



# MEMBERS' BULLETIN

## RAIL TRAM AND BUS UNION

Bulletin No: 52/2015

30<sup>th</sup> September 2015

To: RTBU Guard Members,

### SYDNEY TRAINS – REFORM UPDATE NO.6

Members are advised that representatives from the RTBU Locomotive Division and Guards Sub-Division met with Sydney Trains on the 29th and 30th September for Sydney Trains to provide further detail on the following:

#### Aggregate Allowances

Price Waterhouse Coopers (PWC) gave a presentation on how they developed the modelling used to calculate the Aggregate Allowance figures previously provided by Sydney Trains and which have been distributed to members. A copy of the presentation was not handed out to the RTBU at the meeting.

It was confirmed that PWC have been working for Sydney Trains on and off on the modelling and calculations for approximately 18 months without any involvement with the RTBU or members.

They also handed out answers to the questions Delegates had asked at the last meeting (see attached).

Whilst the PWC presentation answered a number of questions, it also generated additional questions and actions for Sydney Trains to respond to / provide, including:

- \* Breakdown of the actual range of time based allowances earned from \$0 to the highest, used to get the average of \$41.00.
- \* Do a comparison of what was actually claimed and costed against what should have been claimed and paid for the 4 fortnights used to calculate the Aggregate Allowance figure they have arrived at.
- \* Actual list of all the time based allowances that make up the \$41.00
- We requested a copy of the full spread sheet that contains all the figures on a depot by depot basis

#### Sample Rosters

On the second day, Sydney Trains presented sample rosters based on what rosters "*could*" look like if they were able to achieve an outcome to clause 12.1 and 12.2.

Sydney Trains made it clear that the sample rosters were example only to start debate in the committee and were not their actual draft rosters for implementation.

As the sample rosters were for 2 depots only for the purpose of only showing how a roster could look like, it was requested by Delegates that sample rosters should be developed for every depot for presentation at the Delegates meeting on the 14th October, including a list of what parameters (changed conditions) were used to construct the samples by Sydney Trains.

Members are advised that a full Delegates meeting is scheduled to take place on the 14th October to brief Delegates and to get some direction as to the way forward and to get feedback from members.

The RTBU has developed an online Sydney Trains RTBU Members Survey which can be found at <https://www.surveymonkey.com/r/Z5GCBSB> which closes at COB on the 12<sup>th</sup> October so the results can be discussed at the Delegates Meeting on the 14/10/15. Hard copies of the survey will be available from the 1<sup>st</sup> October 2015.

Members should also understand that unless they hear it from their Union it is probably a rumour and they should contact their Delegate and or Divisional Office to get the facts.

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# Questions for PwC from previous meetings

CABINET IN CONFIDENCE

Ref #	Question	Response
1	Why are there 24,000 time sheets? 24,000 time sheets / 8 weeks = 3,000 employees. Sydney Trains train crew is 2,400.	All Sydney Trains and NSW Trains staff (including Regional) were included in the time sheet analysis. Only Sydney Trains time sheets were used calculate the ratios for financial year 2014/15 (~18,000).
2	Why was the time sheet analysis carried out for calendar year 2013 now financial year 2014/15, does this mean it was done twice?	No. The time sheet analysis was implemented on calendar year 2013. Ratios from 2013 were applied to the most recent actual payroll data for financial year 2014/15 to determine time based allowances.
3	What 4 sample fortnights we're used for the time sheet analysis?	1. New Year: fortnight ending 12 Jan 2013 2. Easter: fortnight ending 6 Apr 2013 3. Normal: fortnight ending 16 Nov 2013 4. Special Event: fortnight ending 14 Dec 213
4	How many occurrences are there of each time based allowance?	Time based allowances represent \$2.4m in financial year 2014/15 (1.2% of total pay). Average per employee is \$41 per fortnight.
5	Did you compare time sheets to payslips?	The time sheets were reconciled to Payroll data, which should mirror pay slips.
6	Is there transparency of guaranteed payments?	Yes. \$7.2m of Aggregated Allowances includes all allowances (those contributing to guarantee and those that do not). Guarantee still applies for up to 72/80 hours in a fortnight (time based allowances do not contribute to worked hours for calculation).
7	What were the 'Other' Aggregated Allowances presented last meeting worth \$11k?	'Other' allowances are those applied for transferring employees.
8	Was any data excluded from the PwC analysis?	Yes, 92% of pay was in scope representing 96.5% of employees. Out of scope were 1) train crew with earnings on secondment or trainees, and 2) earnings that do not contribute to claims or allowance payments and the units do not attribute to worked hours.
9	Did Sydney Trains give time sheets to PwC / or did they choose periods?	4 selected fortnights were agreed between PwC and Sydney Trains as being representative of total pay throughout a year, including for time based allowances.