

All Divisions

The Proposed Rail Ops Enterprise Agreement will help lock in terms and conditions for you that include:

- A fair and competitive **14% wage increase** over the life of the Proposed Agreement. Also, allowances will increase in line with the same percentage as the wage offer.
- **Backpay** – The first wage increase of 1% to be backdated to the first full pay period on or after 1 July 2019 and the second wage increase of 2.5% to be backdated to the first full pay period on or after 1 January 2020.
- **Long service leave entitlements** – Making it clearer and easier for our people to get their leave granted (subject to availability).
- **Trauma leave entitlements** – Have been broadened to more employees.
- **Flexible working conditions** – Greater clarity on part-time work and increased opportunities for job-sharing arrangements.
- **Improvements to parental leave** – Increase of parental leave from 12 to 14 weeks and continuity of superannuation payments for additional unpaid leave.
- **Public Holiday Credits** – Accrued over the life of the Proposed Agreement for Drivers and certain Rail Operations positions, rather than being cashed out annually.
- **Community Service Leave** – Paid leave to employees who are members of organisations such as SES and CFA and participating in firefighting, flood relief, or other emergency activities.
- **Sexual Harassment and Gendered Violence** – Metro's commitments and obligations to prevent sexual harassment and gendered violence in the workplace, including employee training and education.

Rail Operations

The Proposed Rail Ops Enterprise Agreement will help lock in terms and conditions for you that include:

- **Sustainable Employment** – Training and reskilling employees to improve long term employment prospects.
- **Part-time Employees** – Any hours worked in excess of 70 ordinary hours per fortnight will be subject to penalty rates. If a part-time employee has a shift extended, they will receive penalty payments for the additional hours worked. Additional entitlements for part-time employees to access more work through changes to the supplementary labour clause.
- **Classification Review** – Station Master Classification review, which transitions Station Master Level 5 and Station Master Level 7 roles to Station Master Level 6 and Station Master Level 8 respectively.
- **Employee Safety** – Focused risk management in hot spot areas across the network.
- **Roster Review** – Annual review of the master roster for Stations, and consideration of part-time to full-time conversions.
- **Control Desks** – Retains control desks at city and outstation locations and contains a review of the roles and responsibilities of the broader Rail Operational group.
- **Rosters for Authorised Officers (AOs)** – AOs will be able to sign on or off at a location other than their home depot in certain circumstances to meet operational needs and individual needs. Sign on locations will be published seven days in advance.
- **Major Projects** – Senior representatives of Metro and the RTBU to meet on a six monthly basis to improve communication on the program of major projects.
- **Climate Change** – Parties to meet during the life of the Agreement to discuss climate change mitigation, resilience, and just transition.

Loco Division

The Proposed Rail Ops Enterprise Agreement retains Section 4 and Schedule 1, with the following substantial changes:

- **Night Network** – Increases flexibility for outstation Drivers to change their roster to support the Night Network.
- **Metro Driver Training Scheme** – Increases flexibility of duration times and training group locations.
- **OJT Utilisation** – Increases flexibility through better utilisation of Outstation OJTs to assist in the efficient delivery of Driver Training.
- **Flinders Street Decentralisation** – The ability to decentralise some Flinders Street based Drivers. Metro will invite expressions of interest for voluntary transfers at first instance. If there are insufficient volunteers, then Metro will identify Drivers who are the least senior on R Roster at Flinders Street and who live within a reasonable distance to the vacancy at the outstation depot. Any process involving involuntary transfers will require Metro to genuinely consult with affected employees and adhere to minimum timeframes and restrictions on who can be transferred during the life of the Proposed Agreement.
- **New Depots** – Introduces the ability to establish new depots to support operational requirements and productivity improvements.
- **AVs** – Introduces better utilisation of available shifts and notification periods.
- **Group Rotation** – Increases flexibility by combining multiple depots within a limited radius into one roster zone. This will only apply to Drivers who are appointed to any of the following home depots: Sunbury, Watergardens, Calder Park, Westall, Dandenong, Pakenham and Pakenham East.
- **Part-time Shift Drivers** – Introduces a new part-time model for Drivers (separate to the current part-time arrangements) to increase flexibility for employees (including transition to retirement and caring responsibilities) and meet Metro's operational requirements. The number of new part-time shift Drivers recruited externally will be capped at 50 for the life of the Proposed Agreement. There will be no cap on existing Full-time Drivers converting to a Part Time Shift Driver by mutual agreement.
- **Development of Shifts and Variety of Running** – Improves the practical application of rostering clauses to avoid disputation and increasing consecutive return trips up to a maximum of three to provide more flexibility.
- **Reprint of the Roster Book** – Greater flexibility around when the Roster Book needs to be reprinted and introducing the ability to publish electronically instead.
- **Public Holiday Conversion Charts** – Provide greater flexibility to vary existing conversion charts during the life of the Proposed Agreement if Metro and the RTBU agree.
- **Driver Development** – Greater flexibility for Metro to deliver continuation training to address the development needs of a Driver.
- **Swapping of Off Roster Days** – Simplifies and clarifies the process surrounding the swapping of Off Roster Days for Drivers.
- **Time Allowances (Walk times)** – Updated to reflect current conditions for Walk times.
- **Redeployment Due To Medical Reasons** – Enhances benefits for employees who are redeployed to another role at a lower rate within another division due to medical reasons, by preserving the value of annual leave and long service leave entitlements at the rate applicable prior to the redeployment. Any future accruals will be at the lower rate of the new role.
- **Job Security and Use of Supplementary Labour** – A new clause that provides greater protections for Drivers around job security.
- **Long-term Release of Union Officials** – An elected official will be released for the duration of their term without pay to allow them to perform union duties.
- **Secondment and Flexibility** – Improves clarity for Drivers, OJTs, Train Services Officers and Principal.
- **Parental Leave Competency Incentive Training** – Introduces a notification period for training to be initiated.
- **Medical Attendance** – Commits to provide payment for subsequent medical appointments when an employee undertakes fitness for duty assessments in line with the Standard.