



Signaller Sub-Division Delivers Stronger Workplace Protection Against Psychosocial Hazards with Assistance from SafeWork

Congratulations to the Signaller Sub-Division Executive and Membership for their solidarity in tackling harassment and bullying in the workplace, which created a psychosocial hazard resulting in a safer workplace, with the assistance from SafeWork NSW.

The background of this issue dates back to the end of November 2024, where a number of Protected Industrial Actions (**PIAs**) were put in place by the Signallers Sub-Division as part of the Sydney Trains and NSW Trainlink Enterprise Agreement negotiations.

While it is acknowledged that negotiations and the application of PIAs can become heated, unfortunately, for the Area Controllers (**ACs**) who work out of the Rail Operations Centre (**ROC**), they experienced an escalation of the pressure, evolving into harassment and bullying by Sydney Trains due to the disruptions on the Network from the PIAs. Tragically, the actions of Sydney Trains resulted in several Delegates and Members making reports to the Injury Hotline and lodging Psychosocial hazards complaints to SafeWork NSW.

SafeWork NSW began investigating psychosocial hazards, and in response, Sydney Trains provided SafeWork NSW with their existing policies and procedures. The RTBU met with SafeWork NSW for an update, and it soon became clear that the main issue lies in the application of these policies and processes.

As a consequence, SafeWork NSW went back to Sydney Trains to scrutinize the issues closer with the result being Sydney Trains agreeing to:

- A Code of Conduct refresh and the commencement of a workshop to improve the framework addressing these matters in conjunction with the RTBU;
- The workshop is being organised in a few weeks' time with three focus areas – leadership, frontline workers, RTBU;
- Outcome will be a centralised system and processes that: and
 - all business areas feed into;
 - All conduct matters will go through this framework;
 - Re-establish all benchlines.
- RTBU will be part of this process and design of the plan.

SafeWork NSW has also advised Sydney Trains that even though this matter is closed in their records, if required, SafeWork NSW is prepared to provide additional advisory services and/or facilitate issue resolution regarding the requirements in relation to psychosocial hazards to Sydney Trains, RTBU, and the workers.

We acknowledge and thank all members who bravely stood their ground in implementing the PIAs while facing significant backlash from Sydney Trains. We also acknowledge that many of the outer area signal boxes encountered similar, if not the same, challenges and demonstrated the same amount of bravery.

We will keep Members updated on the progress concerning the development and outcomes of the workshops.

Authorised by:
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