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Sydney Trains Proposes Changes to TWP 154

Sydney Trains recently commenced consultation with the RTBU Train Guards Sub Division over proposed changes to TWP 154. Essentially, this procedure sets out what happens should a driver or guard become incapacitated while on a train. Currently, guards are supposed to be trained every year for practice drives, part of which includes the procedure for driver incapacitation. Obviously, a recent dispute by guards has forced Sydney Trains to recommence this training for guards, as it was not being done for some time.

The proposed changes to TWP 154 by Sydney Trains would mean guards would not be given permission to drive trains on the Sydney Trains network should a driver become incapacitated. One of the reasons given for this change is because guards do not drive trains regularly, there is an increased risk if and when they are required to drive a train of making a mistake, and therefore guards moving trains is deemed unsafe.

The feedback from the membership to the Train Guards Sub Division argues the opposite. If Sydney Trains complies with its obligations to train guards in practice drives, it would be safe for guards to drive trains under certain circumstances should a driver become incapacitated. We also believe if Sydney Trains were to prevent guards from driving trains in these circumstances, it would compromise safety and increase the risk of a driver fatality, as a train may be sitting between stations making access for another driver or medical assistance more difficult and delayed. Instead, Sydney Trains proposes guards should provide first aid to assist an incapacitated driver until medical assistance arrives.

Interestingly, this proposed procedure sets out what to do should a guard or driver becomes incapacitated. So, should a guard become incapacitated, drivers should be trained in First Aid as guards are to ensure drivers are in a position to assist guards in these situations.

Consultation will continue on this important issue and we will keep you updated as it progresses.

Sydney Trains lead Guards on Merry Dance - Tangara Crew Cab Refurbishment

In August 2015 representatives from the RTBU Guards Sub-Division commenced consultation with Sydney Trains about the proposed upgrades to Tangara Crew Cabs.



The representatives that attended the above mentioned meeting brought the information back to the membership via the Guards Sub-Division Meeting seeking feedback and suggestions. Some of the suggestions that were tabled by the membership:

- Duplicating the Guards Operation Buttons in line with T95 which was fitted with a lowered buttons back in 2001.
- Removal of the bench seat and replacing it with a crew chair and desk similar to the 'A', 'H' and 'M' Sets.
- Power Points in and around the Guards work station.
- Improved Air Conditioning, Heating and Cab Lighting.
- Dark Window and Door Tinting.
- A Public Address handset on both sides of the Crew Cab.

The RTBU presented these requests back to Sydney Trains. Initially the RTBU was informed that the above mentioned items were 'doable'.

However, a subsequent meeting was held at the UGL Auburn Plant as they won the contract with TfNSW. At this meeting it is noted that not one item on the list provided was included.

In addition, the RTBU discovered that the Scope of Work for the Tangara Crew Cab Upgrades was signed off 18 months previously, prior to consultation.

The RTBU is exploring all options available to ensure that the items detailed above are included in the refurbishment.



RTBU Initiates Consultation With Sydney Trains

The RTBU has initiated consultation with Sydney Trains to revise the following OSPs:

1. OSP006 – Right of Way Procedure for Station Staff.
2. OSP007 – Right of Way Procedure for Guards
3. OSP024 – Retrieving Items from the Track at Stations
4. OSP025 – Customers Requiring Boarding Assistance.

This is due to the numerous concerns raised by our members.

The consultation will involve three meetings with the initial meeting comprising of Station Wages and Salaried Delegates and HSR representatives.

The second meeting will be attended by Train Crew Delegates and HSR representatives.

The intention is after the above two meetings are held there will be the formation of a steering committee.

Terry Johnson will be acting as the coordinator for this project.

In the event that members have any questions or comments they are request to contact their local Delegate or the RTBU office.

RTBU stands in Solidarity with TWU

On the 18th March 2016 the RTBU demonstrated solidarity by supporting the Transport Workers Union (TWU) in their fight for Safe Rates.

Safe Rates guarantees that every truck driver – from employee to subbie – to have rates and conditions of work that ensure they're paid for every hour, every kilometre and every cost.

Many Subbies are forced to work horrendous hours just to keep their truck running. In addition, they are kept waiting in queues outside distribution centres (Coles for example) for many hours that are unpaid. Hardly fair considering Coles posted a profit of \$895 million just between July to December 2015.

The TWU have been successful in fighting for the Road Safety Remuneration Tribunal and following this on with further goals that include strong National union agreements with transport companies.



Bullying and Harassment

The RTBU has been approached by a number of members that are confused about the difference between bullying and harassment.

In response please find the definitions below:

Bullying:

Workplace bullying is repeated, unreasonable and unwelcome behaviour directed towards an employee or group of employees that creates a risk to health and safety.

Bullying is a health and safety issue, and your company has an obligation to prevent bullying. It is the duty of an employer to provide a safe workplace for employees.

Harassment:

Workplace harassment is unwanted behaviour that offends, humiliates or intimidates a person, and targets them on the basis of a characteristic such as gender, race or ethnicity.

Harassment relates to the prohibition in anti-discrimination laws against sexual harassment and sex-based discrimination in the workplace.

The RTBU strongly recommends that any members that believe that they are being bullied or harassed in the workplace follow the practice below:

1. Record the event in a personal diary (not station diary).
2. Phone EAP
3. Report the event to Human Resources in either Sydney or NSW Trains.
4. If in doubt call your Union Delegate

REMEMBER: You have a right to feel safe in your workplace. Don't accept anything less.