



To all Signallers and Area Controllers:

Union Win – Securing Trainee Signaller's Employment Conditions

Dear Members

On 23 December 2024, your representatives won the dispute concerning the employment conditions for Trainee Signallers; continuing our commitment to improving and protecting Trainee Signaller's employment conditions.

On 23 September 2024, the RTBU became aware that Sydney Trains had started employing Trainee Signallers under Fixed-Term Contracts (**TFT**) instead of Permanent Employment contracts, indicating that Sydney Trains was attempting to erode secure employment conditions.

The basis of the dispute was the misapplication of clause 46 of the *Sydney Trains and NSW Trains Enterprise Agreement 2022 (the Agreement)*, which stipulates the conditions under which a TFT can be used, which include projects, temporary vacancies, and short-term labour shortages. Clearly this clause was never intended for the recruitment of Trainee Signallers which has always been (and should always be) a permanent employment contract.

Moreover, it's crucial to note that Sydney Trains proceeded with this significant change in Trainee Signallers' employment without any prior consultation with the RTBU. This lack of consultation was a matter of great concern, as it directly impacts the job security of these employees. For instance, if Sydney Trains were to announce that there are no positions available after 12 months, these employees would be left with no choice but to leave Sydney Trains.

After numerous meetings Sydney Trains proposed the following settlement:

1. Future Trainee Signallers will be engaged as permanent employees.
2. The Trainee Signallers:
 - a. who commenced as a Trainee Signaller in a Signalling school in 2024 and the school beginning on 6 January 2025, and
 - b. whose temporary contracts will end in December 2024

will be converted from temporary to permanent employment with Sydney Trains as Trainee Signallers.

3. This does not set a precedent and will not be utilised by the RTBU in the future.
4. Sydney Trains reserves the right to review and alter employment practices in accordance with operational requirements, legal obligations, and the provisions of the Agreement in force at the relevant time.

The RTBU accepted the above noting that any further proposed changes from Sydney Trains would require compulsory consultation with your representatives.

If members have any questions please contact their local Delegates, Executive or RTBU office.

Issued by:
Helen Bellette
Industrial Officer

Authorised by:
Toby Warnes
Branch Secretary