



## RMTU / KiwiRail Rail Operating Manual Section 3 –

### Rostering for Locomotive Engineers Variation Update for Ratification

#### Introduction

In 2017 a joint KR/RMTU working team was convened to review and update the ROM section 3 (Rostering for Locomotive Engineers) to ensure it is fit for purpose to deliver safe and efficient life balance rosters for Locomotive Engineers using current fatigue risk management principles.

The team has now concluded this work and an updated ROM S3 2018 and presentation of the changes will be available for all LE's as part of the RMTU variation ratification process.

The details related to this proposed variation are viewable on the Union website including this newsletter. Go to [www.rmtunion.org.nz](http://www.rmtunion.org.nz) and then "Bargaining" on the home page and then the ROM S3 2018 folder.

This is a summary of the key changes.

#### Proposed Variation

Key Changes :-

- Minimise as far as practically possible single days off when constructing rosters
- Establish the framework for assessing rosters and shifts using a fatigue risk management system
- Update and include new definitions to help all stakeholders in interpreting and applying the ROM hours of work provisions
- Simplifying the shift length matrix to align with the 'at risk' matrix with further clarity on them being night or early shifts
- Introduce a minimum of 12 hours off between shifts (except for on the day roster/shift changes)

- Simplifying backward shift rotations for night shifts (impact on sleep patterns) and using the 12 hours off for other shifts
- Confirming that the 'at risk' matrix for maximum number of consecutive shifts now covers both roster construction and day of operations
- Introducing protections for not returning to a level A shift when only 2 level A shifts are worked
- Introducing an opt in/opt out system for working extra work periods
- Update of the public holiday provisions – notice for opting out of working and payment for the whole shift when job is cancelled
- Confirming the process for relief links when covering less than a full fortnight link
- Updating the annual leave process confirming the manager's role in managing leave
- Removing the LE pay progression and updating and including it in the new MECA

#### Ratification

The variation is subject to ratification by all of the Union's members who are employed as KiwiRail Locomotive Engineers, LE Team Leaders and LE Trainees.

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

**The ballot paper is enclosed with this settlement update.**

- **If you wish to reject the settlement 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 - RMTU**