCC met in Wellington and Lower Hutt. 18 – 19 April. Day one included a visit to the RSAS depot in Wellington. This gave a chance for members to meet the MCC , their representatives and the new Manager Adam Williams. Day 2 was out at the Woburn Training Centre and included a brief visit to Hutt Workshops.

Highlights of the meeting included – a review of the engagement survey with results from RSAS workers, business and financial report update, a presentation from Hazel Armstrong on the relationship between the MCC and HSATs, updates on various projects – Service Standardisation, HPHE People Development Project, Nexus update and DSC Asbestos.

The MCC minutes are distributed to the managers and reps on the MCC, they can also be found on KiwiRail’s Icon and noticeboards.

The next MCC meeting will be held in Westfield 19 – 20 June

HPHE - TRAIN OPTIMISATION PROJECT – JOINT UPDATE NUMBER 2

The second session of the Train Optimisation project team occurred in Hamilton on 16 and 17 April. To recap this project focuses on having the right crews on the right trains to safely and efficiently deliver on-time train performance with the ultimate aim of providing operational excellence to our customers. The project team members are:

Roles	KiwiRail	RMTU
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Co-Sponsors	Todd Moyle	Wayne Butson
Co-Leads	Mark Heissenbuttel	Todd Valster
Team Members	Eddie van Eeden Simon Prevett Theo De Bruyn Chris Whyman Paul Ashton Steve Muir Jennie Humm Suzie Anderson Carla Flynn	Brendon Smith (Westfield) Steve Peacock (Te Rapa) Dennis Spencer (Mount Maunganui) Allana Ranui (Kawerau) Andrew Feasey (Train Control)

At this meeting the issue statement for this project was confirmed by consensus agreement. It is:

What can we do as One KiwiRail to improve utilisation of our teams and assets in the Golden Triangle in order to enhance safety, operate reliably and meet customer demands?

The team re-confirmed a one KiwiRail approach is addressing this issue statement with involvement of team members from across the business - Locomotive Engineers, Planning, Logistics, Field Managers from Operations, Train Control, Sales and Commercial and Human Resources/Employee Relations. There is also the opportunity to seek additional input from across the business on an as required basis.

A major portion of these two days were briefing sessions to obtain information on current and future business activities. These included an overview of freight customer requirements - especially in the Waikato and BOP areas, the Auckland metro passenger growth and its impact on moving freight in and around Auckland, the opportunities with our shareholder (Government) investment in rail, an overview of the train planning end to end process and overviews on rolling stock and rail infrastructure maintenance approaches.

Key learnings were:



- Customer Pipeline;
 - There's lots of potential for new customers and significant growth of rail business,
 - Sales and Commercial have been very active seeking new business,
 - Examples:
 - Ruakura inland port at Hamilton,
 - Kawerau Container Terminal,
 - All parts of the KiwiRail will benefit,
 - There's potential for job growth.
- It's never been a better time for rail;
 - Growing economy creates opportunities,
 - Government support of rail as part of New Zealand's transport network.
- Growth requires us to;
 - Understand our current problems,
 - Be customer-centric,
 - Prepare for growth.
- Focus on Optimisation;
 - Optimise our complex business,
 - Improving communication and coordination,
 - Ensure we have the resources (people and assets) required for today and for growth.

Next Steps: At the next project meeting to be held on 21 and 22 May we will be developing a process map of the train planning and train delivery processes to identify gaps and opportunities for improvement along with confirming the priorities for our project plan. There will

also be a review of some additional information resulting from the briefings at our last meeting. We will also commence developing a survey which we intend to send to all employees working in the Golden Triangle area so we can obtain your feedback to help with this project.

Should you have any questions on this or any views you'd like to make please contact any member of the project team.

UPDATE - AS/NZS 4760 - PROCEDURES FOR SPECIMEN COLLECTION AND THE DETECTION AND QUANTITATION OF DRUGS IN ORAL FLUID

The AS/NZS 4760 standards committee has now been running for three years. Our Organiser, Todd Valster, has been representing the NZCTU on this committee. There is a meeting of the standards committee next week. The meeting is to review the second round on public comments on the draft standard and hopefully after that, the work on this new standard will be completed.

BITS AND BOBS

- India National Railways plans to introduce ETCS level 2 across its entire 67,638km network at a cost of US\$12bn has hit a hurdle after the Prime Minister Modi rejected the proposal on cost grounds.
- A Belgian freight operator Lineas is seeking partners for its autonomous rail freight project.

LET'S BE SAFE OUT THERE & REMEMBER.....

SAFETY FIRST

