

## Rail Operations Enterprise Agreement 2019

### Enterprise Bargaining Update

Dear Team,

Today we met with representatives from the Locomotive Division of the RTBU to continue discussions in relation to our next Rail Operations Enterprise Agreement.

#### **What was discussed?**

##### **Section 4 – Employment Conditions: Drivers**

Significant time was spent going through this section of the current Enterprise Agreement (EA) which focuses on employment conditions specifically for drivers.

This included a heavy focus about group rotations for drivers and variety of running. As Melbourne's need for transport services grows and our network changes to meet that demand, we need to be more flexible and agile in the way we operate the network. For example, by having the flexibility to move our resources to the right places at the right time we can effectively respond to growing needs, network changes and major disruptions on the network.

We are therefore looking to combine depots within a maximum 25 km radius to be treated as a single roster rotation. For example, a current Craigieburn driver might become part of the Craigieburn / Broadmeadows / Upfield cluster. The intention is for a driver to continue signing on and signing off at the same location each day (e.g. sign on and off at Craigieburn).

Combining depots will mean we have a more efficient use of drivers, with less rostered time travelling between locations to start your day. As drivers, it means you will spend more of your shift actually driving, versus travelling between locations. This model would exclude the Flinders Street location.

The RTBU was keen to understand how this would work in practical terms and we will continue to discuss this in future meetings. There was a question about whether there would be a change to the notification period required to alter a shift – this is not part of what we are seeking to change.

##### **Schedule 1**

Significant time was spent going through Schedule 1 which relates to driver rostering, locations, variety of running, training and work practices. Schedule 1 essentially dictates where and when our drivers can work on the network and is very prescriptive. We need flexibility, in consultation with the Driver group, to alter rosters, training and work practices in line with the government's unprecedented investment in our network.

We would like to move certain sections of Schedule 1 into other parts of the EA or to manage them outside of the Agreement altogether as part of procedures, policies, or competency management systems. At our next meeting we have agreed to provide the RTBU with our proposed rostering guidelines for further discussion.

##### **Flexibility**

In light of Metro's recently revised guidelines surrounding flexible working, we spent a lot of time talking about the need for greater flexibility for our people and our business. This included discussion about potentially moving to a fortnightly or monthly roster, giving drivers greater visibility of planned shifts to better plan their personal time while also improving fatigue outcomes. We are hearing from you that turn-around times are an issue for drivers and this change will go a long way towards resolving this. We also discussed providing greater opportunity for flexible part time roles within our driving grade, as well as expanding our 'job sharing' option to ensure that it is not only available to those nearing retirement. We will continue to work through these items with the RTBU in the coming weeks.

#### **What will happen next?**

Our next bargaining meeting is scheduled for **Tuesday 26 March**, and we will send you another update after this meeting.

## **Want to know more?**

As we move through this process, we are committed to ensuring your questions are answered – you can send questions through anytime to [enterpriseagreement@metrotrains.com.au](mailto:enterpriseagreement@metrotrains.com.au)

There are also [FAQs](https://www.metrotrains.com.au/enterprise-agreement/ea-faqs/) on our dedicated website: <https://www.metrotrains.com.au/enterprise-agreement/ea-faqs/>

It is really important that your voice is heard and that we work together to develop our next Agreement.

**Ali Elbouch, General Manager Train Services**  
**On behalf of Metro's Rail Operations Enterprise Bargaining Team**

[www.metrotrains.com.au](http://www.metrotrains.com.au)