

Rail Operations Enterprise Agreement 2019

Enterprise Bargaining Update

Hi Team,

Today we met with the RTBU's Rail Division at the Fair Work Commission to progress negotiations on our next Rail Operations Enterprise Agreement (EA).

What was discussed?

Higher duties

Metro believes that when Rail Division employees act in a more senior role (Higher Duties), they should be paid at the rate of the role they are acting in. Employees acting in a higher position should take the full responsibilities of the role they are acting in, and be qualified to perform all associated duties.

The Higher Duties claim has always been complicated and difficult to agree, in part because of the complex classification structure. Metro put forward a proposal to simplify the classifications which will mean some employees will receive an immediate pay increase.

In this scenario, the lower level of classifications (known as a subdivisional rate) within certain roles will be abolished, providing a clearer, fairer classification structure. Under Metro's proposal, eligible team members will no longer be reliant on length of tenure to progress through the classification from Division 1 to Division 2.

Redeployment and Salary Maintenance

We know our network continues to grow, and we need to change the way we operate accordingly. In the event that a role is impacted, our priority is always to find redeployment opportunities within Metro.

We have spent some time discussing salary maintenance in the event that a team member is redeployed to a position with a lower classification. We have worked to simplify the language of this clause, to make it clearer to understand and apply.

Where a team member elects to remain on salary maintenance, it is agreed that Metro will maintain their substantive rate of pay for ordinary hours of work (e.g. 76 hours per fortnight). Because a person on a maintained salary would be paid at a higher rate, they would not be eligible for any additional increases, until their maintained rate is reached.

Employees who are on salary maintenance arrangements prior to the new Agreement will continue to remain on those arrangements.

Night Network

Night Network is now an established part of our operations. We continue to discuss a review of rosters that will take into consideration the impact of fatigue, the rostering of single days off and the opportunity for part time employees to convert to full time employees.

What will happen next?

We will hold a combined meeting with the Rail and Locomotive Divisions of the RTBU on Friday 19 July, to continue negotiations for our next Rail Operations Enterprise Agreement. We will provide an update following this meeting.

It is important your questions are answered

We will continue providing regular updates throughout the negotiations via email and 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,

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On behalf of Metro's Rail Operations Enterprise Bargaining Team

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