

Rail Operations Enterprise Agreement 2019

Enterprise Bargaining Update

Hi Team,

Today we met the Rail Operations division of the RTBU at the Fair Work Commission (FWC) to continue negotiations for our next Rail Operations Enterprise Agreement (EA) under the guidance of a Fair Work Commissioner.

There were a number of claims withdrawn by the union which is a positive step forward in our negotiations. Our priorities remain around safety, delivering reliable services for our passengers and achieving an outcome that provides certainty for you around your next Agreement.

What was discussed?

Part-time

You may recall that Metro put forward a proposal that would see part-time Station staff paid at the ordinary rate of up to 76 hours per fortnight.

This change remains very important to Metro as it reflects our desire to provide a modern, flexible workplace for our people.

While this initial proposal was agreed in principle at the bargaining table, it was not accepted by the broader RTBU delegate group and therefore needed to be discussed again today.

We have considered the union's feedback and have provided a revised position. While we are still seeking to pay the ordinary rate of up to 76 hours per fortnight, our position is to now pay overtime when an employee works over eight hours or when short notice of additional hours is given.

Multiple sign on / sign off locations

We recognise that flexible working arrangements are important to our people. Currently, we have over 200 Authorised Officers (AOs) on Individual Flexibility Agreements (IFAs), which enables these AOs to sign on or off at a location other than their home depot.

Moving forward, we have agreed to simplify this and in the new Agreement allow all AOs to sign on or off at locations that align to individual and operational needs (without individual IFAs). AOs will know their deployments seven days prior to their shift, with a minimum of three days for Multi Modal AOs.

Employee safety

Safety is our number one priority and our goal is Zero Harm, which is our belief that every injury is preventable for our passengers and people. Metro recognises the difficult and sometimes unpredictable environment that our people working in customer facing roles can experience.

The union has put forward a claim for a Hazard Work Allowance for employees working alone or in small groups. We have always maintained that an additional payment does not reduce the risk of assault or abuse or make it acceptable under any circumstance. Today the union has withdrawn its claim for the payment of a Hazard Allowance.

Together, we are committed to the elimination of employee assaults on our network. Today, we have committed to continuing debriefing sessions for serious workplace incidents and these will include Health and Safety Representatives and union delegates.

What will happen next?

This Friday 5 July 2019 combined negotiations will continue with both Locomotive and Rail divisions of the RTBU.

It is important your questions are answered

We will continue providing regular updates throughout the negotiations on our website

www.metrotrains.com.au/enterprise-agreement. The [FAQs](#) are updated regularly so keep checking those, and remember you can submit questions any time to enterpriseagreement@metrotrains.com.au or by responding to this email.

Regards,

Nicholas Sleight, General Manager Stations and Passenger Service Delivery
On behalf of Metro's Rail Operations Enterprise Bargaining Team