

FURTHER WORKGROUP LEADER AND TEAM LEADER PAY REVIEW UPDATE

Categories : [Bulletins](#)

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To: Rail, Tram and Bus Union – Sydney Trains Infrastructure Members.

Due to a significant amount of correspondence regarding the outcome of Pay Rate Review for Track & Structures and Rail Traction Team Leader's (TL) and Work Group Leader's (WGL), there appears to be a need for a further update.

As a member led union, we need to decide what we do next together when it comes to the absurd result from the pay review. Given the result, there is now an opportunity to put the issue in dispute.

Obviously, there was no chance to dispute this point before Sydney Trains had made a decision.

The roles of WGLs and TLs are an extremely important part of the network to keep trains on the track for Sydney trains. There was never an intention to merely accept a negative result and walk, as we said this at end of our first bulletin, we will fight on.

You should now take up the offer by Sydney Trains' Workplace Relations to discuss the review process and their outcome. We are able to bring up to six staff representatives from the Track & Structures and Rail Traction streams which will allow us all to gather all the facts before we all decide how to proceed according to the further options and actions that are set out below.

We call on those members who are interested in attending this meeting to contact Scott Wilson by email within the next 5 days.

So you are fully across some options we can take to challenge Sydney Trains' decision, set out below are some options with their risks and rewards:

1. **Dispute the result and go through the disputes process.** If we want to go down this path, there is a chance that the Commission might side with us and it will resolve the issue. However, if the Commission agrees with Sydney Trains it means that any claim, we make under the next EA will be significantly weakened.
2. **Leave the issue to be solved early next year in the next EA.** The downside of this approach is that we'll have to wait for the next EA to be in place before we see any benefits from it. However, as we all know, the best time to win changes or entitlements is when we have the ability to take action to support our claims. If there is no decision made on the issue by the Commission, the claim will be a lot easier.

If you have any questions about the above, or further issues you want to discuss, please contact your local delegate or your organiser.

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