

# THE ACTIVIST



**Published Regularly - ISSN 1178-7392 (Print & Online) 31 March 2017**

## **NATIONAL PRESIDENT POSITION CONTESTED**

The National Presidency of OUR Union is this year up for contest. The incumbent Aubrey Wilkinson is being challenged by Kasia Kurene. Details of the candidates, and why in their opinion you should vote for them, are on the reverse of the ballot paper. The contest has seen a team of, Transdev Wellington employed, member and delegate volunteers from the Wellington Rail Branch in the Union National Office over the last 3 days creating the 4715 stuffed voting envelopes to be delivered to members' homes by NZ Post. The envelopes were delivered to NZ post today (31 March 2017) so here's hoping the mail will get through! If you haven't received yours within 7 days of this date please contact us.

Members are reminded that YOU are encouraged to cast YOUR vote and send it back to the National Returning Officer by 1700hrs 21 April 2017. Let's see if we can get a 100% return!

**A big shout out "Thank You" to our hard working volunteers!" We truly couldn't have done it without YOU!**

## **CALL FOR NOMINATIONS – NATIONAL MANAGEMENT COMMITTEE (NMC) – 2017/2019 TERM OF OFFICE.**

In accordance with Rule 24.6 of the Rules & Standing Orders of the Rail & Maritime Transport Union "the Union" calls for nominations from current financial

members for the following position(s) on the Unions National Management Committee.

Biennial Conference 2016 restructured the NMC to a new composition for the 2017 elections. The Union is calling for nominations for the new composition as follows:

☛ **North Island Ports Representative** (A financial member of a North Island Port Branch of the Union).

☛ **South Island Ports Representative** (A financial member of a South Island Port Branch of the Union).

☛ **Auckland Rail Representative** (A financial member of the Auckland Rail Branch).

☛ **North Island Rail Representative** A

financial member of the Northland, Waikato, Bay of Plenty, Taranaki, Hawkes Bay and Palmerston North Rail Branches. (*ALL remaining NI branches excepting Auckland, Wellington and Hutt Branches*).

☛ **Wellington Rail Representative** (A financial member of the Wellington and Hutt Rail Branches).

☛ **South Island Rail Representative** (A financial member of the Marlborough, Christchurch, Timaru, Otago and Southland Rail Branches).

☛ **Women's Representative** (A financial Women member of any Branch of the Union).

Nominations shall be in writing on the official NMC Nomination form and contain the signed consent of the candidate, and be



**This is for the information and guidance of RMTU members only!**

proposed and seconded by financial members (Rule 1) of the Union from the correct branch and industry designation. Nomination Forms are available on the RMTU Website [www.rmtunion.org.nz](http://www.rmtunion.org.nz) or from the RMTU National Office by calling 04-499-2066, fax 04-471-0896 or [admin@rmtunion.org.nz](mailto:admin@rmtunion.org.nz) or your local Branch Secretary.

Correctly completed nomination forms must be received by the duly appointed National Returning Officer at the National Office of the Rail & Maritime Transport Union, PO Box 1103 Wellington 6140 **no later than 1700 hrs on Monday 24 April 2017.**

The term of office is 2 years (Rule 24.2) and the duties are as contained in Rule 18 of the Union's Rules and Standing Orders.

**For the information of members** - KiwiRail employed NMC members will be appointed to an applicable KiwiRail Industrial Council upon election to NMC (eg. A Mechanical Engineer will be placed onto the Mechanical Council filling one position on that Council).

**For the information of members** - All incumbent NMC Representatives have indicated that they will be seeking re-election.

*Wayne Butson*  
*Acting National Returning Officer*

## HIGH PERFORMANCE HIGH ENGAGEMENT TRAINING AND THE KIC AND KNIC

Members of both the KIC and the KNIC attended training for three days in Auckland in HPHE earlier this month together with management. We then attempted to identify suitable projects for HPHE. The KIC has a backlog of legacy issues that need to be addressed before any progress on HPHE related work can be undertaken. The KNIC however, has identified a couple of projects that look promising and should, if they go well; deliver benefits to members and KiwiRail.

The first is around recruitment and development of people. This will incorporate a review of the pay and progression framework work that we did around six years ago; a fresh look at training and qualifications with the aim of encouraging members to be able to identify opportunities for developing skills that could be used across KiwiRail, not just in one business unit; and refining recruitment procedures so as to encourage diversity. The latter is code for getting fresh blood into the workforce and doing some succession planning and future proofing. All this is very encouraging given that we have a cohort of mature members who will very shortly be considering retirement.

The second project will breathe renewed life into the work we've done on access to the track and corridor when trains aren't around. This has obvious benefits in terms of productivity but, crucially for our members, will also result in a safer work environment.

Both the KNIC projects were approved by the RMTU-KiwiRail HPHE Governance Group on 6th March. Watch this space for further updates on these projects

## THR WELLINGTON DELEGATE TRAINING A SUCCESS

A two day delegate training session for Transdev - Hyundai Rotem (THR) Wellington Rail Branch delegates was held last week and was deemed a success by all who attended.

Delegates from Transdev and Hyundai Rotem were enthusiastic participants in a course that combined theoretical content and practical exercises at KiwiRail's Woburn Training Centre. Union General Secretary Wayne Butson and National Vice President Howard Phillips attended along with a mix of veteran and new delegates.

The unity of purpose and solidarity amongst these active Union members was such that they planned and immediately began to implement a programme of work by the end of the course. The Branch now has an active closed group Facebook page and is working on a real time text based communications system in readiness for collective bargaining



later this year. There was lively debate and discussion of the remit and claims process and everyone learned something.

The course concluded with the delegates unanimously swearing a pledge: "this meeting of RMTU Transdev & Hyundai Rotem delegates pledge that the forthcoming bargaining round will not result in any loss of terms and conditions for our membership".

Members have been notified that the claims/remit process will commence 1 April and the criteria by which these will be assessed have been published.

### KR MIC VISIT AUSTRALIA

Logan Kahui Service Rep from Palmerston North and Union Organiser Stuart Johnstone along with Bruce Parker Westfield Loco Depot Manager, Jason Lockley Engineering and Strachan Crang HPHE visited Australia this week as part of our projects for Rule 126 Lockout and Service Standardisation.

3 Downer sites were visited, Koroogang Island Loco maintenance depot, Cardiff workshops and the Auburn Maintenance Facility, which is an EMU depot. There were some good takeaways which included ideas for improved depot layouts for tooling, lifting equipment and specialised equipment. The trip confirmed the quality of work the Rule 126 group has been doing, as the implemented systems viewed only included some minor variations to what is being recommended here and from what was viewed on this trip our Hotworks initiative is superior and highlighted the importance of recognising and celebrating our wins. Overall this was 3 days well spent.

### QUARTER OF A MILLION HECTARES SOLD INTO OVERSEAS OWNERSHIP ILLEGALLY

Over 250,000 hectares of land have been bought by foreigners without required approval from the Overseas Investment

Office since 2011, and the response was a slap with a wet bus ticket by National, says Leader of the Opposition Andrew Little.

"Our land is being sold into foreign ownership illegally on a massive scale, and National is doing nothing about it.

"The OIO had to validate the purchases retrospectively. It imposed fines in 31 cases of land being sold without approval, totalling 257,000 hectares valued at over half a billion dollars. The average fine was \$8,500, or less than \$1 a hectare. In other cases, no fine was imposed or the buyers were allowed to make a donation to charity to settle the issue.

"No wonder foreign buyers aren't bothering to comply with the law when the penalties the Government imposes are so trivial. It's cheaper to ignore the OIO and pay the fine if you get caught than it is to go through the approval process. What does this say about how the Government values the role of the OIO as guardians of our sensitive land?

"The fact so much of our land is being sold into overseas ownership illegally shows the OIO doesn't have the resources needed to do its job properly. National is clearly not concerned about foreigners buying sensitive land if it is failing to give the OIO the tools to do its job.

"Labour will properly resource the OIO so it can better police who is buying our sensitive land and give it the tools to ensure foreign buyers are sticking to the conditions of their purchase. Overseas purchases of our land should only be allowed when they create real value for New Zealand," says Andrew Little.



### PANDORA TO AHURIRI SHIFT.

Agreement has been reached with KiwiRail for the shift of I&A members from Pandora to the Freight terminal at Ahuriri depot. The two main barriers to agreement were the size of the workshop and the relocation of the adzing machine to Palmerston North. The agreement is for the workshops to be, Structures 128 sqm, Track 52 sqm and Signals 76 sqm. The Adzing machine is to stay in Napier. The outcome demonstrates the benefit of the I&A Napier members being

determined to their "maintenance of aim" in this long running dispute.

## HOTWORKS - KIWI RAIL

The Hotworks HPHE group has rolled out stage 1 to Wellington Depot, Hutt Workshops and Palmerston North. Members reported very positively to the rollout as the program includes multiple visuals, time for 1-1 and group conversations with a 15min opening presentation.

Some quick wins were achieved with members being issued with some of the PPE that was on display and new overalls being supplied.

Next week the rollout moves to Westfield, Te Rapa, the Mount and Kawerau and then the following week to Christchurch and Dunedin. The rollout team found great value in the personal approach to this rollout and look forward to meeting you when they visit your depot.

## LYTTELTON OFFICE TEMPORARILY EVACUATED

Due to the pending demolition of the earthquake damaged RMTU Lyttelton Office, the Port Branch Secretary and the South Island Organiser have evacuated until the building is replaced with a Portacabin type structure. We're unsure how long this will take but in the meantime members can contact Lyttelton Port Branch Secretary Heiner Benecke on 027 446 8779 and South Island Organiser John Kerr on 027 246 4941. We've set up camp in the RMTU office at KiwiRail Middleton Yard Operations Depot but can arrange to meet members in Lyttelton if required.

## ANNUAL LEAVE AUDIT TRANSDEV AUCKLAND

At the request of our Union Transdev Auckland conducted an audit on Annual Leave payments. Over 10500 instances of leave were checked through a process that took over 8 months to complete. The

results showed that approx 280 members had been underpaid and approx 190 had been overpaid. In the last pay run the underpayments were received by our members. Thank you to Transdev Auckland for completing this thorough audit and also for not seeking to have any overpayments re-paid. A fair outcome all round.

## LABOUR AND GREENS COMMIT TO RULES FOR RESPONSIBLE FINANCIAL MANAGEMENT

The Labour Party and the Green Party have agreed to Budget Responsibility Rules, which will provide the foundation for sound fiscal management after the election.

"New Zealanders rightly demand of their government that they carefully and effectively manage public finances. We understand that and are committed to delivering this," says Labour Finance Spokesperson Grant Robertson.

"These rules demonstrate how Labour and the Greens in Government will manage the economy prudently, effectively and sustainably."

Under the Budget Responsibility Rules (see attached) the Government will:

- Deliver a sustainable operating surplus across an economic cycle
- Reduce the level of Net Core Crown Debt to 20 per cent of GDP within five years of taking office
- Prioritise investments to address the long-term financial and sustainability challenges facing New Zealand
- Maintain its expenditure to within the recent historical range of spending to GDP ratio
- Ensure a progressive taxation system that is fair, balanced, and promotes the long-term sustainability and productivity of the economy.

The Government will establish an independent body to make sure the rules are being adhered to.



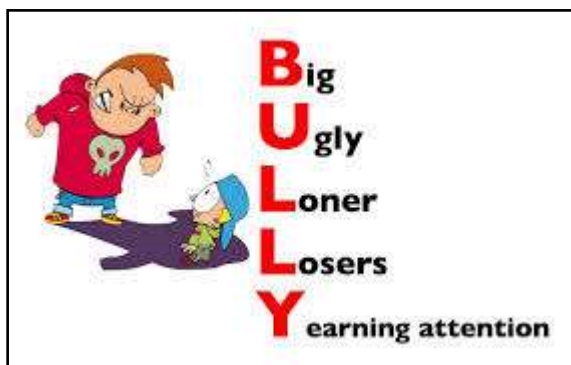


"These rules are a clear and direct statement to New Zealanders that we will manage the economy carefully and be held to account. We will provide the Government that New Zealanders have been looking for: Responsible management of the economy and prepared to tackle the housing crisis and the growing problems in health and education," says Mr Robertson.

Green Co-leader James Shaw says, "Sustainability is a stool with three legs – environmental, social and economic. Take one leg away and the stool falls over.

"In government, we'll be a steady pair of hands. These are economic principles but we'll measure our success by how many children we lift out of poverty, how many rivers we make clean enough to swim in, and how much progress we make towards a low carbon economy.

"The Greens and Labour are very much on the same page about this. This is what a stable, responsible, alternative government looks like," says Mr Shaw.



## EMPLOYER FACEBOOK PAGES, CAVEAT EMPTOR!

Facebook posts by workers have had serious implications for their employment. Most employers have IT policies that can mean what you post can be held against you. We now see employers starting Facebook pages and inviting workers to join. Clearly that would not be the place to have a rant but also by liking, friending or joining these pages, it does open up individuals Facebook pages to employers. Your pages may have old or current content that you may not want your boss snooping around at.

One option is to have a Facebook profile/log on for specific purposes, like a work FB profile and a private FB profile and never the twain shall meet.

## HEADS UP - BIENNIAL FORUMS 2017

Women's Forum 13 June 2017 and Ports Forum 14-15 June 2017

Building Organisation on the Waterfront and at the Inland Ports is the theme of the Ports Forum scheduled for 14-15 June in Wellington. The forum brings together ports delegates from around New Zealand to discuss issues facing us all and planning work that we can do back on our sites. We are preparing a packed programme that includes:

- A National Bargaining Strategy
- Technology & Automation: It's Not Just About Ports – The Future of Work in the 21st Century
- Political Guest Speakers
- Fatigue & Safe Rostering
- Organising Around the Holidays Act: Progress on Enforcing the Law
- Using the Red Card: "When You Stop Running, They Stop Chasing"
- International Organising in the Pacific: the Maritime International Federation

## PORT OF TAURANGA BARGAINING

The bargaining shall commence with mutual exchange of claims on 30 March. This year will see the negotiations utilise a methodology of using working groups to work through the claims, one for security, one for the CSC and one for the Electricians and Fitters. This process has assisted with a timely and efficient bargaining round in other companies.

The bargaining team is Kelven Marten, Matt Lister, Lyn Golding, and depending on rosters Blair Hammond/James Innis, Paul Probert/Maurice Carlin, Ryan Wassenaar/Lindsey Girven, and Neil Wharry/ Paul Fisher and Phil Spanswick.

There will be other items to discuss arising from last year's National Conference and Branches should be giving some thought to who they wish to attend what promises to be a stimulating and thought provoking two days.

National Office will cover the cost of one Women Delegate attending the Women's Forum and One Ports Delegate attending the Ports Forum. All costs (Wages, travel and accommodation) for Observers will be the responsibility of the Branch they represent.

**Branch Secretaries are asked to formalise their representation and to advise numbers of attendee's to National Office as soon as possible.**

### C3

Issues are arising from the recent settlement of the C3 collective agreement. We are working through these. The issues include;

- members not receiving their full back pay,
- delayed implementation of the On Board Stevedores ratification meeting for them to move back into the main Collective Agreement,
- the setting up of the cranes working party,
- the resolution to the long running 4x4 dispute,
- confusion around the paid half hour meal break in Mount Logs,
- the move from 12 shed to 16 Shed, the setting up of the first Consultative meeting for the year,
- The loss of the Sulphur Point Straddle Mechanics contract with the Port of Tauranga and so the list goes on...



### MIDLAND LINE RE-OPENED

KiwiRail is justifiably proud of the immense effort that has led to the re-opening of the Midland Line between Christchurch and the West Coast after a disastrous bush fire destroyed viaducts and bridges, closing the railway, on Waitangi weekend. The line opened in mid-March for freight trains and our LE members are double manning and carrying satellite phones across the repaired section as full radio communications have yet to be re-established.

Last week the Tranz Alpine returned to the line and there was some very positive and well deserved publicity about this. Our South Island Organiser, John Kerr, had the privilege of travelling on the train this week as part of his normal work visiting members on the West Coast and had this to say: "the professionalism of rail workers has to be seen to be believed. The devastation wrought by the fire was terrible and to have the line up and running in such a short time is testimony to the commitment and dedication of everyone involved.

Our I&A members, from all over New Zealand, have achieved what can only be described as superhuman feats in repairing the damage. The Tranz Alpine crew were doing a great job looking after a packed train with a very enthusiastic bunch of passengers – what a great story for KiwiRail and for our members."

Sitting in the Greymouth freight depot it was interesting to speak with members who told of friends and neighbours who had become pro-rail as a result of the increased truck traffic on the main roads over the mountains while this line and the main north line have been shut. One member said it all: "people sometimes forget that rail is quietly moving all this freight and keeping it off the highways..."

### 2017 SAFEGUARD AWARDS- TIME TO NOMINATE!

RMTU nominated H&S Reps have a winning track record with the Safeguard Awards.

Last year congratulations went to RMTU members Laurie Collins (Lyttelton Port Company) and Ian Dixon (KiwiRail) on being awarded finalist status in the most influential employee section and to our Transdev Auckland members for their involvement in the employee participation lead SPAD project which was awarded finalist status in the best significant H&S initiative by a large organisation category.

This is an opportunity to acknowledge the commitment and perseverance of Safety Reps. These Awards are a small way to acknowledge Safety Reps and convey Union appreciation for the work they do.

### **How to nominate someone.**

The judging panel will be looking for details of initiatives which took place primarily in 2016. The entry should be reasonably brief (just a few pages) that explains how the nominee has made a positive influence to H&S. They also like it if the nomination comes with a few endorsements, e.g. from the manager/supervisor and the Union.

Below are links to both the 'how to enter form' and 'entry form'

<http://www.safeguard.co.nz/databases/skin/safeguard/images/content/adhoc/Awards2017/2017EntryPack.pdf>

The closing date for entries is 3 April 2017. The awards will be presented at a Gala Dinner at Sky City Convention centre in Auckland on the 31st of May.

Let us know if you put a nomination form through. Please send this notice far and wide.

## **ITF DELIVERS SATISFACTORY PROGRESS REPORT TO MAERSK AGM**

A four-strong team of representatives from ITF (International Transport Workers' Federation) unions today committed to continued dialogue with AP Møller-Mærsk at the company's AGM in Copenhagen.

The union members were at the event to deliver a progress report on the continuing dialogue between the company and unions established by the ITF's Maersk Network,

which was set up to best represent the thousands of transport workers employed across the company (see <https://goo.gl/C1eN1r>).

The team of four attending the AGM was made up of: Karsten Kristensen from the 3F union in Denmark, and chair of the Maersk Network Steering Group; Donald Josberger from the International Organization of Masters, Mates & Pilots in the USA; Joost Van Der Lecq of the FNV union of The Netherlands; and Steve Yandell, ITF senior section assistant, seafarers, fisheries and inland navigation.

The delegation informed the AGM of research that has been carried out amongst ITF affiliates worldwide on AP Moller Maersk corporate social responsibility policies. The research covered transport workers employed on ships, tugs and in ports.

The research found that in many Maersk workplaces positive dialogue and industrial relations exist. However there are still serious challenges in certain areas, in particular with regards to union recognition, and work is therefore needed to share best practice around all the regions of the world. The ITF wants to ensure that, as a major multinational company, Maersk continues to employ workers from all regions of the world, including northern Europe.

Speaking from London, ITF maritime coordinator Jacqueline Smith commented: "We are pleased that our delegation – with the help of our 3F colleagues, who kindly made their shares available – has been able to personally deliver to Maersk shareholders the message today that we aim to strengthen our constructive dialogue with the company and are looking to ensure that its corporate social responsibility policies are working."

ITF seafarers' section chair David Heindel concluded: "We look forward to continuing to engage with Maersk to achieve an environment throughout its operations that is good for workers and good for its business. A growing world economy with demand for trade worldwide is important for the health of the company's shipping and ports business, and a profitable company is good for its workers."



## RMTU MEMBERSHIP DATABASE UPDATES

The RMTU membership database is an important tool in contacting Union Members or ensuring members are kept up to date with the latest information. We are concerned at the number of "unknown" or "return to sender" envelopes returned to National Office as part of this year's officer elections. We remind members that if you wish to exercise their rights and participate in the decision making aspects of the Union they should ensure they inform National Office of any change of address or contact details as soon as possible. This includes any change of designation or employer.

Branch Secretaries hold "update of membership forms" that you can post or fax in or alternatively for immediate action members are reminded to utilise the update of membership details link on our website [www.rmtunion.org.nz](http://www.rmtunion.org.nz).

For example – All national Union elected positions are up for election this year and so there may be votes conducted by mail. If we have the incorrect address info you will not get a vote as you will never receive a voting paper. **Update now!**

## MIF: PROMOTING WORKERS' RIGHTS ON THE WATERFRONT IN THE PACIFIC

The RMTU has allied with MUNZ and the Australian waterfront union the MUA as part of the Maritime International Federation (MIF) to work together to promote unions on the waterfront across the Pacific.

The MIF has been doing good work in Papua New Guinea and East Timor in the fight against the exploitation of workers in those countries. Health and safety is top of the agenda as well as building organising capacity. As we have seen here, it is only when workers are educated and organised that we can address the power imbalance between us and the employer and begin to assert and extend our rights.



Next objective is Samoa, and the RMTU and MUNZ will work through MIF and FIRST union, who have been actively promoting a private sector union, FIRST Samoa, to build unionism on the waterfront and amongst seafarers in that country.

International unionism gets results for workers everywhere, as was demonstrated by the recent victory of the Spanish dockers in their battle against neo-liberal change in their ports. It's only by sticking together that working people can fight against the excesses of global capitalism.

## ITF - MALAVIYA SEVEN UPDATE

The ITF (International Transport Workers' Federation) yesterday arrested the ship Malaviya Seven on behalf of its crew. The move is the latest by the ITF in support of the crew of the vessel, which has been effectively abandoned in Aberdeen, Scotland by its owners, and detained by the Maritime and Coastguard Agency at the federation's request (see <https://goo.gl/ddzOFU>).

ITF inspector Liam Wilson has been assisting the crew members, who are of Indian nationality, since June last year, when a routine inspection revealed that 15 of them had gone unpaid for four months. He explained: "We've been helping these men since the beginning, particularly with their basic needs such as food and water, while working to recover the money that is due to them. I'd like to thank the local community and seafarers' welfare organisations for their support too."

"We have reached a point where the only way that these men are going to get home with the money they are due is to help them arrest the ship, and we have now taken that move. We anticipate that within the next, say, 12 to 16 weeks, the ship will be sold and what is owed to them recovered from the sale price. This would replicate the experience of the Seven's sister ship, the Malaviya Twenty, which was detained in Great Yarmouth, and where we were pleased to be able to help the crew home, with their pay, last month." (See <https://goo.gl/EGYS3f>.)

ITF UK and Ireland coordinator Ken Fleming



commented: "To say that workers are owed USD666,938.03 is in itself a scandal. The owners and the Indian flag state should hang their head in shame. Equally all those that could have brought the situation to an end months ago should reflect on their inactivity,

"My organisation the ITF will now deal aggressively with the situation. Should the company or the bank not come in on record by early next week we will apply to the courts to dispose of the vessel by way of a sale to recover the crew wages. The situation will not be allowed to drag unnecessarily. "

## WANT A DAY OFF WORK? YOUR BOSS RESPONDS

So you want a day off? OK, let's take a look at what you are asking for.

There are 365 days per year available for work. There are 52 weeks per year in which you already have 2 days off per week, leaving 261 days available for work. Since you spend 16 hours each day away from work, you have used up 170 days, leaving only 91 days available. You spend 30 minutes each day on coffee break, which counts for 23 days each year, leaving only 68 days available. With a one-hour lunch each day, you used up another 46 days, leaving only 22 days available for work. You normally spend two days per year on sick leave. This leaves you only 20 days per year available for work. We are off five holidays per year, so your available working time is down to 15 days. We generously give 14 days' vacation per year which leaves only one day available for work and there's no way we can give you that day off!

—From *Workplace Jokes: Only SOME of Them Will Get You Fired!*

## WMD - KAWERAU

Allana Ranui and her crew are busy setting up for Workers Memorial Day (28 April) in Kawerau, with Malcolm Campbell the Kawerau Mayor set to unveil the new memorial.

The General Secretary will be attending this event.

## KIWI RAIL MECA - TERMINAL OPERATIONS PAY SCALE 7 REVIEW - UPDATE NUMBER 2

The second meeting of the KR/RMTU project group reviewing pay scale 7 (Terminal Operations employees) met in Wellington on Wednesday 15 March.

To recap the terms of reference for this review are:

1. A review of the current pay scale identifying obsolescent pay codes and designations,
2. An analysis of recruitment and retention trends and identifying any issues with recruitment or retention,
3. A summary of current and future requirements for Rail Operators and Remote Control Operators,
4. An analysis of skills and competencies for Rail Operator and Remote Control Operator roles and identifying differences by location,
5. The development of a progression structure recognising the different roles, service and competency requirements,
6. The development of a pay structure aligning to the progression structure.

At this meeting the team reviewed all job titles against employees paid under scale 7

WORKERS' MEMORIAL DAY ♦ 28TH APRIL Remember the Dead: Fight for the living

Union workplaces  
are safer workplaces!



and confirmed the obsolete pay codes and designations in pay scale 7. The obsolete pay codes that can fall under the Rail Operator designation or are no longer in use include – Traffic Assistant, Wagon Recorder x 2, Traffic Operator, Shunter x 2, Roving Shunter and Train Examiner Operations. The team also reviewed the current position and position title data and agreed to update position titles where necessary to reflect the current pay scale 7 positions.

The team commenced identifying the different skills and competencies for Rail Operators with the objective of developing a progression structure.

The next meeting of the project team is on Tuesday 11 April 2017. At this meeting the team will focus on confirming a progression structure for Rail Operators, identify/confirm the skills and competencies for Remote Control Operators and commence work on a progression structure for Remote Control Operators. The team will also review and confirm the Team Leader progression criteria.

The RMTU Team on this review are - Dean Ngatai, Team Leader Westfield. Hamish Paton, Loco Serviceperson Te Rapa, Rick Barnes, Team Leader Palm North, Grant Agent, Rail Operator Wellington, Marty Duncan, Remote Control Operator Dunedin and Todd Valster RMTU Wellington Office/Project Co lead . The KiwiRail team are Paul Ashton Project Co-lead, Rangi Rarere and Telai Sefesi, Training Consultant Wellington.

### **BITS AND BOBS**

- MUNZ General Secretary Joe Fleetwood became a married man last Saturday. The RMTU congratulates the joyous couple.

**LET'S BE SAFE OUT THERE &  
REMEMBER.....**

**SAFETY FIRST!**

