



BUSINESS UNIT INDUSTRIAL COUNCILS

Memorandum of Understanding

The parties to this agreement are;

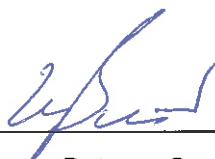
KIWIRAIL and the

RAIL AND MARITIME TRANSPORT UNION (RMTU)

1. Five Business Unit Industrial Councils shall exist and shall meet quarterly, or as otherwise required. These Industrial Councils are;
 - Freight
 - Infrastructure and Engineering
 - Mechanical
 - Passenger
 - Interislander
2. The Rail and Maritime Transport Union will elect delegates from within the relevant Business Unit on the following basis;
 - Freight – 7 Delegates
 - Infrastructure and Engineering – 7 Delegates
 - Mechanical – 5 Delegates
 - Passenger – 6 Delegates
 - Interislander – 4 Delegates
3. Management of Each Business Unit will determine the management representatives for that Business Unit Industrial Council and this will normally include;
 - The General Manager of the Business Unit, or representative
 - The Human Resources Manager for that Business Unit
4. Standard agenda items for Business Unit Industrial Council meetings shall include;
 - A Safety moment
 - A briefing on the current performance of the Business Unit and the projected trend for the next quarter
 - Any proposals by management under consideration which could impact on staff
 - Issues of a national nature which are of concern to staff
 - Opportunities for joint action to bring about improved business performance.
5. KiwiRail will arrange and fund all transport, accommodation and wages of the RMTU Delegates to the Business Unit Industrial Council. KiwiRail will arrange for the paid release of Delegates to attend all scheduled Business Unit Industrial Councils. KiwiRail and the RMTU agree to plan travel in advance as much as possible so that it is cost effective. Delegates will communicate with their line managers regarding meeting related absences.

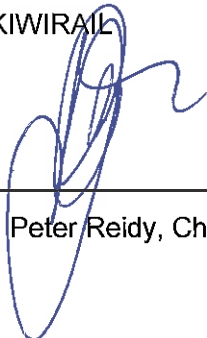
6. KiwiRail will arrange meeting facilities, meals and administrative support for the meetings to include agendas, papers, minute taking at the meetings and distribution of minutes and papers thereafter for confirmation by agreement. Minutes will, after agreement will be circulated.
7. While it is important to distribute and discuss with staff information presented at the meetings there may be aspects of information that will be agreed as being confidential or private and this must be respected by all participants.
8. Items to be discussed at the Business Unit Industrial Councils should be submitted to the nominated meeting co-ordinator sufficiently in advance so that they can be included for inclusion on the agenda at least seven full business days before the meeting but in exceptional circumstances matters may be raised on the day at meetings. New agenda items should also include sufficient explanation so that participants can understand the issue and prepare for the meeting.
9. Meeting protocols will be observed in that all members will treat each other with mutual respect and courtesy. It is expected that the meeting chair shall ensure that all views will be listened to, one person speaks at a time, mobiles are to be on silent mode, and all participants will behave in a professional manner.
10. The subject matter of this MOU will be incorporated into the KiwiRail MECA ratification process when the current MECA is next settled.

SIGNED on behalf of
RAIL AND MARITIME TRANSPORT UNION



Wayne Butson, General Secretary

SIGNED on behalf of
KIWIRAIL



Peter Reidy, Chief Executive