



Rail Operations Enterprise Agreement 2019

Access Period: Frequently Asked Questions

3 April 2020

Commercial in confidence



Rail Operations Enterprise Agreement 2019: your questions answered.

On 12 March 2020, we extended a formal offer to the RTBU and APESMA (also known as Professionals Australia) for our proposed Rail Operations Enterprise Agreement 2019 (Proposed Agreement), and asked the relevant unions to engage with their delegates and members to consider and accept this offer.

On Wednesday 25 March, COO Catherine Baxter announced that we have reached in-principle agreement with the Rail Division of the RTBU and APESMA on this Proposed Agreement.

This offer provides a fair, competitive pay increase, at 14% over the life of the Proposed Agreement, balanced with improvements in the way we work in order to deliver the network needed for a growing Melbourne, and also includes backpay.

Eligible employees can now access the Proposed Agreement and incorporated materials (this is what's called the **Access Period**).

Here are some FAQs to provide details about your Proposed Agreement, the Access Period, the Voting Period, and where you can find more information if you need it.

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Section 1: About the Access Period

Before this Proposed Agreement is put to a vote, it's important that you have all the information you need. The Access Period gives you time to access and read the Proposed Agreement, and understand the terms and conditions it includes.

The Proposed Agreement and all the incorporated materials, as well as a tracked-changes version of the Proposed Agreement, were sent to you by email on Tuesday 31 March 2020, and are also available on the EA website and on PaperLite.

Q. What documents and information are provided as part of the Access Period?

All relevant documents are available from the Metro Enterprise Agreement website:

https://www.metrotrains.com.au/enterprise-agreement/ea_rail_operations and are also available on PaperLite.

You have been provided with, or given access to:

- The Proposed Agreement.
- A tracked-changes version of the Proposed Agreement, so you can see any changes that have been made.
- An Index of Clauses which provides a summary of the changes in the Proposed Agreement.
- A one-page summary of key terms and conditions for:
 - all eligible employees,
 - Locomotive Division employees, and
 - Rail Division employees.
- Links to documents, policies and procedures that are referred to in the Proposed Agreement.

During the Access Period, there will also be a number of employee briefings conducted, including video briefings that will be posted on the EA website and PaperLite.

We will also continue to provide updated information through employee briefings, PaperLite and on our website www.metrotrains.com.au/enterprise-agreement



Section 2: Common questions about the Proposed Offer

Q. What benefits and conditions have been included in the offer?

A summary of some of the key terms and conditions included in the Proposed Agreement is included in Appendix A at the end of this document.

Q. What clauses haven't changed?

The Proposed Agreement is keeping many of the terms and conditions you currently benefit from. These are some of the claims that have not been changed in the Proposed Agreement, so you will continue to benefit from many of the current terms and conditions.

For the Rail Division

- Travel pass entitlement
- Extra Days Off (EDOs)
- Guaranteed Payment provisions
- Excess shift arrangements
- Saturday and Sunday penalty rates
- Length of shifts and meal/crib breaks
- Minimum payment provisions
- Notification of Change of Roster
- Ordinary Hours of Work
- Disruption to Work allowance

For the Loco Division

- Travel pass entitlement
- DDOs
- Guaranteed Payment provisions
- Easter Saturday provisions
- Saturday and Sunday penalty rates
- Overtime provisions
- Rosters and hours of work provisions
- Job Share arrangements
- OJT Training Incentive Program
- Swapping of Shifts

Q. How would backpay work?

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. We know that there are some individuals who will have circumstances that should be considered, such as being seconded or acting at a higher role for a portion of the year, these will be considered on a case-by-case basis.



Q: When would my backpay apply from?

The back pay from 1 July 2019 of 1.0 per cent will commence from the beginning of the first full pay period on or after the 1 July 2019. The back pay from 1 January 2020 of 2.5 per cent will commence from the beginning of the first full pay period on or after the 1 January 2020.

Q: How does this wage increase compare with the Consumer Price Index (CPI)?

The CPI is a common way for organisations to consider cost of living increases when determining appropriate and fair wage increases for employees. CPI in Melbourne is currently at 1.8%, so this wage offer is nearly double current CPI. The proposed wage increase not only keeps pace but exceeds current and forecast percentage increases for CPI. In addition to this, eligible employees will also an increase in allowances in line to the wage increase.

Q: Will part time drivers have the opportunity to go full time if they wish to?

Yes. If at any time during their employment a full time driver position becomes available, the part time shift driver can apply to convert to full time.

Q: Can you explain the benefits of Group Rotation to Metro?

The introduction of Group Rotation in the Proposed Agreement will deliver certain benefits to Metro including:

- Greater utilisation of drivers which will improve network performance.
- Greater efficiencies in rostering of Drivers which can improve network performance.
- Metro will gain efficiencies from this claim which, in conjunction with other claims that will deliver efficiencies, will assist in funding the 14% wage increase during the life of the Proposed Agreement.
- A more flexible workforce which will improve Driver availability, making it easier for Metro to deliver major training events as linked to State Projects (e.g. level crossing removals, High Capacity Metro Trains).

Q: What goal do we want to achieve from decentralisation?

There are multiple goals for Metro to achieve relating to Flinders Street Decentralisation. As outlined in the clause in the Proposed Agreement, they are to:

- address capacity issues at Flinders Street ERD;
- maximise driver facilities in outstation locations;
- provide coverage of rotations at outstation locations;
- optimise outstation roster and rotation coverage to enhance passenger experience;
- respond to any Government initiatives relating to decentralisation.

Ultimately, this enables Metro to deploy its driver workforce to fully utilise driver depot facilities across the network to meet network demands. This demonstrates to all stakeholders that we are serious about planning ahead for the future.



Q: How will the group rosters be implemented? Could someone be expected to work at CBE, PKM or PKE one day and DNG or WTL the next?

The three Group Rotation Zones have defined Driver Depots for that Zone: a) SUY/CPS/WGS, b) DNG/WTL & c) PKM/PKE. Drivers within these Group Rotation Zones may be rostered to another sign-on location within that Zone other than their home depot. Example: A SUY driver could be rostered a shift at CPS or WGS within their weekly roster. Metro must provide a minimum of 48 hours' notice if they require a Driver to be rostered to another sign-on location within the Group Rotation Zone. If the Driver believes they are unable to get to the location that they have been assigned to (within their Group Rotation Zone) they should contact their direct manager immediately after receiving the notice to discuss the matter further.

Q: Are there any plans in place to lower the current grade of Station Officers who are currently working at an SO3 rate but don't do Safe Working to an SO2 rate?

The specific detail of what the joint review of the reclassification will look like hasn't been decided yet. This is something that we will consult with our employees and the RTBU on as we move forward in the process. We would like to ensure consistency in classifications across the network.

Q: If my roster changes significantly do I have any options to get this reconsidered. I know I have a right to seek consultation but will my concerns (family situation) be considered?

It is important to note that if Metro is proposing a roster change, Metro must consult with the affected employee in accordance with clause 1.10 of the Proposed Agreement. This clause sets out Metro's obligations in relation to the consultation process, which includes the following:

- That Metro must invite the relevant employees to give their views about the impact of the change (including any impact in relation to their family or caring responsibilities).
- That Metro must give prompt and genuine consideration to matters raised about the change by the Relevant Employees.

Q: Do all staff get to keep public holidays for the life of the agreement?

The Public Holiday clause remains largely the same, save that Metro has agreed to the following two improvements for employees:

- Where a part-time employee has worked on a public holiday (other than Sunday) they can now choose to be paid at double time and a half or be paid at time and a half and receive a credit of the number of hours worked on the public holiday.
- For full-time and part-time Train Controllers, Signallers, Train Drivers and Driver Allocation Officers – leave of absence can be accrued if the Company is unable to grant the request for leave rather than being cashed out annually.



Q: I'm in OCMS – what changes for me?

The following amendments have been negotiated and agreed with representatives, APESMA (also known as Professionals Australia):

- On call / standby allowance increases. Metro will increase the On Call "Standby" allowance for Systems Engineers to a nominal value of \$6.00 per hour and then apply increases line with the wage increases under the Proposed Agreement. This will see the value of this allowance increase as follows:

| | |
|---|--------|
| Nominal value | \$6.00 |
| Commencing from the beginning of the first full pay period on or after: | |
| 1 July 2019 | \$6.06 |
| 1 January 2020 | \$6.21 |
| 1 July 2020 | \$6.27 |
| 1 January 2021 | \$6.43 |
| 1 July 2021 | \$6.49 |
| 1 January 2022 | \$6.66 |
| 1 July 2022 | \$6.72 |
| 1 January 2023 | \$6.89 |

Please note: Systems Engineers who have been paid the On Call 'Standby' allowance at any time since the first full pay period on or after 1 July 2019 will receive backpay of the increases accordingly.

- On call / Standby arrangement for Network Engineers. Metro will insert the following into the Proposed Agreement:
 - The Company and APESMA will meet during the life of this Agreement to discuss whether there is a need to establish an on-call roster arrangement for Network Engineers.
 - If an agreement is reached by the Company and APESMA that on-call roster arrangements for Network Engineers should be implemented, then from the date of implementation Network Engineers shall be entitled to the terms of the On Call "Standby" allowance prescribed under clause 1 of this Schedule.

This will allow time for Metro and APESMA to assess the business need for on-call arrangements for Network Engineers. If Metro and APESMA agree that on-call roster arrangements for Network Engineers should be implemented, then this will allow all relevant stakeholders (including Payroll) the appropriate timeframe to prepare for the implementation of this change.



Section 3: Changes that have been made to the Proposed Agreement since 12 March

Listening to your feedback

After we put forward the Proposed Agreement on 12 March 2020, we held a number of livestreams, employee briefing meetings and answered questions via the EA email inbox. Through that time we continued to listen to your feedback and as a result we made some adjustments to the Proposed Agreement.

These adjustments include amendments to several high priority claims, including:

1. **Commitment by the Parties** (relevant to both Rail Ops and Locomotive division employees). After listening to your concerns around how this clause could be interpreted, we have revised the wording to make this clause clearer. Changes to the wording now provides further clarity that this clause will only apply subject to any requirements set out elsewhere in the Proposed Agreement, including Part 4 and Schedule 1.
2. **Decentralisation** (relevant to Locomotive division employees). Several amendments have been made to this clause in the Proposed Agreement, including:
 - an introduced minimum timeframe of no less than 28 days, when Metro calls for an expression of interest for voluntary transfers;
 - redefining 'reasonable distance' to mean those who live within a 20 kilometre radius of an outstation depot (a reduction from 25 km); and,
 - an increased notification period for a commencement date at a new depot. The notification period has increased from 28 days to no less than 42 days.
3. **Development of Shifts & Variety of Running** (relevant to Locomotive division employees). We have committed to avoiding, where practicable, rostering consecutive shifts which contain 3 down and 3 up trips on one line. This won't apply to AVs, additional shifts/overtime shifts or personal shift swaps.
4. **Group rotation** (relevant to Locomotive division employees). We have made it clearer that 48 hours' notice will be provided when there is a change to the location of shifts as part of the Group Rotation.

Below is a full list of the final set of amendments that were made to the Proposed Agreement.

| Clause reference in the Proposed Agreement | Amendment |
|--|---|
| 1.7.1 (Wage and Allowance Adjustments) | Correct description of wage increases to ensure they align with the percentages listed |
| 1.7.1 (Wage and Allowance Adjustments) | Insert the following words into the last paragraph: "2.5% wage increase at 1.7.1(b) will back paid to the beginning of the first full pay period on or after 1 January 2020" |



| Clause reference in the Proposed Agreement | Amendment |
|--|---|
| 1.8 (Commitment by the Parties) | <p>Redraft the Commitment by the Parties clause to the following:</p> <p><i>1.8.1 The Parties to the Agreement are committed to supporting Company and Government initiatives including:</i></p> <p><i>(a) "Rail Construction and Renewals Projects" being any rail construction and renewals projects, including the Level Crossing Removals project announced by the Victorian Government.</i></p> <p><i>(b) High Capacity Network which includes High Capacity Metro Trains (HCMT), High Capacity Signalling (HCS) and the Metro Tunnel.</i></p> <p><i>1.8.2 Meeting the above initiatives may include supporting the implementation of new rosters or workplace arrangements, including workplace location (both temporary and permanent), to support any of the above subject to any requirements set out elsewhere in this Enterprise Agreement, including but not limited to Part 4 and Schedule 1 of this Enterprise Agreement.</i></p> |
| 2.8.6(a) (Parental leave) | Replace reference to "7.6 hours" with "8 hours" |
| 2.8.8(a) (Parental leave) | Replace "unpaid Special Maternity Leave" with "paid Special Maternity Leave" |
| 2.8.9 (Parental leave) | Replace reference to "7.6 hours" with "8 hours" |
| 2.12.5 (Community Service Leave) | Replace "eight (8) hours" with "in accordance with clause 3.18 (Intervals between Shifts)" |
| 3.1 (Definitions relating to Operations, Salaried, Administration and Engineering Employees) | Reinstate definition of "Regular Relieving / Annual Leave Relief" |
| 3.2 (Relieving Expenses) | Reinstate the words "relieving/annual leave" |
| 3.12.6 (Acting in Higher Positions) | Remove the words "will be paid at the equivalent rate" |
| 3.13(a) (Rosters Development) | Replace "The development of new rosters" with "The development of any future master rosters" |



| Clause reference in the Proposed Agreement | Amendment |
|--|--|
| 3.13(b) (Rosters Development) | Replace “The development of new rosters” with “Roster reviews” |
| 3.13(f) (Rosters Development) | Delete |
| 4.12.1 (Part Time Shift Drivers) | Insert the words “The minimum shift length shall be four (4) hours.” |
| Schedule 1, clause 6.3 (Decentralisation) | Insert the words “The EOI period shall be open for no less than 28 days”. |
| Schedule 1, clause 6.5(b) (Decentralisation) | Replace: “within a radius of 25km” with “within a radius of 20km” |
| Schedule 1, clause 6.5(d) (Decentralisation) | Replace “a commencement date being no less than 28 days from notification” with “a commencement date being no less than 42 days from notification” |
| Schedule 1, clause 16(g) (Development of Shifts) | Insert the words: “Where practicable, Metro will avoid rostering consecutive shifts containing 3 down and 3 up trips to/from the various ends of the line or intermediate location on the Metropolitan Rail Network to and from Flinders Street or intermediate location. This does not apply to AVs, additional shifts/overtime shifts or personal shift swaps.” |
| Schedule 1, clause 20(b)(vi) (Roster Changes) | Replace “Group Rotation: location of shift can be altered within 48 hours” with “Group Rotation: location of shift can be altered with 48 hours’ notice” |
| Schedule 2, clause 1 (Systems Engineers) | On Call “Standby” allowance for Systems Engineers to be set at the nominal value of \$6.00 per hour and then increased in line with the wage increases under the Proposed Agreement. |
| Schedule 2, clause 2 (Network Specialist) | Insert the words: <i>The Company and APESMA will meet during the life of this Agreement to discuss whether there is a need to establish an on-call roster arrangement for Network Specialists. If an agreement is reached by</i> |



| Clause reference in the Proposed Agreement | Amendment |
|--|--|
| | <i>the Company and APESMA that on-call roster arrangements for Network Specialists should be implemented, then from the date of implementation Network Specialists shall be entitled to the terms of the On Call "Standby" allowance prescribed under clause 1 of this Schedule.</i> |

Q. Why has Metro made changes to the Commitment by the Parties clause in the Proposed Agreement?

We listened to your feedback on this and have made some adjustments to the wording of the Proposed Agreement. After listening to your concerns around how this clause could be interpreted, we revised the wording to make this clause clearer. Changes to the wording now provides further clarity that this clause will only apply subject to any requirements set out elsewhere in the Proposed Agreement, including Part 4 and Schedule 1.

The true intent of the clause is to confirm that the Parties support the implementation of company and government initiatives including Rail Construction and Renewals Projects (as defined) and High Capacity Network (as defined). The changes to this clause compared to the 3rd September 2019 offer are that we've defined High Capacity Network and also confirmed that any changes to rosters or workplace arrangements will be in accordance with the provisions of this Proposed Agreement.



Section 4: About the voting period

Q. What happens next?

We now enter into the Access Period. Once the Access Period is complete, you will have the opportunity to vote on the Proposed Agreement. The voting period will commence on **at 12am on Thursday, 9 April 2020 and close at 11:59pm on Friday, 17 April 2020.**

Voting will be conducted electronically, by an independent provider: CorpVote. Once the voting outcome is known, we will provide more information on what happens next.

Q: Do I have to be a union member to vote?

No. Everyone covered by the Rail Operations Enterprise Agreement is eligible to vote, irrespective of union membership.

Q. How do I vote?

Voting will be conducted electronically, by CorpVote, an independent provider. Voting is entirely confidential, and can be accessed on various devices. Voting will be accessible 24 hours a day. You will receive an email and a letter to your home address with information on how to cast your vote.

Section 5: Where to find more information

Q. How do I get more information?

- The Proposed Agreement and the documents, policies and procedures it refers to can all be found here: www.metrotrains.com.au/enterprise-agreement.
- We will continue to provide updated information through employee briefings, PaperLite and on our website www.metrotrains.com.au/enterprise-agreement.
- You may like to check the [Frequently Asked Questions](#) page to see if your query has already been asked / responded to.
- Videos of Livestream events held will be available on PaperLite and the website after the event for those unable to attend.
- You can submit questions at any time to enterpriseagreement@metrotrains.com.au
- Speak to your representative.
- Speak with your leaders.

Q: What can I do if I see inappropriate behaviour in the workplace during this time?

Metro has a zero tolerance for bullying and harassment in the workplace and will take every claim very seriously. If you, or any of your colleagues, experience any bullying or other inappropriate conduct, please report it immediately to your relevant senior manager or People Business Partner. You also have access to our free and confidential counselling service via the Employee Assistance Program (EAP) on 1800 808 374.

Q. What if I have a question?

If you don't find a response to your question using the resources listed above, you can submit your query to enterpriseagreement@metrotrains.com.au.



APPENDIX: Key terms and conditions of the Proposed Agreement

Here is a summary of some of the key terms and conditions included in the Proposed Agreement:

All Divisions

- A fair and competitive **14% wage increase** over the life of the Proposed Agreement. In addition to this, 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** have been refreshed in the Proposed Agreement, making it clearer and easier for our people to get their leave granted (subject to availability).
- **Flexible working conditions** have been improved with greater clarity on part-time work and increased opportunities for job-sharing arrangements.
- **Consultation requirements** have been updated to make it clearer and easier to understand when consultation is required.
- **Improvements to parental leave**, including an increase of parental leave from 12 to 14 weeks and continuity of superannuation payments for additional unpaid leave.
- **Public Holiday Credits** will now be able to be accrued over the life of the Proposed Agreement for Drivers and certain Rail Operations positions rather than being cashed out annually.
- **Community Service Leave**, a new clause providing 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**, a new clause which sets out Metro's commitments and obligations to prevent sexual harassment and gendered violence occurring in the workplace, including the provision of training and education to employees.
- **Commitment by the Parties**. After listening to your concerns around how this clause could be interpreted, we have revised the wording to make this clause clearer. Changes to the wording now provides further clarity that this clause will only apply subject to any requirements set out elsewhere in the Proposed Agreement, including Part 4 and Schedule 1.

Rail Division

- **Sustainable Employment** – In the event of any changes to work (e.g. new technology), Metro commits to re-train and reskill employees to improve long term employment prospects.
- **Trauma leave entitlements** have been broadened to more employees, recognising that a traumatic event is not limited to incidents involving rail vehicles.
- **Part-time Employees** – Simplifies the language regarding part-time employment to make it easier for employees to understand their entitlements. Any hours worked in excess of 70 ordinary hours per fortnight will be subject to penalty rates. In addition, if a part-time employee has a shift extended, they will receive penalty payments for the additional hours worked. There will also be additional entitlements for part-time employees to access more work through changes to the supplementary labour clause.
- **Classification Review** – Contains a review of the 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** – Commitment to reduce employee assaults across the network by focused risk management in hot spot areas across the network.



- **Rosters** – Consideration of part-time to full-time conversions as part of the development of any future master rosters for Stations.
- **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 to align to individual and operational needs. In addition, sign on locations will be published seven days in advance.
- **Counselling and Discipline** – Simplifies and clarifies clauses.
- **Acting in Higher Duties** – Simplifies and clarifies entitlements.
- **Salary Maintenance Arrangements** – Simplifies and clarifies entitlements.
- **Major Projects** – a new clause which requires senior representatives of Metro and the RTBU to meet on a six monthly basis to improve communication with your representatives on the program of major projects.
- **Climate Change** – a new clause which requires the parties to meet during the life of the Agreement to discuss climate change mitigation, resilience, and just transition.

Locomotive Division

- The proposed offer 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 within the parameters set out in the Proposed Agreement to better support present and future demands of the network. It is important to outline what must take place first before a final decision is made on whether an employee is identified for an involuntary transfer:
 - Metro will initiate an Expressions of Interest (EOI) process, seeking voluntary transfers to outstation locations that will be open to all Drivers. This EOI period must be open for no less than 28 days.
 - If there are insufficient volunteers to fill the vacancies through the EOI process, Metro will then refer to the most recent Train Driver Seniority list and identify the least senior Drivers on R Roster (Flinders Street) who live within a 20km radius to the outstation location for which there is a vacant position.
 - Metro will then consult R Roster employees who may be subject to an involuntary transfer.
 - It is important to note that, during the consultation process, Metro must invite the employee to give their views about the impact of the proposed involuntary transfer (including any impact in relation to their family or caring responsibilities) and Metro must then give prompt and genuine consideration to any matters raised about the proposed involuntary transfer.
 - No less than 42 days' notice will be provided for Drivers that are being relocated to a new Home Depot.

As outlined above there are a number of steps that need to be taken before an involuntary transfer can take effect and most importantly, those employees who may be affected will have



the opportunity to raise concerns and have them genuinely considered and addressed promptly by Metro.

- **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. We have made it clearer that 48 hours' notice will be provided when there is a change to the location of shifts as part of the Group Rotation.
- **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 conversions, i.e. existing Full-time Drivers converting to a Part Time Shift Driver which can only occur 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. We have committed to avoiding, where practicable, rostering consecutive shifts which contain 3 down and 3 up trips on one line. This won't apply to AVs, additional shifts/overtime shifts or personal shift swaps.
- **Reprint of the Roster Book** – Greater flexibility around when the Roster Book needs to be reprinted and introducing the ability to publish electronically instead if Metro introduces the use of electronic devices in an active cab during the life of the Proposed Agreement.
- **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** – Outlines that 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, training officers and principal Drivers regarding personal and career development.
- **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.