



## SYDNEY TRAINS INFRASTRUCTURE TEAM LEADER AND WORK GROUP LEADER PAY ANOMALIES

As you are aware during the Sydney Trains Enterprise Agreement 2018 (EA) the RTBU put forward on behalf of our members in Track and Structures and Rail Traction a claim that Sydney Trains review the pay for these members due to the increased workload and generalisation of the position descriptions across the streams.

The RTBU and Sydney Trains met to discuss these issues and were to meet with subject matter experts (SME) members to discuss these anomalies.

Due to time constraints and getting members booked off to attend, the RTBU agreed to wait until Sydney Trains responded in writing to our request for review.

On the 15<sup>th</sup> March 2019 Sydney Trains Industrial Relations (IR) responded in writing and concluded the following;

*Team Leader and Work Group Leader positions are covered by the competency based classification structure included in Section 5 of the Sydney Trains Enterprise Agreement 2018. Classification levels for each stream have been determined based on the competencies and qualifications required for each stream.*

*The supervisory and leadership tasks associated with Team Leader and Work Group Leader positions are similar across the various streams however the complexity of the work being supervised is different.*

*The competencies and qualifications required by the Team Leader and Work Group Leader positions across the various streams do vary based on the nature of the work being overseen.*

*The differences in the classification levels between the various competency streams are justified based on the level and complexity of the work being supervised and the Competencies and qualifications required.*

This conclusion is inadequate and unsatisfactory.

Therefore, the RTBU has created an online survey to put to all our Team Leader and Work Group Leader members to present a business case to Sydney Trains confirming that our Team Leader and Work Group Leader members in Track and Structures and Rail Traction are being underpaid for the jobs they have been tasked to do.

This survey will allow **ALL** of our members to have a say in these discussions.

Take some time to fill out the online survey and make your voice heard in this matter.

To fill out the online survey go to <https://www.surveymonkey.com/r/W6W76BS>

If you have any questions regarding this particular issue or any other industrial matters pertaining to your workplace contact your local RTBU representative or contact Jonathan Parker on 0418 166 742 or [infrastructure@rtbu-nsw.asn.au](mailto:infrastructure@rtbu-nsw.asn.au)

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