



September 9, 2025

PACIFIC NATIONAL – GRETA DEPOT

PROVISIONAL IMPROVEMENT NOTICE (PIN) ISSUED BY HSR.

After months of inaction and ignoring HSR concerns and requests regarding fatigue and the likely impact of it, your HSR Glenn Jones, issued Pacific National with a Provisional Improvement Notice (PIN).

A PIN is a formal notice allowed for under the Work Health and Safety Act 2011 and is a last resort measure available to Health and Safety Representatives to remedy a contravention of WHS legislation by a duty holder (in this case Pacific National). Section 97 of the act requires that a person issued with a PIN must, as soon as possible, display a copy of the PIN in a prominent place at or near the workplace at which work is being carried out.

For months your HSR and committee have raised concerns over how employees are rostered to drive both Trains and Motor Vehicles. These concerns have been repeatedly stone walled and dismissed. Requests for information to assist in reducing risk and identifying potential causes have also been ignored.

Pacific National will now need to address the concerns raised by Glenn before the specified date on the notice. It is most likely that PN will seek the intervention of a Comcare Inspector to resolve the matter. Members can be assured your Union will be there to support your HSR representative in resolving these critical safety issues.

A copy of the Notice is attached.

We will keep you informed as matters progress. In the interim we again remind members of their safety obligations and that they should always be aware of their Fatigue Levels and follow established guidelines and not operate any machinery in a state of fatigue. Equally we call on Pacific National to seriously address Fatigue in the workplace, not just produce a document full of platitudes and rhetoric to make out they are compliant.

Not a Member, Join Today!



AUTHORISED: F Campbell Locomotive Divisional Secretary

Level 4, 321 Pitt St Sydney.NSW 2000



Australian Government

Comcare

PROVISIONAL IMPROVEMENT NOTICE (PIN) *Work Health and Safety Act 2011 (Cth)*

This PIN is issued under section 90 of the *Work Health and Safety Act 2011 (Cth)* (the **WHS Act**). This PIN requires the duty holder to whom it is issued to remedy a contravention, prevent a likely contravention from occurring or remedy the things or operations causing the contravention or likely contravention of the WHS Act or the *Work Health and Safety Regulations 2011 (Cth)* (the **WHS Regulations**). Depending on the particular contravention, the duty holder may be an individual natural person or an organisation such as a company or public authority (including a 'person conducting a business or undertaking' as defined in section 5). Section 97 requires that the person to whom a PIN is issued must, as soon as possible, display a copy of the PIN in a prominent place at or near the workplace, or part of the workplace at which work is being carried out that is affected by the PIN. There are a number of things that must be done or taken into account before a PIN is issued by a HSR.

1. HEALTH AND SAFETY REPRESENTATIVE (HSR)

First name

Glenn

Last name

Jones

Contact number

0407 574 137

Name and location(s) of work group

Train Crew, Greta NSW

2. PIN ISSUED TO

Name of duty holder

Pacific National Services Pty Ltd

ADDRESS

Unit number

2

Street number and name

4 Blue Street

Suburb

North Sydney

State

NSW

Postcode

2060



3. PIN GIVEN TO (If the PIN is given to someone on behalf of the duty holder)

First name

Slade

Last name

Billot

Position

Regional Manager, Hunter Valley

4. I HAVE CONSULTED WITH THE DUTY HOLDER PRIOR TO ISSUING THIS PIN (SECTION 90(3) OF THE WHS ACT) ✕

5. DETAILS OF CONTRAVENTION

SITE LOCATION

Unit number

Street number and name

8 Mansfield Street

Suburb

Greta

State

NSW

Postcode

2334

I, Glenn Jones

(insert HSR's name)

reasonably believe on:

at:

Insert date

insert time

09/09/2025

5

am X pm

that you:

are contravening a provision, or

☒ have contravened a provision in circumstances that make it likely that the contravention will continue or be repeated of the:

☒ *Work Health and Safety Act 2011*, section 19

☒ *Work Health and Safety Regulations 2011*, regulation 55D

Brief description of how the provision is being or has been contravened

Workers and other persons are exposed to risks associated with high workload and job demand, such as 'microsleeps resulting in crush injuries from vehicular collisions and accidents' arising from fatigue, as Pacific National has failed to implement its existing fatigue management safe system of work, policies, procedures or equivalent, by rostering employees to drive trains and motor vehicles for long distances during the night and in recognised high fatigue time periods.

(Optional) In accordance with section 93 (1) of the *Work Health and Safety Act 2011*, the measures I believe should be taken to remedy or prevent the contravention or likely contravention or matters or activities causing the contravention or likely contravention

- * Employees are not to be rostered for consecutive shifts that start earlier than the previous day's shift.
- * Employees must not be required to start shifts earlier than rostered.
- * Rostering must comply with ONRSR Fatigue Risk Management Guidelines.
- * Flex Zones are not to be used in rosters.
- * No planned car driving is to occur between 10pm and 5am.
- * No car driving exceeding 2 hours is to be scheduled between 9pm and 5am.

6. COMPLIANCE

Date PIN issued

09/09/2025

Date compliance with PIN required

18/09/2025

(Minimum of 8 days after date PIN issued)

Signature of HSR

