



FREQUENTLY ASKED QUESTIONS (FAQs)

Drivers

Are drivers still going to be able to swap shifts?

We are not looking to remove your ability to swap shifts, as we know this is important for flexibility.

Is a monthly roster still on the table?

This is still subject to negotiations between Metro Trains Melbourne and your union's representatives. We believe monthly rosters will provide our people with greater certainty and visibility of planned shifts and allow them to better plan and manage their personal commitments and time outside of work.

How does Metro plan to improve conditions for Drivers under the new EA?

To meet the growth and transformation of the rail network and build a successful Metro we need modern, fair and easy to understand Enterprise Agreements that support us in being more flexible and agile in the way we operate while providing our people with job satisfaction and careers into the future. Our new Enterprise Agreements also need support our people in receiving benefits that are fair and reasonable while also balancing the cost and delivery of major projects such as the Metro Tunnel, High Capacity Metro Trains and new timetables.

For this reason we have been discussing potentially moving to a fortnightly or monthly roster, giving drivers greater visibility of planned shifts to better plan their personal time. We have also discussed the importance of offering part time positions, as well as expanding our 'job sharing' option to ensure that it is not only available to those nearing retirement.

We are also looking to ensure that the new Agreement makes it easier for drivers to advance their careers. For example, we are looking to remove restrictions on time frames for secondments.

It is also important to us to provide our trainee drivers a more consistent learning approach moving forward – we want to provide more consistent OJT pairings to best position our trainees for success. We are therefore seeking to introduce an independent OJT roster, separate from our general roster, which allows us to deliver a better training experience.

How can you claim that this EBA is going to be a win-win when your log of claims appears to dismantle every condition that Drivers have?

The logs of claims are a starting point for negotiations between Metro and our employees, and your representatives, as we work together to build a successful, progressive and sustainable Metro for everyone. It does not propose to dismantle every condition in the current agreement. To meet the growth and transformation of the rail network and build a successful Metro we need modern, fair and easy to understand Enterprise Agreements that provide our employees with job satisfaction and careers into the future. Delivering this will ensure mutual benefit – a win/win - for Metro and our employees.

Will you get rid of repetitive running due to SPADs?

The safety of our people, passengers and the community is our number one priority. We have a number of programs that we have developed with subject matter experts that are focused on reducing the occurrence of category A and category B SPADs. There is no research or evidence that



shows a definitive link between repetitive running and the occurrence of SPADs. In fact there are many successful railways across the world in which drivers operate one line only without incident.

How is not having certainty about your work hours with a single rotation roster a win/win?

Under current arrangements employees are rostered weekly – by providing a monthly roster, drivers will have greater visibility of planned shifts to better plan their personal time. To improve fatigue outcomes, we want to introduce greater consistency in core times and manage permanent swaps. We also want to limit our people working more than 12 days without a break.

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Will trainee drivers be given cab keys to access non-driving cabs on the Siemens trains to help them prepare for signalling and safe work competency exams?

As part of the EA negotiations, we are not looking to change the current process and give keys to trainees. Trainees are issued with Purple cab passes which allows them to travel in the leading cab to consolidate any learning.

What are you planning to do 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 would like 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 enable more efficient deployment 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.

Will the introduction of Group Rotations (or variety of running) mean drivers get paid less as they won't be qualified to operate across the entire network?

No. Drivers will not be paid less based on the regions they are qualified to drive. As our rail network transforms and grows we need to be more flexible and agile in the way we operate the network. By combining our depots within a maximum 25 km radius to be treated as a single roster rotation we will have greater flexibility to move our resources to the right places at the right time. As drivers, it means you will spend more of your shift actually driving, versus travelling between locations

It's important to us that your questions are answered and your voice is heard.

You can submit your questions at any time to enterpriseagreement@metrotrains.com.au

We'll keep adding to our FAQs section based on the common questions our colleagues are asking.