

SUPPLEMENTARY AGREEMENT

CONNEX TRAINS MELBOURNE

ENTERPRISE AGREEMENT 2000-2003

1. This Supplementary Agreement (Agreement) is made between Connex Trains Melbourne and the Australian Rail, Tram and Bus Industry Union pursuant to Sections 4.2 and 10 of the Connex Trains Melbourne Enterprise Agreement 2000-2003.
2. This Agreement reflects the commitment of the parties to working co-operatively to identify and achieve business improvements that will allow the company to meet its obligations under the Customer Service Charter, its commitments to customers and shareholders and its commitments to government under the Franchise Agreement.
3. While this Agreement contains certain agreed business improvement initiatives, further identification and implementation of business efficiencies, as provided in Section 10 of the Connex Trains Melbourne Enterprise Agreement 2000-2003m are not precluded.
4. A further wage adjustment of 2% in addition to that provided in Section 7 of the Connex Trains Melbourne Enterprise Agreement, will be accorded to staff employed in the Locomotive Grade classifications under the Locomotive Operating Grades (State Transport Authority, Victoria) Award 1987 (L0064) only, from the first pay period on or after 1 July 2001, in recognition of the implementation of agreed business improvement initiatives contained in this Agreement.

5. Business Improvement Initiatives

The parties agree to the implementation of the following initiatives:

5.1. Classroom Simulator Instructors, Train Service Officers and Rail Training International Instructors (RTI) Consultants driving trains

To further supplement the train driver workforce during periods where train driver shifts exceeds the number of train drivers available to undertake the required 'work', the above mentioned staff can be utilised.

Connex general class train drivers will be given first opportunity to fulfil overtime shifts prior to utilisation of the above Locomotive Grades for driving duties.

Further to the provisions contained in the Connex Trains EBA 2000 – 2003, Train Service Officers and Classroom Simulator Instructors may elect to driver any train, which is causing or has the potential to cause train service delays.

Implementation: July 2001

5.2. Fleet Maintenance Protocol (FMP)

Further to agreement reached by the parties pursuant to Connex Trains Agreement 2000 –2003 (schedule A, Initiative 2), it is agreed that where any fault has been attended, re-categorisation may occur to allow trains to be moved into position for maintenance, provided it has been determined as safe to do so.

A joint Business Development Group has commenced the review of the FMP to identify extensions to in-service running, where faults are non-safety critical, with the view of enhancing train availability and reducing train cancellations.

This review will continue with a view to implementation no later than September 2001.

Implementation: July 2001/September 2001

5.3. Flexible New Depots

To enhance driver availability for Connex train services, it is agreed that at newly created depots, drivers may be allocated to commence and finish shifts at a location other than their respective appointed depot. In this case car allowance is not applicable.

The parties will work together to ensure that the operation of this initiative is implemented effectively and minimises inconvenience to drivers.

Implementation: July 2001

5.4. Epping Wash, Workshop and Standby Drivers

To improve manpower usage the Wash Plant driver and the Maintenance Workshop driver based at Epping will be amalgamated into one function, commencing from, the introduction of the new timetable on 22nd July 2001.

Currently two train drivers are rostered to work the wash plant at Epping (one in the AM and one on the PM). Another two train drivers are rostered to perform 'Maintenance workshop' duties (one in the AM and one on the PM).

This amalgamated position will be required to perform both maintenance workshop and train washing functions. Priority will be given to maintenance workshop train movements.

In addition, Epping drivers rostered on revenue trains may as part of their shift be required to wash a train and the driver rostered at Epping as a stand-by driver can also be utilised to assist at the Epping depot, if required.

Implementation: July 2001

5.5. Standby Drivers to carry meals

Dedicated 'stand-by' shifts are located at Flinders Street. The current practice is that these drivers have their meals at Flinders Street.

Therefore when allocating work to the stand-by drivers, the Train Crew Allocation Officer must always allocate enough time for the driver to complete the task and return to Flinders Street to have their meal.

This requirement leads to inefficient manpower usage of the stand-by driver.

Agreement for the stand-by driver to carry their meal will be endorsed on the following shifts:

Monday – Friday	0600hrs stby	0700hrs stby	1530hrs stby	1600hrs stby
Saturday	0630hrs stby	0830hrs stby	1500hrs stby	1600hrs stby
Sunday	0800hrs stby	1000hrs stby	1400hrs stby	1700hrs stby

These stand-by shift times will be required to be reviewed and adjusted with the introduction of each new timetable.

Implementation: July 2001

5.6. Holiday Conversion Chart

When a public holiday falls on a weekday, the normal weekday train service is replaced by a public holiday train service (Saturday or Sunday train service).

To accommodate the reduction in train services a 'Holiday Conversion Chart' is used which converts a driver's weekday shift into a driver's weekday public holiday shift.

Accordingly, after the conversion, some drivers are rostered to work a shift and some drivers have nothing appearing on the rotation (ie blank).

The 'blank' on the rotation has lead drivers to believe they are 'off roster' and therefore can reject to work a shift, if their services were required.

On the following public holidays; 'New Years Day', 'Christmas Day' and 'Boxing Day', 15 shifts in the AM and 15 shifts in the PM, which were originally 'blank' on the 'Holiday Conversion Chart' will feature the symbol 'IR'. In cases where these days fall on weekends and are transposed to weekdays all days are included for this purpose. Similarly additional gazette holidays during this period will be included.

A shift that has been converted to 'IR' will indicate that any additional manpower requirements on the public holiday will come from the 'IR' group of train drivers.

48 hours notice will be provided to drivers who are shown as 'IR', advising if they will be required to work on the public holiday.

If additional manpower is not required on the public holiday the 'IR' shift will be converted to an 'off roster' day. ('IR' does not guarantee a driver a shift). Drivers rostered to work and are seeking a days leave will only be granted leave after the if required drivers have been satisfied for leave requests.

Existing agreements will apply for payment of 'compassionate payment' and daily sickness.

Implementation: July 2001

5.7. Out-station Drivers signing on over phone

To ensure that train services are maximised, Train Drivers signing on at outstation locations are required to confirm their attendance for duty by telephoning the Train Crew Allocation Officer at sign on time.

This arrangement will commence at certain locations with the introduction of the new timetable on 22 July 2001.

Implementation: July 2001

5.8. Mutual swap of annual leave

Train drivers are currently rostered 4 weeks annual leave every 37 weeks. Accordingly, the number of drivers 'on' leave is spread evenly throughout the year.

During periods of peak rail service demand (ie Melbourne Show, Spring Racing Carnival) Connex needs to reduce the amount of drivers on leave to ensure our 'special event' commitment is met.

Accordingly, agreement has been reached for train crew rostering staff to approach drivers to request the driver move their annual leave dates to a more suitable date on a voluntary basis.

Implementation: July 2001

5.9. Download CCTV images updating timetable information whilst the train is in motion

The new Closed Circuit Television (CCTV) systems on the refurbished Comeng and X'trapolis fleets record digital images from inside the passenger saloon. These images are recorded on the Main Processing Unit (MPU) located at one end of a three car unit.

These images are required to be 'downloaded' via a laptop computer and viewed for a variety of passenger safety reasons.

Access to brake-evens will also be required for short periods to enable new timetable information to be up-loaded into the on-board display systems.

This agreement will enable for staff trained in image retrieval and updating timetable information to travel in the cab of a suburban train

(centre or rear) for the purpose of completing the previously mentioned functions.

Prior to entering the cab of the suburban train, the driver of the train must be advised of the circumstances.

Implementation: July 2001

5.10. Hitachi Trains Drivers side sliding cab window

The sliding driver's cab window on the Hitachi train (air condition cabs only) is an ongoing modification which is currently 70% complete (45 out of 64 cabs fitted out).

Agreement has been reached to halt this modification due to the limited life span of the Hitachi train. However, any Hitachi trains scheduled for prolonged use after the entire X'trapolis fleet has been delivered will require this modification to be completed.

Implementation: July 2001

5.11. Observation windows

Vandalism across the Connex network is an ongoing problem that causes significant delays to the train service.

On the wall between the passenger saloon and the driver's cab is a one-way window, called an observation window. This window allows a driver to monitor activities in the leading passenger saloon, and provides passengers with a feeling of greater security.

However, due to its construction, this window can be broken or 'pushed-in' and therefore provides an easy avenue for vandals to enter the driver's cab from the passenger saloon.

A train with a broken/missing observation window is required under the current maintenance agreement to be shunted from service after it has completed its current service; this can ultimately cause train cancellations or service delays.

With the advent of the on-board CCTV system, the observation window has become an obsolete item.

Agreement has been reached for the complete 'blinking off' of the observation window on;

- Refurbished Comeng trains,
- Hitachi train fleet (non-air conditioned cabs only)

Agreement has also been reached for the modification to strengthen the observation window on the Hitachi fleet (air condition cabs only).

Implementation: July 2001

5.12. Hitachi slam doors locks

The 'H' key locking mechanism on cabs of suburban trains has proven inadequate to prevent vandals from gaining access to the drivers cab.

A modification was developed to change the locking mechanism to a 'V29P' type lock, which would enhance the cab security.

Currently 53% (60 out of 114 cabs) have been modified with this new locking mechanism.

Agreement has been reached to halt this modification due to the limited life span of the Hitachi train. However, any Hitachi trains scheduled for prolonged use after the entire X'trapolis fleet has been delivered will require this modification to be completed.

Slam door locks as referred to in the Connex Trains Agreement 2000 – 2003 (schedule A, Initiative 7.1) will not be required when implementing that business initiative.

Implementation: July 2001

5.13. Car parking arrangements for Out-station drivers

MTE is committed under the franchise agreement to provide 1000 new passenger car parking spaces at suburban railway stations.

At a number of major railway locations, land has been allocated for dedicated train driver car parking compounds.

Agreement has been reached for some of these existing car compounds to be reduced and/or relocated to enable maximum usage of the land space available to ensure MTE can fulfil its franchise commitment.

In addition, the parties agree to work constructively and positively together to identify any future car parking alterations, which will maximize commuter car parking at suburban railway stations.

Implementation: July 2001

5.14. Flinders Street Decentralization

The parties commit to work positively together, through agreed consultative processes, to examine the viability and potential of decentralising the Flinders Street train crew depot to existing or new locations throughout the Connex network and to develop and establish suitable rosters and working arrangements should Decentralization be viable.

Implementation: July 2001

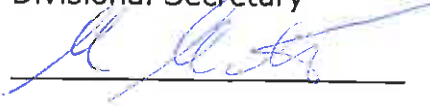
SIGNATURES:

Signed on behalf of: **Rail, Tram and Bus Union Locomotive Division**

Authorised Representative:

MARC MAROTTA
Divisional Secretary

Date: 27-6-2001



Signed on behalf of: **Connex Trains Melbourne Pty Ltd**

Authorised Representative:

BARRY JAMES
Acting Managing Director

Date: 27-6-2001

