

Elliot Stein

From: Board Office <BoardOffice@qr.com.au>
Sent: Tuesday, 13 December 2016 2:06 PM
To: Elliot Stein; Jason Humphreys
Cc: [redacted] CTPI - personal information [redacted] dave.stewart@premiers.qld.gov.au; Gregory Tonks (gregory.tonks@treasury.qld.gov.au); Scales, Neil
Subject: Queensland Rail Confidential: Board Correspondence - 2016 Traincrew Enterprise Agreement
Attachments: 20161213_Outgoing letter to Treasurer_ 2016 Traincrew Enterprise Agreement_signed by Chair.pdf; 20161213_Outgoing letter to Minister_ 2016 Traincrew Enterprise Agreement_signed by Chair.pdf
Importance: High
Sensitivity: Confidential

Queensland Rail Confidential

Good afternoon

Please find attached correspondence from the Queensland Rail Chair in relation to the 2016 Traincrew Enterprise Agreement.

Kind regards

Board Office

 **QueenslandRail**
Board Office

Rail Centre 1-14, 305 Edward Street, Bne
GPO Box 1429, Brisbane Q 4001 • ,
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twitter.com/queenslandrail



*Connecting Communities
and Communities Connecting*

Our ref: MCR-16-1409

Queensland Rail Commercial-in-Confidence

The Honourable Curtis Pitt MP
Treasurer, Minister for Aboriginal and Torres Strait Islander Partnerships and
Minister for Sport
Member for Mulgrave
Level 38, 1 William Street
BRISBANE QLD 4000

The Honourable Stirling Hinchliffe MP
Minister for Transport and the Commonwealth Games
Member for Sandgate
Level 35, 1 William Street
BRISBANE QLD 4000

Dear Treasurer

2016 Traincrew Enterprise Agreement

I refer to our letter of 2 December 2016, your letter on 4 December 2016 and subsequent discussions in relation to the proposed 2016 Traincrew Enterprise Agreement and, particularly, the impact of the new split meal break arrangements proposed in that agreement.

The Board is cognisant that the Cabinet Budget Review Committee has approved the submission from Queensland Rail management dated 6 October 2016 which outlined the outcomes negotiated in the proposed enterprise agreement. The Board also accepts that, as Queensland Rail's responsible Ministers, you have subsequently indicated in writing your expectation that steps be taken by Queensland Rail as soon as possible to put the proposed agreement to a vote of eligible employees.

Since being provided with the in-principle Agreement on 27 October 2016, the Board has focused on identifying whether the proposed enterprise agreement appropriately supports the provision of reliable and sustainable train services for Citytrain customers (noting current service instability) as well as enabling Queensland Rail to successfully implement New Generation Rollingstock (NGR) revenue services in 2017 and provide additional services to support the Commonwealth Games in 2018.

The Board's inquiries in relation to the proposed enterprise agreement have indicated that the operational, timetabling and financial impacts of the agreement, including the new split meal break arrangements, are not adequately understood and have not been subject to robust assessment and analysis. Full costings of the proposed agreement have not been provided to the Board and no external benchmarking has been undertaken in relation to the proposed arrangements.

Specifically, in relation to the issue of meal breaks, the information available at this time indicates that the introduction of two 30 minute meal breaks (plus walking time) as an alternative to the current single 40 minute break (plus walking time) will reduce flexibility and constrain efficient train operations. This will adversely impact on Queensland Rail's ability to provide existing services and meet the demands associated with NGR revenue services and the Commonwealth Games. Further,

the impact of the proposed new meal breaks is exacerbated by the existence of a number of informal rostering rules entered into outside the enterprise agreement framework. The Board's view remains that where those informal rostering rules inhibit the efficient operation of train services and have financial consequences for Queensland Rail they will have to be dispensed with.

After discussions with union representatives over the past several days, the unions have proposed that implementation of new meal break arrangements occur by the later of 1 July 2017, or subsequently at the next available posting of the appropriate Master Roster in alignment with a new timetable. The parties have also discussed establishing a joint working party to review the rostering and meal break arrangements with a view to considering flexible application of meal breaks to maximise the availability of train crew to delivery services. The joint working party is to provide an agreed meal break implementation plan by 1 April 2017.

The Board has carefully considered all the information available to it and the position adopted by unions in relation to implementation of the meal break arrangements. Taking all of those matters into account, the Board has today resolved to approve the in-principle agreement reflecting the matters set out in the preceding paragraph subject to the following:

1. Management can only make a Master Roster change for a new timetable if:
 - (a) it provides for sustainable and reliable timetable delivery incorporating an adequately recruited and trained traincrew and overtime at no greater level than 10%;
 - (b) it incorporates resources to meet requirements for testing, commissioning and revenue operations of NGR fleet;
 - (c) it incorporates adequate and reliable workforce planning requirements for provision of Commonwealth Games services; and
 - (d) there are sustainable resources in place allowing for the matters in (a) – (c) above to enable implementation of the meal breaks.

The Board requires that any proposed Master Roster change satisfying these requirements be submitted to the Board for approval prior to consultation commencing with the affected workforce.

2. Management is to suspend informal (administrative) rostering arrangements that operate outside the enterprise agreement including the following, as soon as possible:
 - (a) the 20 minute comfort break rule which was first implemented on 4 October 2016 is suspended;
 - (b) there will be a variation to sign-on and sign-off times within two hours from the master roster pre 58-hour roster or by agreement post 58-hour roster;
 - (c) all links in the roster are required to be filled either 'as required', or booked 'available for duty';
 - (d) all traincrew are allowed to work Block Leisure Periods if requested (to be accommodated after posting the 58-hour roster);
 - (e) all shifts commencing prior to 0430hours are to be of greater than seven hours duration;
 - (f) crews travelling spare will travel in three car sets, where required; and
 - (g) enhanced sector running will occur, if route knowledge and competency is maintained.

The suspension of a number of the informal rostering arrangements is necessary given the application of those arrangements significantly inhibits Queensland Rail's ability to meet the current timetable and to implement the Five Point Plan.

3. Management is to write to Translink advising that due to the requirements and timeframes associated with traincrew recruitment and training it is unlikely that adequately trained resources will be in place by 1 July 2017 to enable introduction of new meal breaks and consequently, based on information currently available, Queensland Rail is unlikely to be able to implement any material timetable changes between 1 July 2017 and 1 July 2018.

Finally, in light of your requirement that the proposed agreement be finalised and put to a vote as soon as possible, and the Board's approval of the in-principle agreement on the basis set out in this letter, further evaluation of the financial costs of the proposed agreement will not be undertaken.

Yours sincerely



Nicole Hollows
Chair

13 December 2016

Elliot Stein

From: McCrea, Lynette <Lynette.McCrea@qr.com.au>
Sent: Thursday, 15 December 2016 3:27 PM
To: gregory.tonks@treasury.qld.gov.au; Jason Humphreys
Subject: QUEENSLAND RAIL COMMERCIAL IN CONFIDENCE_Heads of Agreement_Traincrew EA Settlement
Attachments: Heads of Agreement_Traincrew EA Settlement_Signed.pdf

Good afternoon, Greg and Jason

Please find attached signed Heads of Agreement Traincrew EA Settlement.

Kind regards

Lynette



Lynette McCrea

Executive Assistant to the Chief Executive
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GPO Box 1429 • Brisbane, Qld 4001
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Traincrew Enterprise Agreement Negotiations 2016
Heads of Agreement
15 December 2016

This document is to be read in conjunction with the *Queensland Rail Traincrew Enterprise Agreement In-Principle Heads of Agreement* dated 13 October 2016. Should any of the following be contrary to the In-Principle Heads of Agreement, the following will take precedent.

It is recognised the following may need to be adjusted for drafting purposes.

The parties to this Heads of Agreement agree that:

1. Queensland Rail will provide the RTBU and AFULE with a draft *Queensland Rail Traincrew Enterprise Agreement 2017*, which will reflect the relevant content of this document and the *Queensland Rail Traincrew Enterprise Agreement In-Principle Heads of Agreement* dated 13 October 2016. The draft new will be provided by COB Thursday 15 December 2016.
2. The meal breaks clause of the proposed *Queensland Rail Traincrew Enterprise Agreement 2017* will reflect **Attachment 1**.
3. Rostering arrangements detailed in **Attachment 2** will apply for the duration of the Summer School Holiday Timetable commencing on 28 December 2016 and ceasing on 22 January 2017.
4. Rostering arrangements detailed in **Attachment 3** will apply effective from 23 January 2017, until such time as new meal break arrangements are implemented in accordance with **Attachment 1**.
5. In recognition of employee and union commitment to the suspension of various administrative rostering arrangements (reflected in **Attachments 2 and 3**), the weekend penalty payment for SEQ employees (as prescribed in clause 11.10 of the *Queensland Rail Traincrew Certified Agreement 2013*) will increase from 37.5% to 75%, until such time as the two meal breaks detailed in **Attachment 1** are introduced. At such time as the two meal breaks are introduced, the weekend penalty payment for SEQ employees will increase to 40%. The proposed *Queensland Rail Traincrew Enterprise Agreement 2017* will be drafted accordingly.
6. Regional Traincrew appointed to the Bundaberg Depot will participate in testing and commissioning of New Generation Rollingstock (NGR) units on the Maryborough section of track as requested.
7. Meal amenities at Bowen Hills will be refurbished to cater for 36 Rail Traffic Crew as soon as practicable.

This Heads of Agreement may be executed in counterparts, meaning that the execution will be complete when each party holds a copy of this Heads of Agreement signed by the other party, even though the signatures of both parties do not appear on the same copy.

Signed on behalf of Queensland Rail Transit Authority

by its duly appointed representative

Neil Scales
.....
Representative Signature

Neil Scales Acting Chief Executive Officer
.....
Name, Title of Representative (print)

305 Edward Street
Brisbane, QLD 4000
.....
Address

15th December 2016
.....
Date

Signed on behalf of Union (The Australian Rail, Tram and Bus Industry Union Queensland) and by its duly appointed representative

[Signature]
.....
Representative Signature

Owen Doogan
.....
Name, Title of Representative (print)

Floor 1, 457 Upper Edward Street
Brisbane, QLD 4000
.....
Address

15 December 2016
.....
Date

Signed on behalf of Union (Australian Federated Union of Locomotive Employees, Queensland Union of Employees) and by its duly appointed representative

G Smith
.....
Representative Signature

GREG SMITH
.....
Name, Title of Representative (print)

269 Wickham Street
Fortitude Valley, QLD 4006
.....
Address

15/12/2016
.....
Date

Proposed variation to clause 78 Breaks:

78 Breaks

Meal breaks

78.1 Principles for the introduction of two meal breaks - SEQ employees

78.1.1 The parties will implement meal breaks by 1 July 2017, or subsequently at the next available posting of the appropriate Master roster in alignment with a new timetable, in accordance with the following principles:

78.1.1.1 Where SEQ employees work a shift that is greater than six (6) hours in length, they will be given two (2) half hour meal/rest breaks (not inclusive of walking time). The first break will commence between two and a half hours and three and a half hours of the shift beginning and the second break will commence between five and a half hours and six and a half hours of the shift beginning. There will be no fewer than two (2) hours between the two breaks.

78.1.1.2 Shifts of six (6) hours or less will have a forty (40) minute meal break to commence after three (3) hours from sign-on and finish before the completion of the sixth hour.

78.2 Prior to implementation of sub-clause 78.1

78.2.1 From the date of approval of this Agreement by the Fair Work Commission, the status quo for the application of meal breaks and rest pauses will remain i.e. except when engaged on locomotive workings/on track vehicles, SEQ employees are entitled to a paid meal break of forty (40) minutes duration as part of normal working hours. The meal break is to be taken after the completion of the third hour and finish before the completion of the sixth hour.

78.2.2 A Working Party comprising equal representation of Queensland Rail; and the Rail Tram and Bus Union and the Australian Federated Union of Locomotive Employees will be established to convene on the date of approval of this agreement to review the Master Roster and associated rostering rules to enable the introduction of two meal breaks for shifts exceeding six (6) hours, with a focus on maximising the availability of Rail Traffic Crew to deliver services (within appropriate fatigue management guidelines).

78.2.3 The Working Party will:

- Consider the flexible application of meal breaks up to a maximum of 60 minutes (not inclusive of walking time) within a shift exceeding six (6) hours;

- Strategies for optimum deployment of traincrew to meet service requirements.
- Ensure roster development processes are fair, safe and in line with fatigue management principles.
- Provide an agreed plan for the appropriate implementation of meal break provisions and rostering rules, not later than 1 April 2017.

78.2.4 Following the Working Party's consideration in accordance with sub-clause 78.2.3, and by mutual agreement between the parties to this Agreement, the principles (outlined in sub-clause 78.1) for the implementation of meal breaks may be amended to enable the flexible application of meal breaks up to a maximum of 60 minutes within a shift exceeding 6 hours.

Rostering arrangements for the Summer School Holiday Timetable commencing on 28 December 2016 and ceasing on 22 January 2017

- Discontinuation of the 20 minute comfort break.
- Variation to sign-on and sign-off times within two hours from the master roster pre-58 hour roster or by agreement post-58 hour roster.
- Traincrew not able to be rostered within the 2 hour variation will be offered to be rostered either 'as required', or booked 'available for duty' or alternative workings by agreement.
- All traincrew allowed to work Block Leisure Periods if requested. This will be accommodated after posting the 58 hour roster.
- Shifts commencing prior to 0430hours can be of greater than seven hours duration.
- Crews will travel spare in three car sets where required.
- Enhanced sector running, if route knowledge and competency is maintained.

Attachment 3

Rostering arrangements commencing from 23 January 2017, and applying until such time as new meal break arrangements are implemented in accordance with Attachment 1

	January TT_ optimised Ruleset					
		Target (Min) Mon-Thurs	Target (Min) Fri	Target (Min) Sat	Target (Min) Sun	Max
Depot targets	BNH	24	24	16	13	24
	CAB	27	27	16	13	31
	FYG	10	10	8	8	12
	GYN	2	2	2	2	2
	IPS	27	27	???	13	31
	KPR	27	27	???	13	31
	MNY	19	19	???	8	18
	NBR	10	10	???	5	12
	PET	10	10	???	5	12
	RDK	19	19	???	8	19
	ROB	19	19	16	10	23
	SFC	7	7	5	3	9
	SHC	10	10	8	5	12
Meal count work > 6h	1 meal 40 minutes					
Depot route knowledge	See sheet Route Knowledge					
Relief Roma street	AM peak post arr ctl, no PM peak relief					
Relief Bowen Hill	No relief between 07:00 and 08:30 else OK					
CWT rule	No					
Spare on 3 car units	Yes - allow spare travel on 3 car					
Allow more than 1 return trip on corridor	Yes -but no consecutive return BDT-VSY, VSY-BDT & IPS-CAB,CAB-IPS					
Permit taxi travel	Yes (see Taxi Sheet for taxi duration)					
Max work 7h30 for early	No					
Target average weekly working time	8h25					
Allow duties less than 6h00	Yes					
Gradual sign on time for roster	No					
Force relief at BNH middle road if more than 15 minutes	Yes					
Meal room capacity	BHIC	10				
	BNHC	2				
	BRCC	0 Not used				
	CABC2	5				
	CEPC	2				
	CVNC	1				
	DBNC	2				
	EGJC	4				
	ETDC	14				
	FYGC	2				
GYNC	2					

IPSC	6
KPRC1	5
MNYC	2
NBRC	1
PETC	2
RDKC	7
RHDC	3
ROBC	2
RSC	3
SBEC	10
SFCC	2
SHCC	3
VYSC	0 Not used

Route Knowledge Table

Depot/Corridor	BDT	BNH	CAB	CEP	CVN	DBN	FYG	IPS	KPR	RDK	GYN	NBR	RSW	SBE	SFC	SHC	VYS	YECO	ICE
BNH	Y	Y	Y	Y	Y	Y	Y	Y		Y				Y	Y	Y	Y	Y	
CAB	Y		Y		Y	Y	Y	Y	Y	Y		Y		Y	Y	Y		Y(F)	Y
ETB	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y				Y	Y	Y	Y	Y	Y
FYG	Y	Y	PET	Y	Y		Y							Y	Y	Y	Y	Y(F)	
GYN			Y	N					Y		Y	Y							Y
IPS	Y	Y	Y	Y	Y	Y	Y	Y		Y			Y	Y	Y	Y		Y	
KPR	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y				Y	Y	Y	Y	Y	
MNY	Y	Y	PET	Y	Y	Y	Y							Y	Y	Y		Y	
NBR	Y		Y	Y					Y		Y	Y				Y			Y
PET	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y				Y	Y	Y			
RDK	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y				Y	Y	Y	Y	Y	
ROB	Y	Y	PET	Y	Y	Y	Y	Y	Y	Y				Y	Y	Y	Y	Y(F)	
SFC	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y				Y	Y	Y	Y	Y	
SHC	Y	Y	Y	Y	Y	Y	Y				N			Y		Y	Y		

Notes: PET: Drivers need to reach PET. Cannot go to CAB.
N: There was a Yes, we think it should be No.
y(F): The constraint is applied on the Friday schedule only. The rest of the constraints are applied on the M-Th schedule.

Taxi Table

Version	From	To	Duration
BASE_BAK	BNH	ETBD	60
BASE_BAK	BNHS	ETBD	60
BASE_BAK	CAB	ETBD	75
BASE_BAK	CAB	GYN	80
BASE_BAK	CAB	NBR	60
BASE_BAK	CAB	PET	35
BASE_BAK	CVN	ETBD	75
BASE_BAK	ETBD	BNH	60
BASE_BAK	ETBD	BNHS	60
BASE_BAK	ETBD	CAB	75
BASE_BAK	ETBD	CVN	75
BASE_BAK	ETBD	FYG	30
BASE_BAK	ETBD	GYN	165
BASE_BAK	ETBD	IPS	75
BASE_BAK	ETBD	IPSS	75
BASE_BAK	ETBD	MNY	45
BASE_BAK	ETBD	NBR	105
BASE_BAK	ETBD	PET	60
BASE_BAK	ETBD	RDK	60
BASE_BAK	ETBD	RDKS	60
BASE_BAK	ETBD	ROB	105
BASE_BAK	ETBD	ROBS	105
BASE_BAK	ETBD	RSW	90
BASE_BAK	ETBD	SFC	45
BASE_BAK	ETBD	SHC	45
BASE_BAK	ETBD	VYS	105
BASE_BAK	ETS	KPRD	45
BASE_BAK	FYG	ETBD	30
BASE_BAK	GYN	CAB	80
BASE_BAK	GYN	ETBD	165
BASE_BAK	GYN	NBR	60
BASE_BAK	IPS	ETBD	75
BASE_BAK	IPS	RDK	20
BASE_BAK	IPS	RDKS	20
BASE_BAK	IPSS	ETBD	75
BASE_BAK	IPSS	RDK	20
BASE_BAK	KPRD	ETS	45
BASE_BAK	MNY	ETBD	45
BASE_BAK	NBR	CAB	60
BASE_BAK	NBR	ETBD	105
BASE_BAK	NBR	GYN	60
BASE_BAK	PET	CAB	35
BASE_BAK	PET	ETBD	60
BASE_BAK	RDK	ETBD	60
BASE_BAK	RDK	IPS	20
BASE_BAK	RDK	IPSS	20
BASE_BAK	RDKS	ETBD	60
BASE_BAK	RDKS	IPS	20
BASE_BAK	ROB	ETBD	105
BASE_BAK	ROBS	ETBD	105
BASE_BAK	RSW	ETBD	90
BASE_BAK	SFC	ETBD	45
BASE_BAK	SHC	ETBD	45
BASE_BAK	VYS	ETBD	105

Elliot Stein

From: McCrea, Lynette <Lynette.McCrea@qr.com.au>
Sent: Thursday, 15 December 2016 12:27 PM
To: Elliot Stein
Cc: David Marchant
Subject: QUEENSLAND RAIL COMMERCIAL IN CONFIDENCE_Heads of Agreement_Traincrew EA Settlement
Attachments: Heads of Agreement_Traincrew EA Settlement_Signed.pdf
Importance: High

Good afternoon, Elliot

Please find attached signed Heads of Agreement Traincrew EA Settlement.

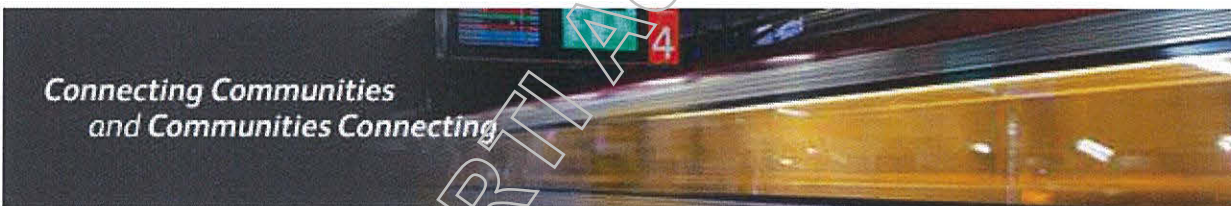
Would you like a copy emailed through to Greg Tonks and/or Jason Humphries?

Kind regards
Lynette



Lynette McCrea

Executive Assistant to the Chief Executive
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Heads of Agreement
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Signed on behalf of Queensland Rail Transit Authority

by its duly appointed representative

Neil Scales

.....
Representative Signature

.....
Neil Scales Acting Chief Executive Officer
Name, Title of Representative (print)

.....
305 Edward Street
Brisbane, QLD 4000
Address

15th December 2016

.....
Date

Signed on behalf of Union (The Australian Rail, Tram and Bus Industry Union Queensland) and by its duly appointed representative

[Signature]

.....
Representative Signature

.....
Owen Doogan
Name, Title of Representative (print)

.....
Floor 1, 457 Upper Edward Street
Brisbane, QLD 4000
Address

.....
15 December 2016

.....
Date

Signed on behalf of Union (Australian Federated Union of Locomotive Employees, Queensland Union of Employees) and by its duly appointed representative

G. Smith

.....
Representative Signature

GREG SMITH

.....
Name, Title of Representative (print)

.....
269 Wickham Street
Fortitude Valley, QLD 4006
Address

15/12/2016

.....
Date

Proposed variation to clause 78 Breaks:

78 Breaks

Meal breaks

78.1 Principles for the introduction of two meal breaks - SEQ employees

78.1.1 The parties will implement meal breaks by 1 July 2017, or subsequently at the next available posting of the appropriate Master roster in alignment with a new timetable, in accordance with the following principles:

78.1.1.1 Where SEQ employees work a shift that is greater than six (6) hours in length, they will be given two (2) half hour meal/rest breaks (not inclusive of walking time). The first break will commence between two and a half hours and three and a half hours of the shift beginning and the second break will commence between five and a half hours and six and a half hours of the shift beginning. There will be no fewer than two (2) hours between the two breaks.

78.1.1.2 Shifts of six (6) hours or less will have a forty (40) minute meal break to commence after three (3) hours from sign-on and finish before the completion of the sixth hour.

78.2 Prior to implementation of sub-clause 78.1

78.2.1 From the date of approval of this Agreement by the Fair Work Commission, the status quo for the application of meal breaks and rest pauses will remain i.e. except when engaged on locomotive workings/on track vehicles, SEQ employees are entitled to a paid meal break of forty (40) minutes duration as part of normal working hours. The meal break is to be taken after the completion of the third hour and finish before the completion of the sixth hour.

78.2.2 A Working Party comprising equal representation of Queensland Rail; and the Rail Tram and Bus Union and the Australian Federated Union of Locomotive Employees will be established to convene on the date of approval of this agreement to review the Master Roster and associated rostering rules to enable the introduction of two meal breaks for shifts exceeding six (6) hours, with a focus on maximising the availability of Rail Traffic Crew to deliver services (within appropriate fatigue management guidelines).

78.2.3 The Working Party will:

- Consider the flexible application of meal breaks up to a maximum of 60 minutes (not inclusive of walking time) within a shift exceeding six (6) hours;

- Strategies for optimum deployment of traincrew to meet service requirements.
- Ensure roster development processes are fair, safe and in line with fatigue management principles.
- Provide an agreed plan for the appropriate implementation of meal break provisions and rostering rules, not later than 1 April 2017.

78.2.4 Following the Working Party's consideration in accordance with sub-clause 78.2.3, and by mutual agreement between the parties to this Agreement, the principles (outlined in sub-clause 78.1) for the implementation of meal breaks may be amended to enable the flexible application of meal breaks up to a maximum of 60 minutes within a shift exceeding 6 hours.

Rostering arrangements for the Summer School Holiday Timetable commencing on 28 December 2016 and ceasing on 22 January 2017

- Discontinuation of the 20 minute comfort break.
- Variation to sign-on and sign-off times within two hours from the master roster pre-58 hour roster or by agreement post-58 hour roster.
- Traincrew not able to be rostered within the 2 hour variation will be offered to be rostered either 'as required', or booked 'available for duty' or alternative workings by agreement.
- All traincrew allowed to work Block Leisure Periods if requested. This will be accommodated after posting the 58 hour roster.
- Shifts commencing prior to 0430hours can be of greater than seven hours duration.
- Crews will travel spare in three car sets where required.
- Enhanced sector running, if route knowledge and competency is maintained.

Attachment 3

Rostering arrangements commencing from 23 January 2017, and applying until such time as new meal break arrangements are implemented in accordance with Attachment 1

January TT_ optimised Ruleset						
	Target (Min) Mon-Thurs	Target (Min) Fri	Target (Min) Sat	Target (Min) Sun	Max	
Depot targets	BNH	24	24	16	13	24
	CAB	27	27	16	13	31
	FYG	10	10	8	8	12
	GYN	2	2	2	2	2
	IPS	27	27	???	13	31
	KPR	27	27	???	13	31
	MNY	19	19	???	8	18
	NBR	10	10	???	5	12
	PET	10	10	???	5	12
	RDK	19	19	???	8	19
	ROB	19	19	16	10	23
	SFC	7	7	5	3	9
	SHC	10	10	8	5	12
Meal count work > 6h	1 meal 40 minutes					
Depot route knowledge	See sheet Route Knowledge					
Relief Roma street	AM peak post arr ctl, no PM peak relief					
Relief Bowen Hill	No relief between 07:00 and 08:30 else OK					
CWT rule	No					
Spare on 3 car units	Yes - allow spare travel on 3 car					
Allow more than 1 return trip on corridor	Yes - but no consecutive return BDT-VSY, VSY-BDT & IPS-CAB, CAB-IPS					
Permit taxi travel	Yes (see Taxi Sheet for taxi duration)					
Max work 7h30 for early	No					
Target average weekly working time	8h25					
Allow duties less than 6h00	Yes					
Gradual sign on time for roster	No					
Force relief at BNH middle road if more than 15 minutes	Yes					
Meal room capacity	BHIC	10				
	BNHC	2				
	BRCC	0 Not used				
	CABC2	5				
	CEPC	2				
	CVNC	1				
	DBNC	2				
	EGJC	4				
	ETDC	14				
	FYGC	2				
GYNC	2					

IPSC	6
KPRC1	5
MNYC	2
NBRC	1
PETC	2
RDKC	7
RHDC	3
ROBC	2
RSC	3
SBEC	10
SFCC	2
SHCC	3
VYSC	0 Not used

Route Knowledge Table

Depot/Corridor	BDT	BNH	CAB	CEP	CVN	DBN	FYG	IPS	KPR	RDK	GYN	NBR	RSW	SBE	SFC	SHC	VYS	YECCO	ICE
BNH	Y	Y	Y	Y	Y	Y	Y	Y		Y				Y	Y	Y	Y	Y	
CAB	Y		Y		Y	Y	Y	Y	Y	Y		Y		Y	Y	Y		Y(F)	Y
ETB	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y				Y	Y	Y	Y	Y	Y
FYG	Y	Y	PET	Y	Y		Y							Y	Y	Y	Y	Y(F)	
GYN			Y	N					Y		Y	Y							Y
IPS	Y	Y	Y	Y	Y	Y	Y	Y		Y			Y	Y	Y	Y		Y	
KPR	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y				Y	Y	Y	Y	Y	
MNY	Y	Y	PET	Y	Y	Y	Y							Y	Y	Y		Y	
NBR	Y		Y	Y					Y		Y	Y				Y			Y
PET	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y				Y	Y	Y			
RDK	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y				Y	Y	Y	Y	Y	
ROB	Y	Y	PET	Y	Y	Y	Y	Y	Y	Y				Y	Y	Y	Y	Y(F)	
SFC	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y				Y	Y	Y	Y	Y	
SHC	Y	Y	Y	Y	Y	Y	Y				N			Y		Y	Y		

Notes: PET: Drivers need to reach PET. Cannot go to CAB.
N: There was a Yes, we think it should be No.
y(F): The constraint is applied on the Friday schedule only. The rest of the constraints are applied on the M-Th schedule.

Taxi Table

Version	From	To	Duration
BASE_BAK	BNH	ETBD	60
BASE_BAK	BNHS	ETBD	60
BASE_BAK	CAB	ETBD	75
BASE_BAK	CAB	GYN	80
BASE_BAK	CAB	NBR	60
BASE_BAK	CAB	PET	35
BASE_BAK	CVN	ETBD	75
BASE_BAK	ETBD	BNH	60
BASE_BAK	ETBD	BNHS	60
BASE_BAK	ETBD	CAB	75
BASE_BAK	ETBD	CVN	75
BASE_BAK	ETBD	FGY	30
BASE_BAK	ETBD	GYN	165
BASE_BAK	ETBD	IPS	75
BASE_BAK	ETBD	IPSS	75
BASE_BAK	ETBD	MNY	45
BASE_BAK	ETBD	NBR	105
BASE_BAK	ETBD	PET	60
BASE_BAK	ETBD	RDK	60
BASE_BAK	ETBD	RDKS	60
BASE_BAK	ETBD	ROB	105
BASE_BAK	ETBD	ROBS	105
BASE_BAK	ETBD	RSW	90
BASE_BAK	ETBD	SFC	45
BASE_BAK	ETBD	SHC	45
BASE_BAK	ETBD	VYS	105
BASE_BAK	ETS	KPRD	45
BASE_BAK	FGY	ETBD	30
BASE_BAK	GYN	CAB	80
BASE_BAK	GYN	ETBD	165
BASE_BAK	GYN	NBR	60
BASE_BAK	IPS	ETBD	75
BASE_BAK	IPS	RDK	20
BASE_BAK	IPS	RDKS	20
BASE_BAK	IPSS	ETBD	75
BASE_BAK	IPSS	RDK	20
BASE_BAK	KPRD	ETS	45
BASE_BAK	MNY	ETBD	45
BASE_BAK	NBR	CAB	60
BASE_BAK	NBR	ETBD	105
BASE_BAK	NBR	GYN	60
BASE_BAK	PET	CAB	35
BASE_BAK	PET	ETBD	60
BASE_BAK	RDK	ETBD	60
BASE_BAK	RDK	IPS	20
BASE_BAK	RDK	IPSS	20
BASE_BAK	RDKS	ETBD	60
BASE_BAK	ROKS	IPS	20
BASE_BAK	ROB	ETBD	105
BASE_BAK	ROBS	ETBD	105
BASE_BAK	RSW	ETBD	90
BASE_BAK	SFC	ETBD	45
BASE_BAK	SHC	ETBD	45
BASE_BAK	VYS	ETBD	105

Elliot Stein

From: Board Office <BoardOffice@qr.com.au>
Sent: Friday, 16 December 2016 4:48 PM
To: Elliot Stein; Jason Humphreys
Cc: CTPI - personal information dave.stewart@premiers.qld.gov.au; Gregory Tonks (gregory.tonks@treasury.qld.gov.au); Benstead, Jim; Scales, Neil
Subject: Queensland Rail Confidential: Board Correspondence - 2016 Traincrew Enterprise Agreement
Attachments: 20161216_Outgoing letter to RM's_Treasurer_2016 Traincrew Enterprise Agreement_signed by acting Chair.pdf; 20161216_Outgoing letter to RMs_Minister_2016 Traincrew Enterprise Agreement_signed by acting Chair.pdf
Importance: High
Sensitivity: Confidential

Queensland Rail Confidential

Good afternoon

Please find attached correspondence from the Queensland Rail Board in relation to the 2016 Traincrew Enterprise Agreement.

Kind regards

Board Office



Board Office

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twitter.com/queenslandrail

*Connecting Communities
and Communities Connecting*



Our ref: MCR-16-1426

Queensland Rail Commercial-in-Confidence

The Honourable Curtis Pitt MP
Treasurer, Minister for Aboriginal and Torres Strait Islander Partnerships and
Minister for Sport
Member for Mulgrave
Level 38, 1 William Street
BRISBANE QLD 4000

The Honourable Stirling Hinchliffe MP
Minister for Transport and the Commonwealth Games
Member for Sandgate
Level 35, 1 William Street
BRISBANE QLD 4000

Dear Treasurer

2016 Traincrew Enterprise Agreement

I refer to our letter dated 13 December 2016 and preceding correspondence on 2 December 2016 and 4 December 2016 in relation to the in-principle 2016 Traincrew Enterprise Agreement.

As previously advised, the Board approved the in-principle agreement on 13 December 2016 on the basis set out in our letter to you on that day. Management has subsequently met with union representatives and I am pleased to advise that a written agreement has been reached in relation to the outstanding meal break and rostering arrangements in a form that is consistent with the Board's approval.

Now that the outstanding matters have been agreed, I confirm that the in-principle agreement reflects the following key changes from the existing 2013 enterprise agreement:

1. a clause referencing the introduction of two meal breaks has been included in a form satisfactory to unions, but the trigger for introduction of such breaks is not date specific;
2. some reconfiguration of work cycles has been agreed to allow an additional Block Leisure Periods without reducing overall working hours;
3. alterations have been made to weekend penalty allowances to increase the allowance from 37.5% to 75% until such time as two meal breaks are introduced, with the allowance to then revert to 40% (increased from 37.5%). This operates in lieu of any sign-up payment in relation to the 2016 enterprise agreement;
4. a process has been included in relation to engagement of contractors (reflecting government policy and provisions of other Queensland Rail enterprise agreements on that issue);
5. changes have been made to part-time arrangements to encourage greater take-up of part-time employment;
6. requirements from the *Work Health & Safety Act* relating to minimum accommodation standards have been included; and
7. a clause regarding NGR Facilitation has been included.

The arrangements agreed with unions include suspension of a number of informal rostering arrangements that operated outside the enterprise agreement framework, which were inhibiting Queensland Rail's ability to meet the current timetable and to implement the Five Point Plan.

Further, as advised on 2 December 2016, the in-principle agreement includes provisions reflecting the government's policy decision in relation to the fitment of additional CCTV screens on the rear wall of the cab on NGR trains (to be funded by DTMR) to allow guards to provide right-of-way from that location. Further information regarding the financial impacts of those arrangements was set out in our letter of 2 December 2016.

As the outstanding matters in relation to the in-principle agreement have now been resolved with unions, management is finalising arrangements to enable the 2016 Traincrew Enterprise Agreement to be put to a vote of the eligible workforce as soon as possible in 2017. Management anticipate providing the long-form draft of the proposed enterprise agreement to unions during the course of next week, with information sessions to then occur with the eligible workforce in January 2017. On current estimates it appears likely the proposed enterprise agreement will be put to a vote in late January 2017.

Yours sincerely



David Marchant AM
Acting Chair
16 December 2016

Our ref: MCR-16-1426

Queensland Rail Commercial-in-Confidence

The Honourable Stirling Hinchliffe MP
Minister for Transport and the Commonwealth Games
Member for Sandgate
Level 35, 1 William Street
BRISBANE QLD 4000

The Honourable Curtis Pitt MP
Treasurer, Minister for Aboriginal and Torres Strait Islander Partnerships and
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Yours sincerely



for **David Marchant AM**
Acting Chair
16 December 2016