



The Signallers News

RTBU Signallers Sub Division Newsletter



"To Organise Workers In The Transport Industry To Protect And Build Their Rights At Work"

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Sydney Trains Attempt to Force through Incident Management Database

On the 24th December 2015 the Signaller Executive attended a meeting with Sydney Trains. The purpose of the meeting was to bring in a new point system for managing performance.

There are a number of reasons that Sydney Trains wishes to introduce this new system. These are:

- consistent approach across Signal Box Operations
- clear guide to Signal Box Operations incidents
- differentiation between incidents according to consequence
- identify areas for improvement across the business
- indentify areas for improvement for individuals

The aim of the meeting was to clearly define the different types of Signal Box Operations, review the Points System Matrix and record any suggestions outside the scope.

Incidents are categorised into two types. These are:

- Safeworking/Procedural Breach – An event in which a Rule, Procedure, Local instruction that is not complied with.
- Operational Disruption – An event that is not a Safeworking/Procedural Breach.

The proposed Points System Matrix has three (3) tiers associated with a consequence with it as shown below:

- Attributed delays less than 3 minutes
- Attributed delays greater than 3 minutes
- Other (operational impact without delay)

The Points System Matrix is valued against Signal Box Operations involvement in an incident and as such there is no share allocation.

Should a Signaller/Area Controller accumulate 9 points in a rolling twelve (12) months they will be placed on a Performance Conduct Improvement Plan (PCIP).

The RTBU was under the belief that this matter was still under consultation.

Sydney Trains released an email instructing members that the system will be introduced on the 1st March.

This is clearly incorrect as any conversations about this are under consultation and not been agreed to. Due to Sydney Trains' communication the RTBU placed this matter into step 2 of the disputes settlement clause on the 23rd February 2016.

Signaller Sub-Division Meeting Report Back

The Signallers Sub-Division met on the 25th February 2016. There were many items discussed that included localised and wider felt issues. Some examples of local issues included the additional infrastructure being allocated to Granville Signal Box in the future, chairs at Granville, CAN warnings for dogs on the tracks at Campbelltown, Tracks dropping on ATRICS screens up the Blue Mountains and Upgrade of Blacktown Signal Box.

One of the issues that Signallers felt strongly about was the numerous issues involving TCDC. As such, a motion was put up, discussed, voted and passed. The motion was in relation to TCDC and is as below:

"To eliminate issues with TCDC the Signallers Sub-Division request that the TCDC be managed by the LICS Operators in the Signal Boxes."

The Signaller Sub-Division executive will bring this to the next meeting with Sydney Trains.

Members are reminded that if they have any enquiries or concerns they would like brought to the Signaller Sub-Division Meeting to contact their local delegate.

Delegates and Activists Needed

The RTBU will be placing posting notices for nominations in the positions of Delegates and Co-Delegates in the following areas:

- Central Coast and North
- Strathfield
- Penrith

Full training given to those that become Delegates and Co-Delegates.

Local Union Community Councils

Local Union Community Councils (LUCCs) allow you to connect with other union members and union-friendly people who live or work in your local area.

LUCCs recognise that campaigning together is the best way to ensure government and councils pay attention to the local issues that matter like quality jobs, good services and vibrant communities. No matter what union you're in, LUCCs provide a framework for getting involved and making life better.

There are 29 LUCCs in NSW. These areas include:

Area	Area
Bankstown	Broken Hill
Blacktown	Blue Mountains
Clarence Valley	Central Coast
Central West	Eastern Suburbs
Far South Coast	Goulburn & Districts
Greater Macarthur	Hawkesbury Valley
Macleay Valley	Maitland
Milton Ulladulla	Newcastle
Albury – Wodonga	Northern Beaches
Lismore	Penrith
Queanbeyan	Strathfield-Lidcombe
Wagga Wagga	Ryde
Tamworth-Armidale	Sutherland Shire
Snowy-Monaro	South Coast
St George	Sydney Inner City
Tweed	Shoalhaven
Upper Hunter	

LUCCs are very dynamic and have regular events. An example of this is the recent protest organised by Penrith LCCU against the outsourcing of Medicare services outside Fiona Scott's (Federal MP) Penrith office.



If you are interested in joining your Local Union Community Council please contact the RTBU office.

What's a Union For?



With all the discussion in the various forms of media it's not surprising that workers get confused and are unsure of the

purposes of a trade union. Below is a summary of what a union is.

- A union is an organisation that represents people at work. Representing includes someone from the union meeting with management on behalf of a member or group of staff or taking up a problem with your employer for you.
- Unions aim to protect their members. This includes ensuring workplaces are safe and that people's health is not put at risk through their jobs.
- Unions aim to improve their member's conditions and pay. This is done via collectively bargaining to negotiate improved pay and conditions.
- Running campaigns to improve workers conditions, pay and representational rights. An example of this is the 'Your Rights At Work Campaign'. This campaign was successful in changing the government and legislation that impacted workers rights and pay conditions.

RTBU Womens Campaign Committee

The role of the RTBU Women's Campaign Committee is to encourage women to become active in union campaigns generally, as well as being involved in campaigns that directly affect women in the transport industry. The most important way we can encourage women to become active in the RTBU is to create a communication network that allows the distribution of relevant information to women working in transport.

Women only make up a small percentage of employees within the transport sector substantially as a result of the failure of employers within the industry to recruit and retain women workers.

If any female member's wish to become more involved in the Women's Campaign Committee please contact the RTBU Office.