



KIWIRAIL NETWORK

Pay and Career Progression

Roadshow Presentation: March 2011



Progression Job Families

- Track (Track Welder, NDT Operator, Lube Operator)
- Structures
- Traction Line Mechanics
- Traction Electricians
- Signal Technicians
- Signal Maintainers
- Rail Bonders
- Signal Equipment Technicians
- Signal Equipment Assemblers
- Signal Line Mechanics
- Telecommunications
- Track Machines
- Mechanical Engineers
- Rail Weld
- Stores
- Safety Protectors



Standard Levels and Titles

- Trainee
- Trainee Worker
- Worker (up to 2 levels)
- Fully Competent Worker
- **Appointed Roles** (Ganger, Leading Hand, Supervisor, Inspector)

Each level has specific OJTs to complete to progress to the next level up (**see Track Progression example**)

Unit standards will be accredited by Competenz from naturally occurring evidence arising from completion of the OJTs



Rates of Pay Framework

- Consultants surveyed 17 external companies
- Market median rates established
- Trade qualifications recognised in Structures
- Relativity alignment across Job Families
- Phased transition to attain market rates
- MECA % movements applied on top
- Productivity improvements



Pay Rate Information: Track Group

LEVEL	MECA July2010	Market July 2010	% inc
Trainee Track	\$16.80	\$16.80	0%
Track Worker	\$18.10	\$18.56	2.5%
Track Maintainer	\$19.18	\$20.34	6.0%
Lube Operator			
NDT Operator			
Track Welder			
Senior Track Mntr	\$20.66	\$22.11	7.0%
Track Ganger	\$23.54	\$26.90	14.3%
Track Inspector	\$26.81	\$30.59	14.1%



Transition to New Market Pay Rate Principals:

- A Market rate Adjustment (MRA) will be established for each progression step, to enable staff to reach the market rate by July 2013
- The MRA will be paid in 3 annual installments: July 2011, July 2012, July 2013
- A shorter timeframe may be used if the MRA is small
- If a staff member achieves a change in progression during this time, the MRA will occur at the time achieved, and then July thereafter as long as productivity improvements are verified
- Market median payment and high level productivity are linked to ensure affordability
- Linkage defined by KiwiRail and RMTU
- All staff will attain the market rate for their progression step by July 2013
- The RMTU and KRN will continue to work together to improve productivity to support the increased costs of progression



How to Move to the Next Progression Step

- Refer to your Progression Plan Booklet
- Complete the requirements listed
- Get your Verifier to sign off the OJTs as you are ready
- Request for an Assessor to assess you as you are ready
- Ensure all requirements for that progression step are verified and assessed
- Present your completed Progression Plan Booklet to your manager
- Ask your Manager to complete the Pay Change Form
- Letter of change offered / accepted and returned
- Pay change actioned



Timetable

- Finalise Career Progression Plans Feb 2011
- Finalise Pay Structures Feb 2011
- Managers updated on process March 2011
- Progression Framework authorised March 2011
- Roadshow & RMTU ratification March 2011
- Staff placed onto progression framework April 2011
- Verification & Assessor systems/training May 2011
- Implementation July 2011



Questions

- A separate Question & Answer sheet is available covering all the common issues
- Any further questions?
- After today, please refer any questions to your line manager



What Happens Next

- RMTU ratification / MECA changes
- All staff placed onto new progression framework
- Staff given Progression Plan Booklet for their job family
- Verifiers and Assessors appointed & trained



Ratification Process: RMTU Members

- Pay and Career Progression
- Flexible Work Hours
- Work periods





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