



RMTU KiwiRail Multi Employer Collective

Employment Agreement (“the MECA”) Variation for Safety Protectors

INTRODUCTION

In early 2018 The RMTU opened discussions on behalf of members working as Safety Protectors under pay scale 2 of the RMTU-KiwiRail MECA.

The RMTU-KiwiRail Networks Industrial Council (KNIC) initially held talks and further discussions involved a smaller group of representatives nominated by the KNIC. Our thanks to the representatives for their work.

KiwiRail wishes to increase the numbers of Safety Protectors from the current 14 to as many as 42 people over time. KiwiRail engaged management consultants Ernst Young to do a review of pay and benefits paid by other employers in order to find out what would enhance the recruitment and retention of staff. KiwiRail are clear that this is a specific role requiring specific attributes and skills and people will have to apply for this role and will be assessed and appointed according to a set criteria.

The talks resulted in an initial offer to vary the MECA and increase Safety Protectors rates that prompted further discussion after the RMTU asked questions about the rates tabled and KiwiRail’s objectives. After further discussion a further offer was tabled that your representatives felt was the best that could be achieved in the circumstances.

Accordingly your Industrial Council Representatives are recommending members accept the proposed variation to the MECA.

THE PROPOSED VARIATION

Your negotiating team supports this proposed variation and **recommends** that the membership ratifies it.

The **current pay rates** that apply to Safety Protectors are:

- Safety Protector Level 2 \$23.50/hour
- Safety Protector Level 1 \$21.43/hour
- Trainee Safety Protector \$19.41/hour

The **proposed pay rates** that will apply are:

- Safety Protector Level 2 \$25.52/hour;
- Safety Protector Level 1 \$ \$23.48
- Trainee Safety Protector \$19.41/hour

This is an increase of **\$2.05/hour** for Level 1 Protectors and places them 75 cents ahead of the market median average hourly rate identified in the Ernst Young study.

Level 2 Protectors will receive a **\$2.02/hour** increase, putting them \$2.02 ahead of the market median average hourly rate identified in the Ernst Young study.

Trainees will remain on the same hourly rate: That the Trainee rate will remain as it is (\$19.41 – as all trainee rates are in the MECA), with 1-2 months to fulfil the necessary course requirements before being moved on to Level 1 Safety Protector

BACKDATING AND POTENTIAL FURTHER INCREASE

These rates will apply from 1 July 2018 and will also attract an additional, as at that date, flat rate increase of \$1.63 per hour should the proposed MECA be ratified for 2018-20

RATIFICATION OF VARIATION

The variation is subject to ratification by all of the Union’s members who will do the work of Safety Protectors.

The proposed variation shall be rejected if more than 30% of those members reject the settlement by the due date, namely 1700hrs Friday 24 August 2018

The ballot paper is enclosed with this information sheet.

- If you wish to **reject** the variation then you need to mark the box “x”, add any comment and return the ballot paper in the supplied envelope, so that it is received by Head Office by no later than 1700hrs Friday 24 August 2018. Late papers will not be counted.
- If you wish to **accept** the settlement you need to destroy the ballot paper.

Wayne Butson
General Secretary