

ENTERPRISE AGREEMENT

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**STATE RAIL AUTHORITY OF
NEW SOUTH WALES**

- STATE -

ENTERPRISE AGREEMENT, 1995

PART 1

**ENTERPRISE AGREEMENT
FRAMEWORK**

February 1995

EXPLANATORY NOTE

This Agreement represents commitments made by the parties inclusive of an earlier signed Memorandum of Understanding between the parties outlining a number of reforms, together with reforms reflected within a Certified Agreement of the Australian Industrial Relations Commission between the State Rail Authority and appropriately registered organisations of employees.

This Agreement is divided into three (3) parts:-

- Part 1: Enterprise Agreement Framework
- Part 2: Common Pay Points System & Rates of Pay
- Part 3: Classification Structures & Work Level Descriptions

PART 1

Expresses a framework for the commitments agreed between the parties. This document is divided into two (2) sections. Part A deals with administrative arrangements and statutory requirements. Part B details reforms on an Authority-wide basis in addition to those at a business group level.

PART 2

Incorporates details of the common pay points system and associated pay rates covering all State award classifications. It also outlines the various allowances and rates applicable to award classifications.

PART 3

Incorporates details of the various classification structures and supporting work level descriptions covering all State award employees. It mirrors the Federal Agreement, and provides a framework for the design and evaluation of jobs within the business groups. The document comprises two sections - Section 1 outlines the classification structure for each of the identified streams, while Section 2 provides the generic supporting standards, which include:-

- Work Level Descriptions
- Characteristics of the Work
- Skills, Attributes, Education and Training
- Task Descriptions.

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PART A

ADMINISTRATIVE ARRANGEMENTS

1. TITLE

This Agreement shall be known as the State Rail Authority of New South Wales - State - Enterprise Agreement, 1995.

2. PARTIES TO THE AGREEMENT

The parties to the Agreement shall be:-

- a. The State Rail Authority of New South Wales in respect of the Authorities, enterprise conducted in its offices throughout the State of New South Wales; and
- b. The following industrial organisations of employees:-
- The AWU - FIME Amalgamated Union, New South Wales
 - The Building Workers' Industrial Union of Australia, New South Wales Branch
 - The Operative Painters and Decorator's Union of Australia, New South Wales Branch
 - The New South Wales Plumbers and Gasfitters Employees' Union
 - Operative Plasterers, Plaster Workers Federation of Australia, New South Wales Branch
 - New South Wales Branch, Australian Railways Union
 - National Union of Rail Workers of Australia New South Wales Branch

3. PARTIES BOUND BY THE AGREEMENT

This Agreement shall be binding on:-

- a. The State Rail Authority of New South Wales.
- b. Any person employed in any capacity within the jurisdiction of the:-
- Government Railways (Permanent Way) Conciliation Committee
 - Government Railways (Building Trades) Conciliation Committee
 - Government Railways (Loco and Stores) Conciliation Committee
 - And identified in Part 2 of this Agreement
- c. The following industrial organisations of employees:-
- The AWU - FIME Amalgamated Union, New South Wales
 - The Building Workers' Industrial Union of Australia, New South Wales Branch
 - The Operative Painters and Decorator's Union of Australia, New South Wales Branch
 - The New South Wales Plumbers and Gasfitters Employees' Union
 - Operative Plasterers, Plaster Workers Federation of Australia, New South Wales Branch
 - New South Wales Branch, Australian Railways Union
 - National Union of Rail Workers of Australia New South Wales Branch

4. NOMINAL TERM

This Agreement shall take effect from the date of registration and operate from the beginning of the first pay period on or after that date and remain in force for a period of 12 months.

5. WAGE INCREASE

As a consequence of the relevant organisations of employees' commitment to implement this Agreement in full, the State Rail Authority agrees to pay the wages outlined in Part 2 of the Agreement - Common Pay Points System and Rates of Pay.

6. OBJECTIVES OF AGREEMENT

In implementing this Agreement, the parties agree that the Agreement should further the following goals:-

- Provide the people of New South Wales with a world class rail service which is safe, customer oriented and efficient
- Manage SRA's assets in accordance with sound commercial practice
- Provide a workplace in which change is managed through consultation and negotiation between the SRA and SRA unions
- Provide long term, secure and satisfying work with broad career paths and just rewards
- Provide the ability for employees to realise their potential through training and development
- Provide equality of opportunity in respect of recruitment, training, redeployment and promotion
- Provide a workplace that is safe and healthy
- Facilitate further agreement relating to SRA operations and conditions of employment to operate from the expiry of this Agreement
- Streamline processes and working arrangements where appropriate to enhance flexibility and productivity reforms

A measure of achievement of this Agreement will be the:-

- Progression of the Performance Indicators Review
- Achievement of the Performance Indicator Targets specified herein
- Progression of the Consolidated Conditions of Employment Instrument
- Progression of negotiations for registration of SRA's next EBA

- Implementation of revised job redesign process and committee structure
- Implementation of reforms specified for Business Units
- Implementation of:-
 - Part 2 - Common Pay Points System and Rates of Pay
 - Part 3 - Classification Structures & Work Level Descriptions

Should unforeseen circumstances prevail, the parties are committed to reaching an understanding that completion of these objectives will be achieved in a mutually acceptable timeframe.

7. SINGLE BARGAINING UNIT

In order to negotiate enterprise agreements, a single bargaining unit has been established comprising representatives of State Rail Authority unions and the State Rail Authority at the organisational level. The single bargaining unit will be not more than 6 representatives of the State Rail Authority and 6 representatives from the trade union movement.

8. WAGE CASE DECISION

The parties give a commitment that this Agreement represents the maximum outcome with regard general wage movements throughout the duration of the Agreement.

9. NOT ENTERED UNDER DURESS

The parties declare that the Enterprise Agreement was not entered into under duress.

10. NATIONAL STANDARDS

This Agreement does not involve a reduction in ordinary time earnings or departures from Commission standards of hours of work, annual leave with pay or long service leave with pay or parental leave.

11. AVOIDANCE OF INDUSTRIAL DISPUTES

The procedure for the settlement of disputes for parties subject to the Enterprise Agreement shall be determined in "Annexure A" (attached hereto) in the Agreement dated 31 July, 1981 or as amended between the State Rail Authority and the Labor Council of New South Wales.

The procedure for the settlement of disputes for individual employees subject to the Enterprise Agreement, shall be as expressed in "Annexure B" (Dispute Settlement Procedures - Individual Employee) attached hereto.

12. STATUS OF TIME EXPIRED AWARDS & EXPENSE RELATED ALLOWANCE AWARDS

The parties agree that the Enterprise Agreement shall govern the terms and conditions of employment of employees bound by the Agreement and that where silent the terms and conditions of employment expressed in the time expired awards listed in Clause 3 in Part B of this Agreement, shall apply until superseded by the consolidation of award provisions given commitment to by the parties to this Agreement.

Additionally, those expense related allowance awards represented in Clause 3 in Part B of this Agreement with an operative nominal term, shall apply until the nominal term has expired and shall then be superseded by the consolidation of award provisions given commitment to by the parties to this Agreement or new expense related allowance awards are established.

13. PROCESS FOR NEXT ENTERPRISE AGREEMENT

It is agreed that following the certification of this Enterprise Agreement (EBA2), the parties will commence negotiations in relation to the next round of Enterprise Bargaining covering SRA employees, and which will be concluded within the nominal term referred to in Clause 5 of this Agreement.

Accordingly, two months after certification of EBA2, a defined list of initiatives proposed by Business Groups and associated timeframes will be provided by the SRA.

It is further agreed by the parties that the end result of these negotiations will be a Single Enterprise Agreement (EBA3) covering all aspects of SRA's operations.

In addition to a general EBA adjustment, further pay increases may be negotiated and achieved by the progression of agreed productivity initiatives over and above those identified and compensated for through the work and job redesign process. These increases may be expressed as payments outside the classification system.

Any wage/salary increase processed by additional Enterprise Agreements will be endorsed by the Single Bargaining Unit.

It is agreed that further Enterprise Agreements will also focus on the long term issues facing the SRA, including award regulation, job reclassification and training/skills development designed to enhance the long term future of the SRA.

FURTHER AGREEMENT(S)

Should the parties reach agreement on further reform initiatives during the nominal term of this Agreement, all parties shall retire from this Agreement (EBA2) in order to give effect through certification of a further reform Agreement.

Furthermore, terms of this Agreement (EBA2) shall be incorporated into that further Agreement.

Nothing above shall restrict the parties from registering separate Agreements during the nominal term of this Agreement, should the parties reach Agreement.

ANNEXURE "A"

STATE RAIL

**DISPUTE SETTLEMENT PROCEDURE
PARTIES**

ANNEXURE "B"

STATE RAIL

**DISPUTE SETTLEMENT PROCEDURE
INDIVIDUAL EMPLOYEE**

DISPUTES SETTLEMENT PROCEDURE

1. Any grievance, claim or dispute which arises shall, subject to the Authority delegation of the supervisor concerned and provided the grievance, claim or dispute relates to a local matter only and its resolution will not have a repercussive impact at other locations, be settled where possible at the work place between the employees concerned and their immediate supervisor.
2. If the problem is not resolved at this level, it is to be discussed between the employees concerned, the accredited local union representative and the local controlling officer.
3. Should the problem be incapable of resolution at the local level the S.R.A. and the Union involved will confer and prompt arrangements shall be made for accredited representatives of the Union to discuss the matter with the line manager or his representative, together with officers of the Industrial and/or Personnel Sections.
4. If the problem remains unresolved, the Deputy Chief Executive (Industrial Relations) and the President or Secretary of the State or Federal Branch of the Union concerned or their nominee, whichever is appropriate, should confer and take appropriate action to arrive at an agreement on the matters in dispute.
5. At any stage of the procedures, the parties may, by agreement, seek the assistance of a member of the appropriate industrial tribunal or a mutually acceptable neutral arbitrator for the purpose of endeavouring to conciliate or, by agreement, arbitrate on the matter.
6. In the event of failure to resolve the matters by steps (1) to (5) and where the parties are unable to agree that the matters be determined by the appropriate industrial tribunal, the Union or Unions concerned, before taking any action which would affect the operation of the service or members of other Unions, shall forthwith notify the Labor Council of the existence of the dispute, following upon which a cooling-off period of 72 hours, excluding weekends and public holidays, shall apply to enable the Council to assist in the resolution of the dispute. A copy of the notification shall be forwarded to the State Rail Authority.
7. During the progress of all steps (1) to (6), as indicated above, except where there is a bona fide safety issue involved, work shall continue as normal.
8. Should a dispute still remain after the above procedures have been followed, either party shall be free to take the course they consider appropriate.

9. Where a Union lodges a claim or is in dispute with the S.R.A. over the claim, the parties shall follow the procedures set out herein.
10. In the event of any breach or threatened breach of the procedures outlined in steps (1) to (6) by either party or in the event of a dispute existing, the Labor Council and the State Rail Authority will confer immediately and take whatever action is necessary to resolve the matter.
11. In the event of a demarcation dispute arising, the above procedures shall be observed and work shall continue as normal where it is agreed there is an existing custom, otherwise work shall be continued at the instruction of the Authority.
12. Stoppages directed by the Labor Council of New South Wales or the A.C.T.U. and generally applying in industry are exempted from this provision.
13. Nothing contained herein shall preclude either the S.R.A. or the Labor Council from entering into direct negotiations on any matter.

This is Annexure "A" referred to in the attached agreement dated the day of _____, 1981.

Signed for and on behalf of
the Labor Council of New South Wales;

and

signed for and on behalf of the
Building Workers' Industrial Union
of Australia, New South Wales Branch;

and

signed for and on behalf of the
Operative Painters and Decorators Union
of Australia, New South Wales Branch;

and

signed for and on behalf of the
Operative Plasterers and Plaster
Workers Federation of Australia,
New South Wales Branch;

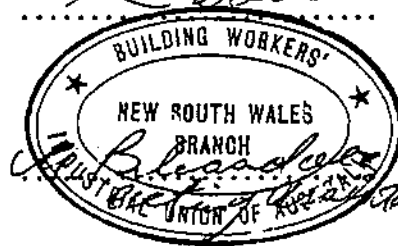
and

signed for and on behalf of the
New South Wales Plumbers and
Gasfitters Employees' Union;

and

signed for and on behalf of the
Australian Railways Union, New
South Wales Branch;

and

Des Brown
.....


B Brown
.....

S. C. Johnson
.....

Reginald
.....

John
.....

DISPUTE SETTLEMENT PROCEDURES - INDIVIDUAL EMPLOYEE

1. Any grievance, claim or dispute which arises shall, subject to the Authority delegation of the supervisor concerned and provided the grievance, claim or dispute relates to a local matter only and its resolution will not have a repercussive impact on other locations, be settled where possible at the work place between the employee concerned and their immediate supervisor.
2. If the problem is not resolved at this level, it is to be discussed between the employee concerned and the local controlling officer.
3. Should the problem be incapable of resolution at the local level, the employee concerned with the line manager or his/her representative, together with officers of the Industrial and/or Human Resource sections, will discuss the matter with a view to resolving the problem.
4. If the problem remains unresolved, the appropriate Group General Manager should be notified in writing of the existence of a dispute and the Group General Manager or his/her nominee, shall confer with the employee in order that appropriate action be taken to resolve the matter in dispute.
5. The parties at any stage of the procedures may, by agreement, seek the assistance of a mutually acceptable neutral arbitrator for the purpose of endeavouring to conciliate or, by agreement, arbitrate on the matter.

Alternatively, recourse is available to the Corporate General Manager, Human Resources (or his/her nominee) or the Secretary of the Authority for assistance in resolution of the dispute
6. During the progress of all Steps (1) to (5), as indicated above, except where there is a bona fide safety issue involved, work shall continue as normal.
7. Should a dispute still remain after the above procedures have been followed, without having been referred to the Industrial Relations Commission of New South Wales such body will determine the matter.
8. In the event of a demarcation dispute arising, the above procedures shall be observed and work shall continue as normal where it is agreed there is an existing custom, otherwise work shall be continued at the direction of the Authority.

Handwritten signatures and initials are present at the bottom right of the page. There are two large, stylized signatures, one above the other, and several smaller initials or marks to their right.

PART B

STATE RAIL AUTHORITY REFORMS

AUTHORITY-WIDE LEVEL REFORMS

- Performance Indicators and Targets
- Consolidated Conditions of Employment Instrument
- Contracting Out
- Classification Restructuring and Job Redesign
- Implementation Strategy
- Implementation and Review
- Best Rail
- Training and Skill Development
- Occupational Health and Safety

1. PERFORMANCE INDICATORS

The SRA is committed to a process of continuous improvement and see performance indicators as a means of measuring what has been achieved and the need for any further improvements.

It is acknowledged that performance depends primarily on the quality of infrastructure, equipment and management as well as the contribution of employees. In this respect, the parties acknowledge the need to upgrade and renew investment in infrastructure and equipment to meet the goals set by this agreement.

Indicators to be considered which measure effective performance encompass matters such as:-

- Financial indicators, eg revenue, market share, unit cost of materials, labour, overhead
- Service delivery, eg on-time running, infrastructure and other equipment availability, safety performance and absenteeism
- External customer satisfaction, customer response time
- Internal customer satisfaction, eg response time for reporting, communication and delivery
- Employee satisfaction, eg job satisfaction, employee participation, career path and personal development.

As part of the implementation of this Agreement, the parties agree to develop through consultation performance indicators and methodology to measure performance improvement. It is agreed that performance indicators must be achievable, consistent, understood and accepted by all parties. Accordingly, the parties are not restricted in raising the issue of the working environment and its impact on employee attainment of the targets specified in (a) Absenteeism and (b) Level of Lost Time - Injuries. Such implementation will include the further development of a continual performance management system based on Best Practice benchmarks and relating to performance standards appropriate to staff.

In addition, productivity improvements under this Agreement will be measured against the performance indicators and targets specified in State Rail's Corporate Plan (Attachment A) together with those outlined hereunder and in the Business Unit Level Reforms. The performance targets as outlined in Attachment A are subject to sufficient capital investment to enable these targets to be met.

a. Absenteeism

The parties commit themselves to the attainment and continued adherence to Best Practice standards as it applies to absenteeism.

The average number of days taken as paid sick leave per employee in each of the years 1991-92 and 1992-93 was 10 days.

It would be proposed that during the nominal term of this Agreement, there would be a genuine and marked improvement in the number of instances and overall level of absenteeism, it is however acknowledged that circumstances will arise where an employee cannot attend for duty due to genuine personal illness.

Accordingly, it is the objective of the parties to achieve a 30% reduction in absenteeism through sick leave during the life of this Agreement.

b. Level of Lost Time - Injuries

The parties agree that during the nominal term of the Agreement, the total number of hours lost per employee through injuries, will be required to trend towards continual improvement. A 20% reduction in lost time injuries is targeted for 1994/95.

c. Industrial Disputation

The objective of the parties will be aimed at maintaining a zero level of time lost due to industrial disputation. It is recognised that stoppages may at times be endorsed by the ACTU or Labor Council and as such, are outside the immediate control of employees covered by this Agreement.

d. Implementation & Review

The committee structure shown at Attachment B will be responsible for monitoring the implementation of reform initiatives in accordance with agreed timeframes contained herein.

This process will occur on a monthly basis and encompass a review of productivity outcomes. Performance data will be provided by Corporate Human Resources to the relevant committees. This will facilitate the review of performance indicators to ensure the criteria set out under this Agreement are being met.

2. IMPLEMENTATION STRATEGY

The parties agree to achieve significant improvements in performance throughout the SRA.

This will be accomplished by addressing the organisational structure and infrastructure, and the employees who combine to develop and meet SRA's objectives and enable the SRA to address significant changes confronting the organisation.

The implementation of the objectives referred to in Clause 6, Part A in the main, be pursued through negotiations leading to the next Enterprise Agreement referred to in Clause 13, Part A.

To assist in that process the parties agree to undertake the following specific activities:-

CONSULTATION

7.1 Consultative Mechanisms

It is recognised that effective consultation is integral to the implementation of this Agreement. The consultative processes relating to Enterprise Bargaining and Work & Job Redesign is as outlined in Attachment "B" operate in the following ways:-

The Single Bargaining Unit

The Single Bargaining Unit (SBU) comprises one official from each union in the SRA and senior management representatives from Corporate and each Business Group of the SRA and is the peak decision making body in relation to work & job redesign and Enterprise Bargaining. The SBU should meet on a regular basis and at least once every month.

Prior to each meeting, it should be determined if the meeting is for the purposes of discussing Enterprise Bargaining or work & job redesign.

Where the SBU meets for the purposes of discussing work & job redesign, it will be the peak decision making body pertaining to work & job redesign and associated issues subject to the decision making processes of the parties.

Where the SBU meets for the purposes of discussing Enterprise Bargaining, it will be responsible for progressing negotiations relating to all Enterprise Bargaining in the SRA.

The SBU may establish working parties to examine proposed award changes, classification structures and remuneration arising from work organisation/job redesign.

All proposed changes arising from implementation of the Agreement must be endorsed by the SBU.

All parties to this Agreement reserve the right to refer any matter that cannot be resolved via the Dispute Settlement Procedure (refer Clause 11, Part A).

The parties will negotiate and finalise during the period of the Agreement reform initiatives for the Authority as a whole and each business group to be incorporated into a Certified Agreement, which shall be certified by the Australian Industrial Relations Commission at the expiry of this Agreement.

Work & Job Redesign

A Business Group Co-ordinating Committee will be set up in each SRA's business groups ie. CityRail, Freight Rail, Countrylink and Corporate and will comprise senior management of the group and union officials or their nominee. The function of these committees will be to provide direction to and oversee the activities of workplace design teams in the particular business group and submit proposals to the SBU unit for consideration and endorsement.

The role of the Business Group co-ordinating Committee, in consultation with the Workplace Design Teams, will be to:-

1. Review the job redesign process previously set by the parties and make adjustments where appropriate.
2. Develop options for change relating to work and job redesign and associated issues.
3. Co-ordinate and ensure consultation and feedback as appropriate.
4. Develop necessary documentation.
5. Oversee implementation and review of work & job redesign and associated issues.

In each business unit, a number of workplace design teams will be established and comprise representatives of management and union parties. The workplace design teams will be responsible (subject to the rest of this Agreement) for conducting work & job redesign and associated issues at that workplace as is deemed appropriate and will submit proposals to the BGCC or the SBU if appropriate.

A "Steering Team" will be set up and will comprise two representatives of SRA Corporate Industrial Relations and two representatives of the Union Movement as nominated by the Labor Council of NSW. The role of the steering team will be to:-

1. Monitor and expedite work & job redesign.
2. Co-ordinate and collate reports of the Business Group Co-ordinating Committees and the SBU.
3. Liaise with and advise the Business Group Co-ordinating Committees and support workplace design teams.
4. Provide assistance as required to the SBU in the execution of its function.

The parties re-state and reinforce previous commitments in relation to the pursuit and progress of effective and appropriate job redesign and other initiatives.

While this Agreement operates, the parties are committed to ensuring that current and proposed work & job redesign projects are expedited.

Consistent with the desire of the parties to expedite the process of work & job redesign, the parties have agreed to revise the work & job redesign process as previously outlined in various agreements. The revised process as agreed by the parties is as outlined in Attachment "C".

The parties recognise that an essential part of further progressing work & job redesign, is the further development and finalisation of a relevant and appropriate classification structure for SRA employees. The parties commit themselves to the review of current and/or proposed structures over the life of this Agreement.

3. CONSOLIDATED CONDITIONS OF EMPLOYMENT INSTRUMENT

The parties to this Enterprise Agreement give a commitment to finalise by the expiration date of the Agreement, a consolidation of terms and conditions of employment which shall supersede terms and conditions of employment contained within the following time expired and expense related allowance awards:-

- Public Transport Commission of New South Wales (Construction Award)
- Public Transport Commission of New South Wales Clerks, Supervisory Officers and Gangers on Construction, Etc., Works (Permanent Way Wages Staff) Award
- Public Transport Commission of New South Wales (Superintending Officers) Award
- Public Transport Commission of New South Wales (Clerks on Construction) Award
- Government Railways (Building Trades-Maintenance Staff) Award
- Government Railways (Building Trades-Construction Staff) Award
- Government Railways (Tarpaulin Repairers and First-Class Canvas Workers) Award
- Public Transport Commission of New South Wales (Trading and Catering Services Wages Staff) Award
- Government Railways (Building Trades - Maintenance Staff) Expense Related Allowances Award

- Government Railways (Building Trades - Construction Staff) Expense Related Allowances Award
- Public Transport Commission of New South Wales (Construction) Expenses Related Allowances Award
- Public Transport Commission of New South Wales (Superintending Officers) Expenses Related Allowances Award
- Public Transport Commission of New South Wales Clerks, Supervisory Officers and Gangers on Construction & Works (Permanent Way Wages Staff) Expenses Related Allowances Award

As part of the establishment of a Consolidated Conditions of Employment Instrument, the parties agree to examine provisions with a view to further standardisation of conditions of employment, flexibility in working arrangements and further promoting just and equitable conditions of employment for employees of the SRA. The parties are not restricted in any way to the matters that can be raised as part of this review.

4. CONTRACTING OUT

Where work is presently carried out by railway employees, the parties agree that if increased efficiency through contracting out is to be considered, full consultation will take place between the SRA and the unions prior to initiating any change in the status quo.

5. CLASSIFICATION RESTRUCTURING & JOB REDESIGN

In line with the Authority's commitment to productivity improvement, opportunities for broadbanding of classifications and multi-skilling of employees will be pursued. Jobs will be designed to compliment the streamlined classification structures contained in Part 3 of this Agreement.

6. TRAINING AND SKILL DEVELOPMENT

The parties are committed to increase the efficiency and productivity of the industry. To do so, it is recognised that training and skill development are critical.

Accordingly the parties commit themselves to:-

- Developing a more highly skilled and flexible workforce;
- Providing employees with career opportunities through appropriate training to acquire necessary skills; and
- Removing barriers to the utilisation of skills acquired.

The parties have agree to support and ultimately to accept the guidelines and relevant competency standards developed and approved by the National Public Transport Training Board and will co-operate to ensure their application in the SRA.

Application will be made to have all training courses accredited and modified where necessary.

Further Training/Steering Committees will be established. All Training/Steering Committees will operate in a spirit of co-operation and trust to develop training programs for the SRA consistent with the above objectives. They will ensure an equitable opportunity to training and skill development for all employees.

7. OCCUPATIONAL HEALTH & SAFETY

The parties to this Agreement re-affirm their commitment to achieving a healthier and safer workplace for all employees.

8. BEST RAIL

State Rail in line with its policy will consult with the unions throughout the implementation of Best Rail. The unions will positively discuss SRA proposals.

ATTACHMENT "A"

STATE RAIL CORPORATE PLAN - PERFORMANCE INDICATORS -

PERFORMANCE INDICATORS

\$1993/94

	Actual (1993/94)	Goals (1994/95)	Goals (1995/96)	Goals (1996/97)
Financial Goals (\$M) ¹				
* Government cash contribution	446.3	428.8	388.2	361.4
* Cash operating expenditure	1538.7	1519.1	1419.1	1380.0
Market position ¹				
Freight Rail ²				
* Net tonne kilometres (billions)	16.2	16.6	17.1	18.0
* Freight Tonnes (millions)	65.5	71.0	76.4	82.6
CityRail				
* Passenger Journeys (millions)	234.8	240.4	247.9	253.5
Countrylink				
* Passenger Kilometres (millions)	835	929	929	929
Customer service measures ¹				
Freight Rail ²				
* On-time running (within 30 minutes of schedule)	85.0%	84.0%	84.0%	84.0%
* Loco availability	84.0%	88.0%	88.0%	88.0%
* Wagon availability	89.0%	94.0%	94.0%	94.0%
CityRail				
* On-time running				
- within three minutes of schedule (suburban peak)	92.2%	92.0%	92.0%	92.0%
- within five minutes of schedule (InterCity peak)	93.1%	92.0%	92.0%	92.0%
Countrylink				
* On-time running within 10 minutes of schedule	84.8%	90.0%	90.0%	90.0%
Productivity measures ¹				
Freight Rail ²				
* Output/employee (000) NTK/employee	1777	2031	2249	2616
* Wagon productivity (000) NTKM/wagon	2232	1958	1977	2077
CityRail				
* Passenger Journeys (000) per employee	23.4	30.0	32.2	34.6
Countrylink				
* Passenger kms (000) per employee	855	1086	1144	1159
State Rail staff numbers ³	21270	19440	18100	17090

Notes: 1. The targets for each of these performance indicators are subject to review each year as part of the business planning process. They may change to reflect new developments in State Rail's business environment.

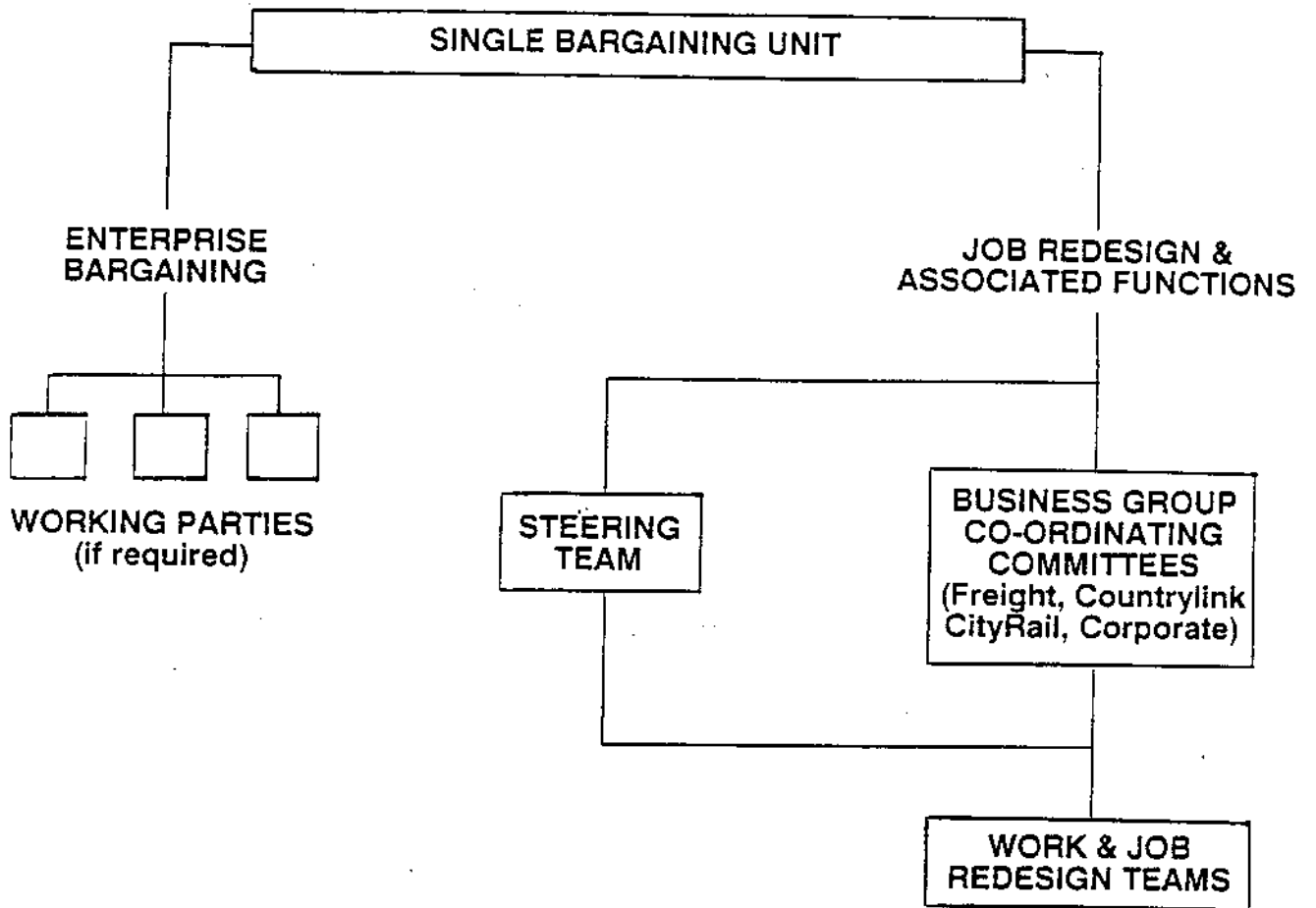
2. Freight figures include all NRC resources.

3. The unions do not necessarily accept or endorse these staff projections as they do not have sufficiently detailed information to assess them. The unions only agree that proposed staff reductions must be processed in accordance with existing consultative processes.

ATTACHMENT "B"

REVISED ENTERPRISE BARGAINING AND JOB REDESIGN CONSULTATIVE STRUCTURE

**REVISED ENTERPRISE BARGAINING
AND
JOB REDESIGN CONSULTATIVE STRUCTURE**



ATTACHMENT "C"

REVISED WORK & JOB REDESIGN PROCESS

REVISED WORK & JOB REDESIGN PROCESS

1. DEVELOP AN APPROACH

The parties agree on:

- Objectives
- Which structures, functions, products/services, etc to sample
- Problem areas and opportunities for change



2. DEVELOP OPTIONS FOR CHANGE

The parties agree on:

- Generic skills and competencies of employees in area
- Changes to the work system (which may include multi-skilling, team working, training, work environment, conditions, customer service, etc)
- What generic skills and competencies are required in the proposed system
- What training will be needed



3. CONSULTATION AND FEEDBACK

The parties will promote change, facilitate discussion and obtain feedback from the workforce



4. DEVELOP DOCUMENTATION

The parties agree on:

- New structure charts, position descriptions, duty statements, training modules, staffing profile
- Wage levels and costings
- Performance indicators



5. IMPLEMENTATION AND REVIEW

After final agreement is reached between the parties, management will:

- Appoint staff
- Arrange/provide training

The parties will monitor implementation

BUSINESS UNIT LEVEL REFORMS

Item	Business Group
General Duties	CityRail/Corporate/Countrylink/Freight Rail
Start & Finish Locations	CityRail/Corporate/Countrylink/Freight Rail
Safeworking Requirements	CityRail/Corporate/Countrylink/Freight Rail
Rostered Working	CityRail/Corporate/Countrylink/Freight Rail
Xplorer (Train Maintenance)	Countrylink
XPT (Train Maintenance)	Countrylink
ACDEP Maintenance Centre	Countrylink
Workshops - Achievement of AS3902 (Quality Standard)	Freight Rail
Workshops Job Costing	Freight Rail

GENERAL DUTIES:

The parties agree that Tradespersons are to assist in general duties by performing semi-skilled work as and when required.

Management will identify the scope of 'general duties' and a consultative group will be formed to implement the required changes.

It is agreed that the outcome of this consultative process is to be implemented no later than 3 months from the date of ratification of this Agreement.

START AND FINISH LOCATIONS:

It is agreed, that where possible, tradespersons are to sign-on and sign-off at the worksite.

A consultative group will be formed to identify the minimal facilities whereby Tradespersons will sign-on and sign-off at the worksite.

The outcome of this consultative process is to be implemented no later than 3 months from the date of ratification of this Agreement.

SAFEWORKING REQUIREMENTS:

State Rail Safeworking Procedures stipulate that certain employees are required to be trained and/or accredited in specific safeworking procedures.

The Parties agree that all employees who are required to be trained and/or accredited in safeworking procedures, will perform all duties that such training and/or accreditation permits them to perform and which is associated with normal working activities within their callings/classifications.

In relation to worksite protection (PW31), the parties are committed to further negotiations concerning the payment of an interim allowance pending the completion of work and job redesign.

ROSTERED WORKING:

The parties are committed to a review of 'standard hours' provisions, and will participate in consultation regarding the concept of rostered working.

A consultative group will be established to develop a proposal for a consistent rostering system which would allow for ordinary shifts to be rostered in accordance with work schedules.

Any proposal arising out of this process shall only be introduced with the agreement of the parties.

4. PROJECT

XPLORER (TRAIN MAINTENANCE)

**MANAGEMENT
RESPONSIBILITY**

A Smith

**SRA COMMITTEE
REPRESENTATIVES**

J Tolley
R Jenkins

**MEETINGS HELD
& PROPOSED**

STATUS

Job redesign completed.
Position descriptions completed by 10 May 1993.
Evaluation and advertising completed by mid June 1993.

**PROJECT COMPLETION
DATE**

June 1993

BACKGROUND

The acquisition of new rolling stock (Xplorer and Endeavour) and changes to maintenance practices necessitated a review of the maintenance procedures for these cars. The option to structure a maintenance site prior to usage, offered a unique opportunity to negotiate a specific Enterprise Agreement for a work location, which incorporates flexibility in staffing and maintenance practices.

OBJECTIVE

Finalise and implement new structure for new maintenance depot.

The Xplorer maintenance depot will maintain both Xplorer and Endeavour rail cars for Countrylink and CityRail. The staff numbers required at the depot will be less than half the number which would be required under current employee classifications.

To achieve the new establishment, the Xplorer Maintenance Depot will include:

- a minimum of classifications
- cross skilling of trade streams
- implementation of training programmes to upskill proposed staff
- implementation of a wage structure incorporating identified productivity and skill requirements of individual classifications under Enterprise Agreement guidelines.

The new classifications will provide identified career paths for staff at the maintenance centre, subject to qualifications being gained.

The productivity gains for this position include reduced staff numbers from current structures, individual quality control for crafts people, reduction in overtime costs, and faster turn-round of vehicles.

COMMITMENT

The agreed Memorandum of Understanding between management and union representatives indicates a significant commitment to the SEP process within the Xplorer workplace.

5. PROJECT

XPT (TRAIN MAINTENANCE)

MANAGEMENT RESPONSIBILITY

A Smith

SRA COMMITTEE REPRESENTATIVES

J Shields

MEETINGS HELD & PROPOSED

Next meeting early June 1993

STATUS

Data validation to be completed by June 1993.
Job redesign to commence late June 1993.

PROJECT COMPLETION DATE

September 1993

BACKGROUND

The XPT Maintenance Centre was implemented in 1982, to maintain a new type of rail car (XPTs). Since the Centre's inception, work practices and maintenance technology have continuously been revised, in line with Countrylink's service delivery needs. Overall efficiencies in the provision of train maintenance have been substantial over the period 1988/89 - 1991/92, and will be enhanced through the SEP process in 1993.

OBJECTIVE

Complete review of work performed within depot in accordance with SEP initiatives, in redesigning jobs and work processes in the maintenance of XPT cars at the XPT Maintenance Centre.

The primary element of the targeted outcome is an increase in workforce efficiencies by accepting a 30% increase in depot utilisation without a net increase in the workforce. Best practice in train maintenance will be considered in the SEP process for the XPT project.

COMMITMENT

Management and union representatives are firmly committed to the SEP process in the XPT Maintenance Centre.

6. PROJECT

ACDEP

**MANAGEMENT
RESPONSIBILITY**

A Smith

**SRA COMMITTEE
REPRESENTATIVES**

J Dwyer
N Bruzzese

**MEETINGS HELD
& PROPOSED**

Next meeting for early June 1993

STATUS

Data validation to be completed by mid June 1993.
Job redesign to commence late June 1993.

**PROJECT COMPLETION
DATE**

August 1993

BACKGROUND

Countrylink has progressively removed outdated diesel powered rolling stock from its fleet since 1989. As a result, the requirement for the internal maintenance of such rolling stock has been rendered obsolete. The infrastructure and employee skills at the ACDEP Maintenance Centre will by December 1993 be largely surplus to Countrylink's rolling stock maintenance needs.

OBJECTIVE

Complete review of maintenance processes at ACDEP in accordance with SEP job redesign processes.

With the partial closure of ACDEP by December 1993, jobs are being redesigned to facilitate multi skilling and training of staff to assist in redeployment to other positions within State Rail.

COMMITMENT

Management and union representatives are committed to finalising the SEP process in the ACDEP project.

FREIGHT RAIL ENTERPRISE BARGAINING - SEP INITIATIVES

PROJECT	WORKSHOPS - ACHIEVEMENT OF AS 3902 (QUALITY STANDARD)
MANAGEMENT RESPONSIBILITY	Phil Boyd
AUTHORITY COMMITTEE MEMBERS	Phil Boyd S Pozydajew
BACKGROUND	In order to achieve benchmarking standards in the production of quality items, Workshops' operations were reviewed and, as necessary, streamlined to satisfy the requirements of Australian Standard (AS) 3902.
STATUS	AS 3902 achieved in two workshops; remainder being assessed July 1993 and endorsement expected by September 1993.
ESTIMATED COMPLETION DATE	September 1993 - but TQM initiatives will be ongoing.
OBJECTIVES	Increase multi-skilling and accountability of employees via job and work redesign. Establish mechanisms for continuous improvement. Implement strategies to improve quality and cost, and reduce waste.
COMMITMENT	Positive commitment on the part of both unions and management.

FREIGHT RAIL ENTERPRISE BARGAINING - SEP INITIATIVES

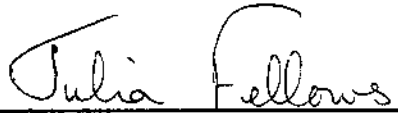
PROJECT	WORKSHOPS JOB COSTING
MANAGEMENT RESPONSIBILITY	Phil Boyd
AUTHORITY COMMITTEE MEMBERS	P Boyd S Pozydajew A De Neef
BACKGROUND	Lack of detailed costing information was acting as an impediment to identifying areas of potential inefficiencies. In consultation with staff a process of job costing, incorporating TQM principles, was designed to overcome these difficulties.
STATUS	The first phase of this project - a manual system of job costing - has now been implemented. Detailed planning for the second phase - introduction in 1993/94 of an electronic system - is under way.
ESTIMATED COMPLETION DATE	Manual system already implemented; electronic system to be implemented 1993/94.
OBJECTIVES	Improve accuracy of job costing. Identify areas for cost improvements. Implement strategies for cost improvements.
COMMITMENT	The unions have participated and continue to participate positively in achieving the agreed objectives.

SIGNATORIES

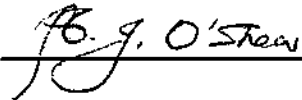
The parties to this Agreement are committed to the provisions outlined in this Agreement and, in respect of each of the reforms contained in Part B, agree with the proposed courses of action within the proposed timeframes.

In witness whereof the parties hereto have duly executed this agreement, dated
the Third day of February, 1995.

**This composite agreement is
signed for and on behalf of
the State Rail Authority of New South Wales**



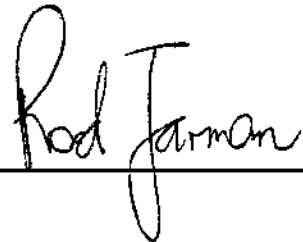
**This composite agreement is
signed for and on behalf of
the AWU - FIME Amalgamated Union,
New South Wales Branch**



**This composite agreement is
signed for and on behalf of
the Building Workers' Industrial Union
of Australia, New South Wales Branch**



**This composite agreement is
signed for and on behalf of
the Operative Painters and Decorator's
Union of Australia, New South Wales Branch**



This composite agreement is signed for and on behalf of the New South Wales Plumbers and Gasfitters Employees' Union

Roland Robson

This composite agreement is signed for and on behalf of the Operative Plasterers, Plaster Workers Federation of Australia, New South Wales Branch

Jm Burke.

This composite agreement is signed for and on behalf of the New South Wales Branch, Australian Railways Union

Harold Sawyer

This composite agreement is signed for and on behalf of the National Union of Rail Workers of Australia New South Wales Branch

Thomas Radford

This composite agreement is signed for and on behalf of the Labor Council of New South Wales

Nick Lewocski

**STATE RAIL AUTHORITY OF
NEW SOUTH WALES**

- STATE -

ENTERPRISE AGREEMENT, 1994

PART 2

**COMMON PAY POINTS SYSTEM &
RATES OF PAY**

January 1995