

**Rail & Maritime Transport Union**  
**“Stronger Together”**  
**17<sup>th</sup> Annual Conference**



**8/10 NOVEMBER 2011**

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## ANNUAL CONFERENCE ATTENDEES

### NZ Police College, Porirua – 8/10 November 2011

#### NATIONAL MANAGEMENT COMMITTEE

NATIONAL PRESIDENT  
 NATIONAL VICE-PRESIDENT  
 GENERAL SECRETARY  
 CENTRAL RAIL REPRESENTATIVE  
 GENERAL REPRESENTATIVE  
 NORTH ISLAND PORTS REPRESENTATIVE  
 NORTH ISLAND RAIL REPRESENTATIVE  
 SOUTH ISLAND PORTS REPRESENTATIVE  
 SOUTH ISLAND RAIL REPRESENTATIVE

Wilkinson, Aubrey  
 Phillips, Howard  
 Butson, Wayne  
 Phillips, Howard  
 Sweeney, Bill  
 Marden, Dave  
 Simpkins, Barry  
 Blakeley, Ruth  
 Blakie, Doug

#### DELEGATES

AUCKLAND RAIL  
 BAY OF PLENTY PORT  
 BAY OF PLENTY RAIL  
 CHRISTCHURCH RAIL  
 HAWKES BAY PORT  
 HAWKES BAY RAIL  
 HILLSIDE WORKSHOPS  
 HUTT WORKSHOPS  
 LYTTTELTON PORT  
 MARLBOROUGH PORT  
 MARLBOROUGH RAIL  
 NELSON PORT  
 NEW ZEALAND BUSES  
 OTAGO RAIL  
 PALMERSTON NORTH  
 PORT CHALMERS  
 SOUTHLAND RAIL  
 TARANAKI PORT  
 TARANAKI RAIL  
 TIMARU PORT  
 WAIKATO RAIL  
 WELLINGTON PORT  
 WELLINGTON RAIL  
 WESTCOAST RAIL

Amoore, Karen  
 Martin, Kelvin  
 McNae, Shane  
 Robertson, Henry  
 Smith, Brent  
 Grant, Dean  
 Kearns, David  
 Kurene, Kasia  
 Byas, Brian  
 Golding, Scott  
 Haraki, Tania  
 Diskin, Jeremy  
 Clayton, Peter  
 Duncan, Marty  
 Millward, John  
 Lydiate, Chris  
 Jones, Phil  
 Manu, Dan  
 Stone, Robert  
 Nijssen, Mike  
 Brown, Ray  
 Stoddart, Warren  
 Innes, Gary  
 Bannerman, John

#### OBSERVERS

PAST NATIONAL PRESIDENT  
 PAST NMC  
 AUCKLAND RAIL  
 BAY OF PLENTY RAIL  
 HAWKES BAY PORT  
 HAWKES BAY RAIL  
 HILLSIDE

Kelly, Jim  
 Snook, Bernie  
 Williams, James  
 Lannigan, William  
 Wilson, Shaun  
 King, Mike  
 Johnstone, Stuart



**HUTT WORKSHOPS**  
**LYTTELTON PORT**

**Duffy, Terry**  
**Kelly, Andrew**  
**Lawton, Timothy**  
**Marsh, Stuart**  
**Read, Mervyn**  
**Maindonald, Robin**  
**Young, Naylor**  
**Pikari, Pat**  
**Sefesi, Telai**  
**Kahui, Sam**

**PORT CHALMERS**  
**TARANAKI PORT**  
**TIMARU PORT**  
**WELLINGTON PORT**  
**KOMITI PASIFICA REP**  
**RUNANGA REP**

### **RMTU**

**ADMINISTRATION ASSISTANT**  
**ADMINISTRATION ASSISTANT**  
**ADMINISTRATION OFFICER**  
**INDUSTRIAL ORGANISER**  
**INDUSTRIAL ORGANISER**  
**INDUSTRIAL ORGANISER**  
**INDUSTRIAL ORGANISER**  
**INDUSTRIAL ORGANISER**

**Carr, Libi**  
**Harrison, Julia**  
**Stieller, Leonie**  
**Kerr, John**  
**Laird, George**  
**Spanswick, Phi**  
**Valster, Todd**  
**Wilson, Scott**

### **INTERNATIONAL GUEST**

**RTBU NATIONAL PRESIDENT**

**Doogan, Owen**

### **NZ ITF AFFILIATES**

**F1RST Union**  
**NZNO**  
**SWFU**

**Cassidy, Andrew**  
**Haultain, Rob**  
**Donaldson, Neville**

### **VISITORS**

**AIL of NZ – Public Relations Manager**  
**Federation of Rail Organisations of NZ – President**  
**Green Party of Aotearoa**  
**Hazel Armstrong Law – Director**  
**KiwiRail Ltd – CEO**  
**Leader of the Opposition & NZ Labour Party**  
**NZ Council of Trade Unions – Economist**  
**NZ Council of Trade Unions – Secretary**  
**NZ Harbours Superannuation Plan – Trustee**  
**NZ Labour Party – Transport Spokesperson**  
**NZ Loco Engineers Sickness Accident & Death Benefit Fund – Chairman**  
**NZ Railways Staff Welfare – Trust Manager**  
**NZ Transport Agency – Rail Section Safety Manager**  
**Port of Taranaki – CEO**  
**Port of Taranaki – Corporate Services Manager**

**Soljan, Mario**  
**Craig, Grant**  
**Hughes, Gareth**  
**Armstrong, Hazel**  
**Quinn, Jim**  
**Goff, Hon Phil**  
**Rosenberg, Bill**  
**Conway, Peter**  
**Cowley, Roy**  
**Jones, Shane**  
**Cowley, Roy**  
**Ball, Chris**  
**Freeman, John**  
**Weaver, Roy**  
**Lunam, Sara**

## **MINUTES OF 17<sup>TH</sup> NATIONAL CONFERENCE**

### **HELD AT THE ROYAL NZ POLICE COLLEGE, PORIRUA – 8/10 NOVEMBER 2011**

## **DAY 1 Tuesday 8 November 2011**

### **1. Conference Opening and Welcome**

The President called Delegates together to welcome them all to the 17<sup>th</sup> National Conference of the Rail & Maritime Transport Union.

He called for a minute's silence to remember fallen comrades in particular all those that lost their lives in the Christchurch Earthquake; Pike River Mine and the Japanese Tsunami.

He then called on Ray Brown to lead Delegates in a Karakia.

### **2. Roll Call and Formal Resolutions**

2.1 It was **agreed** that Leonie Stieller be appointed Minute Secretary.

**Moved/Seconded:** Jim Kelly/Doug Blakie

***Carried***

2.3 It was **agreed** the Agenda as set out be adopted.

**Moved/Seconded:** Jim Kelly/Doug Blakie

***Carried***

2.4 It was **agreed** that Conference Format & Rules of Debate be as per previous years.

**Moved/Seconded:** Jim Kelly/Doug Blakie

***Carried***

2.5 Delegates were advised that the Police College keeps to strict times for meals and were made aware of The Royal New Zealand Police College Protocols which had been given as a hand-out in each Delegate's conference folder.

2.6 It was **agreed** that the Minutes of the 16<sup>th</sup> Annual Conference held at the Police College 12/14 October 2010 be approved as a true and correct record.

**Moved/Seconded:** Aubrey Wilkinson/Rob Stone

***Carried***

2.8 There were no matters arising from the Minutes of the 2010 Conference.

2.9 The President advised Conference that Observers have speaking rights; they don't have voting rights.

### **3. President's Report**

The National President, Aubrey Wilkinson gave his Report to Conference.

It was **resolved** that the President's Report be received.

**Moved/Seconded:** Aubrey Wilkinson/Doug Blakie

***Carried***

See Appendix A Page 16 for the President's Report.

### **4. Leader of the Opposition & NZ Labour Party; Phil Goff**

The President introduced the Hon Phil Goff who spoke to conference on the upcoming general election and the issues that are important for New Zealand including:-

- No Sale of State Assets;
- The National Party Leader's broken promises; and
- The abolition of the 90-day fire-at-will-law.

At the conclusion of his presentation Phil was presented with a gift of appreciation from the Immediate Past-President Jim Kelly.

## 5. Introductions

The President called on all Delegates and Observers to introduce themselves, the branch they represent; the Union role they play within their branch; their employer; occupation and what they hope to bring to and take away from Conference.

## 6. Conference Theme “STRONGER TOGETHER”

The General Secretary introduced the Conference Theme “STRONGER TOGETHER”.

### LUNCH

## 7. KiwiRail CEO – Jim Quin

The General Secretary Wayne Butson introduced Jim Quin the CEO of KiwiRail who updated members on the “Turnaround Plan” and his continuing evolutionary vision for KiwiRail.

At the conclusion of his address Jim was presented a gift of appreciation from David Kearns.

## 8. Port of Taranaki CEO – Roy Weaver

The General Secretary Wayne Butson introduced Roy Weaver the CEO of Port of Taranaki who spoke to members from the perspective of a West Coast Port perspective. He spoke about the dynamic changes that the NZ waterfront is experiencing with transport productivity being examined by Government through the Productivity Commission. He also advised members that manufacturers and shippers are looking for ever lower costs and competition is rife between ports.

See Appendix B Page 19 for the power point presentation.

At the conclusion of his address Roy was presented with a gift of appreciation from Kelvin Martin.

## 9. Port of Tauranga Corporate Services Manager – Sara Lunam

The General Secretary Wayne Butson introduced Sara Lunam the Corporate Services Manager at the Port of Tauranga who spoke to members from the perspective of an East Coast Port perspective.

See Appendix C Page 32 for the power point presentation.

At the conclusion of her address Sara was presented a gift of appreciation from Scott Golding.

## 10. Green Party of Aotearoa – Gareth Hughes

The General Secretary Wayne Butson introduced Gareth Hughes a Green MP who spoke about the Green's strong advocacy for rail and coastal shipping as well as worker friendly law and policy settings.

At the conclusion of his address Gareth was presented with a gift of appreciation from Gary Innes.

## 11. Design a Union T-Shirt

The General Secretary Wayne Butson outlined a competition amongst Conference participants to design a RMTU T-Shirt. Delegates were divided up into teams to design a T-Shirt with a cash prize of \$100.00 to the winner(s).

Judges were empowered and the following were appointed:-

- |                |   |                |
|----------------|---|----------------|
| • Jim Kelly    | <u><b>Moved/Seconded:</b></u> Kasia Kurene/Biggles Maindonald | <b>Carried</b> |
| • Libi Carr    | <u><b>Moved/Seconded:</b></u> Wayne Butson/Kasia Kurene       | <b>Carried</b> |
| • Scott Wilson | <u><b>Moved/Seconded:</b></u> Sam Kahui/John Bannerman        | <b>Carried</b> |

### AFTERNOON TEA

## **12. Linkages between Port & Rail**

Phil Spanswick, Todd Valster and Libi Carr set the scene with a presentation followed by interactive workshops.

See Appendix D Page 41 for the results from the workshops.

## **13. National Management Committee Annual Report**

The General Secretary Wayne Butson introduced the 17<sup>th</sup> Annual Report of the National Management Committee.

See Appendix E Page 4343 for the NMC report.

**Conference Adjourned for Day 1**

## DAY 2 Wednesday 9 November 2011

Conference Reconvened and the Roll was called.

### 14. Conference Remits

Remits 3 and 4 from the National Management Committee were debated and the following was resolved:

1. Remit 4

That Conference confirms Howard Phillips as the National Returning Officer.

**Moved/Seconded:** Karen Amooore/Rob Stone

**Carried**

2. Remit 3

That the Mutual Respect Policy (see Appendix F page 60 for the complete policy) be adopted by National Conference.

**Moved/Seconded:** Gary Innes/Tania Haraki

**Carried**

### 15. Productivity Study Session

The General Secretary Wayne Butson introduced NZ Council of Trade Union's Economist Bill Rosenberg who discussed the Productivity Commission Transport Study and its implication for transport workers.

See Appendix G Page 61 for the power point presentation.

At the conclusion of his address Bill was presented with a gift of appreciation from Brian Byas.

### 16. Safety and the Right to Refuse Unsafe Work

The General Secretary Wayne Butson introduced Hazel Armstrong who discussed with Conference members workplace safety and the integral role of workers in making workplaces safe by utilising their right to refuse unsafe work.

See Appendix H Page 71 for the power point presentation.

At the conclusion of her address Hazel was presented with a gift of appreciation from Shane McNae.

### **MORNING TEA**

### 17. Federation of Rail Organisations of New Zealand

The General Secretary Wayne Butson introduced Federation of RONZ President Grant Craig spoke to delegates about the role of FRONZ and its accomplishments.

See Appendix I Page 83 for the power point presentation.

At the conclusion of his address Grant was presented with a gift of appreciation from Rob Stone.

### 18. Drug and Alcohol

Scott Wilson led a session proposing a Drug & Alcohol policy. He advised delegates that the Union currently has a policy of opposing random testing in all employer negotiated policies. Given recent judge made law decisions and growing numbers of random testing policies being enacted it is now timely for that policy to be reviewed.

It was **resolved** that this RMTU Conference affirms that this Union shall not be philosophically opposed to random drug testing. Each instance shall be handled on a case by case basis as part of that company's bargaining process.

**Moved/Seconded:** Ruth Blakeley/Gary Innes

**Carried**

See Appendix J Page 107 for the power point presentation.

## **19. Conference Photo**

Prior to lunch all Delegates and Guests convened on the steps of the Royal NZ Police College for the Conference Photo.

### **LUNCH**

## **20. International Solidarity**

The General Secretary introduced Owen Doogan the National President of the Rail Tram & Bus Union of Australia who updated delegates on the issues that were facing his Union.

At the end of his presentation Owen was presented with a gift of appreciation from John Kerr.

## **21. Current Campaigns**

The General Secretary introduced Robyn Haultain from the NZ Nurses Organisation who addressed delegates on the Nurses Organisation's Aged Care Campaign.

He also introduced Neville Donaldson from the Service & Food Workers Union addressed delegates on their Charter Fishing Vessel Campaign and Inquiry.

See Appendix K Page 111 for the SFWU power point presentation.

At the end of their presentations Neville and Robyn were presented with gifts of appreciation from Brett Smith.

## **22. F1IRST Union on Current Issues and Local Unity**

The General Secretary Wayne Butson introduced Andrew Cassidy from F1IRST Union who gave an address on current issues affecting his members and how the RMTU may be able to contribute to his Union's activities.

See Appendix L Page 116 for the power point presentation.

At the end of his presentation Andrew was presented a gift of appreciation from Shaun Wilson.

### **AFTERNOON TEA**

## **23. "Keep Kiwi's Working" Campaign**

John Kerr led an interactive session on the "Keep Kiwi's Working Campaign".

See Appendix M Page 120 for the power point presentation.

## **24. Ports & Rail Workshops**

Conference broke into two Workshops which were facilitated by the Industrial Organisers.

## **25. AIL Presentation**

The General Secretary Wayne Butson introduced Mario Soljan from American Income Life who gave a presentation to Delegates on the services and benefits offered to members by AIL Insurance.

After his presentation Mario was given a gift of appreciation.

### **Conference Adjourns Day 2**

**All Delegates and Invited Guests adjourned for Jim Kelly's Recognition of Service Dinner in the Police Dining Hall.**

## **DAY 3 Thursday 10 November 2011**

### **Conference reconvenes – Roll Call**

#### **26. Te Kupenga Mahi**

The Te Kupenga Mahi representative Ray Brown gave Conference a run-down on the group's activities over the past year advising delegates that they represent Maori workers in KiwiRail and Toll. He also told delegates they are hoping to get the ports involved as well.

#### **27. Financial Report and Balance Sheet**

The General Secretary Wayne Butson presented the Union's Financial Statements for approval and adoption.

It was **resolved** that **Remit 1** "that the audited Financial Statements for the year ended 30 June 2011" be adopted.

**Moved/Seconded:** Wayne Butson/Gary Innes

**Carried**

See Appendix N Page 129 for the Financial Statements to 30/06/11.

#### **28. The 2011/2012 Union Budget Debate**

The General Secretary Wayne Butson presented the Union's Budget for the Year Ended 30 June 2012.

It was **resolved** that **Remit 2** "that the Budget from 1 July 2011 to 30 June 2012 be adopted by Conference and that there be no increase in RMTU membership subscription rates for the 2011/12 financial year".

**Moved/Seconded:** Wayne Butson/Brian Byas

**Carried**

See Appendix O Page 142 for the 2012/2013 Budget.

#### **29. Locked Out Workers at Canterbury Meat Packers - Rangitiki**

The Administration Officer Leonie Stieller announced the total of the monies collected at Jim Kelly's farewell dinner amounted to \$1,073.60; and along with an amount of \$612.00 which was collected from people who gave their expenses and the fines from being late etc brings the total to \$1,685.60. This money was given to the Palmerston North Delegate John Millward to personally give to the cause.

Subsequent to this the money was given to Peter Conway (see Conference Closing Address Page 14) to give to the cause.

#### **29. Conference Remits**

##### **Remit 5: RMTU NMC**

That the following policy be ratified by Conference: "In the event of any NMC Representative not attending two or more consecutive NMC meetings, their position be declared vacant, the process to fill the casual vacancy be initiated".

**Moved/Seconded:** Wayne Butson/Ruth Blakeley

**Carried**

##### **Remit 6: Auckland Rail Branch**

"That the RMTU Voting Practice for RMTU ratification and other votes always includes:

1. Accepts i.e. a "yes" box
2. Reject option i.e. a "no" box
3. Only returned ballots counted,
4. No changes to the ratification threshold i.e. 33%"

**Moved/Seconded:** Scott Golding/Karen Amore

**Lost**

**3 votes for  
14 votes against  
10 abstentions.**

### **30. National Management Committee Annual Report (Continued)**

The General Secretary Wayne Butson continued delivering the 17<sup>th</sup> Annual Report of the National Management Committee.

It was **resolved** that the National Management Committee Annual Report be received and adopted.

**Moved/Seconded**: Aubrey Wilkinson/Wayne Butson

**Carried**

See Appendix E Page 43 for the NMC report.

#### **MORNING TEA**

### **31. Election Day 2011**

Industrial Organiser Todd Valster discussed with delegates ways that they can meaningfully contribute voter turnout and a Labour victory in the forthcoming general election.

See Appendix P Page 145 for the power point presentation.

### **32. Labour on Transport**

A representative from the NZ Police College Ngarue (Kim) Ratapu welcomed the Labour Transport Spokesperson Shane Jones who addressed Conference on Labour's Transport policy.

See Appendix Q Page 150 for the Transport Policy Document.

After his presentation Shane was given a gift of appreciation from Daniel Manu.

### **33. NZ Railways Staff Welfare Trust**

The General Secretary Wayne Butson introduced Welfare Manager Chris Ball advised members of the Trust's services and benefits and talked about recent changes including the new facility at Mount Maunganui.

See Appendix R Page 156 for the power point presentation.

At the conclusion of his presentation Chris was presented with a gift of appreciation from Phil Jones.

The General Secretary Wayne Butson and the National President Aubrey Wilkinson said goodbye to Owen Doogan from the RTBU and Jim Kelly gave his "final" farewell speech and the winner of the T-Shirt competition was announced by the Judges; Team 4 were the winners of the \$100.00 which they donated to the locked out workers at Canterbury Meat Packers.

#### **LUNCH**

### **34. Notices of Motion**

#### **Notice of Motion #1:**

It was **resolved** that this Conference condemns the oppression, torture and detainment of Fijian trade union leaders Daniel Urei and Felix Antony by the Fijian Government. We deplore the ongoing oppression of union workers in Fiji and pledge solidarity with our Fijian brothers and sisters.

**Moved/Seconded**: Wayne Butson/Howard Phillips

**Carried**

#### **Notice of Motion #3**

It was **resolved** that the RMTU 2011 conference fully endorse the petition to the House of Representatives by members of the Government Superannuation Fund and The National Provident Fund to reflect taxes applicable in 2011 rather than the current reduced annuities that reflect 1990 taxes.

**Moved/Seconded**: Phillip Jones/Ray Brown

**Carried**



**Notice of Motion #4**

It was **resolved** that the RMTU adopts a policy of 'Buy NZ Made' for its purchases and equipment where possible.

**Moved/Seconded:** Dave Kearns/Chris Lydiate

**Carried**

**Notice of Motion #5**

It was **resolved** that remote control operator level B rate of pay be raised to locomotive engineer grade 2 rate of pay or equivalent to reflect the higher skill base and current certifications and compliance associated with running on the mainline. This remit includes pay increases for level A RCO's and rail operators.

**Moved/Seconded:** Allan Robertson/Doug Blakie

**Carried**

It was **resolved** that this motion be referred to the Kiwi Rail wage round bargaining team.

**Moved/Seconded:** Wayne Butson/Doug Blakie

**Carried**

**Notice of Motion #6**

It was **resolved** that the Two Man Tugs be removed from the Policy Manual (10.2).

**Moved/Seconded:** Brian Byas/David Marden

**Carried**

### **35. NZ Harbours Superannuation Plan and Loco Engineers Sickness and Disability Fund(s) Reports**

Roy Cowley reported to delegates on the performance and activity of the both Funds.

At the conclusion of his presentation Roy was presented with a gift of appreciation by Stu Marsh.

### **36. NZ Transport Agency – Rail Section**

The General Secretary Wayne Butson introduced John Freeman from the NZ Transport Agency who explained the role and responsibility of the rail regular and where the RMTU fits in. He also introduced Adrian Douglas a Rail Assessor with the Agency.

See Appendix S Page 162 for the power point presentation.

At the conclusion of his presentation John was presented with a gift of appreciation from Dean Grant.

### **37. Notices of Motion (Continued)**

**Notice of Motion #2**

It was **resolved** that all wage round ratification votes for Veolia Transport in Auckland be conducted by the holding of stopwork meeting(s) during which a vote in accordance with the RMTU Rules and Standing orders will be conducted. The threshold for successful ratification shall be 50% plus 1 of the votes cast in the ballot.

**Moved/Seconded:** Wayne Butson/Howard Phillips.

Amend the motion so "that the ratification threshold be determined by the Branch Veolia members, in line with the Branch preference voiced in a previous remit that a 50% plus 1 ratification threshold not be the standard (i.e. it needs to be a higher majority required)".

**Moved:** Karen Amooore

**Not Accepted as no Seconder**

The substantive motion was put and **Carried**.

### **37 Technical Resolutions**

**35.1 Auditor**

WHK (NZ) Ltd (formerly Sherwin Chan and Walshe) are the current Union's Auditor and it was recommended that the General Secretary seek expressions of interest and quotations from other auditors for the 2011/12 financial years.

**Moved/Seconded:** Wayne Butson/Stu Marsh

**Carried**

- 35.2 **LE Trust Fund Endorsements**  
 The Fund is jointly promoted by the Union and KiwiRail Ltd and administered by the Trustees in accordance with a Consolidated Trust Deed dated 24 March 2000; a Deed Supplemental to the Deed dated 5 August 2004; a Deed of Variance dated 12 April 2005; a Deed Varying Deeds dated 2 October 2008; and a Deed Varying Deeds dated 28 September 2010.  
 The Union Trustees are Wally Wallbutton, Murray Dunlop and Wayne Butson and it was **resolved** that they be reappointed for a further one year term.  
**Moved/Seconded:** Wayne Butson/Dean Grant **Carried**
- 35.3 **NZ Harbours Superannuation Plan**  
 The Fund is controlled by two Employer Trustees; four Union Trustees and an independent Chairperson (David Stevens).  
 The four Union Trustees are Wayne Butson, Roy Cowley, Hal Upton and Dion Young and it was **resolved** that they be reappointed for a further one year term.  
**Moved/Seconded:** Wayne Butson/Brian Byas **Carried**
- 35.4 **NZ Railways Welfare Trust**  
 The Board comprises of four RMTP Reps. The Union Trustees are Wayne Butson, Howard Phillips (replaces the late Brian Cronin), Sam Kahui together with Edgar Spark (replaces Ian Jenkins) as the Railways Superannuitants Rep and it was **resolved** that they be reappointed for a further one year term.  
**Moved/Seconded:** Wayne Butson/Gary Innes **Carried**
- 35.5 **NZ Council of Trade Unions**
- 35.5.1 **NZCTU – Runanga**  
 It was **resolved** that the three representatives on the NZCTU Runanga be Sam Kahui, Ray Brown, John Marsh and Joe Henderson  
**Moved/Seconded:** Wayne Butson/Rob Stone **Carried**
- 35.5.2 **NZCTU – Women’s Representative**  
 It was **resolved** that Ruth Blakeley be confirmed as the Women’s Representative on the NZCTU Women’s Council.  
**Moved/Seconded:** Wayne Butson/Karen Amooore **Carried**  
 Kasia Kurene was nominated as a further Women’s Representative on the NZCTU Women’s Council and it was **resolved** that her nomination be accepted.  
**Moved/Seconded:** Wayne Butson/Doug Blakie **Carried**
- 35.5.3 **NZCTU – Komiti Pacifika**  
 It was **resolved** that Telai Sefesi be confirmed as the Komiti Pacifika Representative on the NZCTU Council.  
**Moved/Seconded:** Wayne Butson/Howard Phillips **Carried**

## **39. Conference Closing Address**

NZ Council of Trade Unions National Secretary Peter Conway gave the closing address. He brought delegates up-to-date on the locked out workers at Canterbury Meatpackers in Rangitikei and various other industrial disputes.

At the conclusion of the presentation Peter was presented with a gift of appreciation by John Millward who gave Peter the money that had been collected for the locked-out workers at Canterbury Meatpackers.

#### **40. Conference Ends/ Farewells**

The President Aubrey Wilkinson Kelly thanked all Delegates for their input and insight and wished everyone a safe journey back to their respective home bases.

**APPENDIX A****RAIL & MARITIME TRANSPORT UNION  
NATIONAL PRESIDENT'S REPORT  
ANNUAL CONFERENCE 8/10 NOVEMBER 2011**

I welcome you all to our 17th National Conference. This, of course, is my first as National President. We as a union, and you as branch leaders, have a lot of important decisions to make over the next 3 days, some tough calls to support or reject, and more importantly, to map out the direction that our union will take into the future.

This National Conference is the highest decision making body of our union and I do encourage involvement and participation to the highest level of our collective ability.

To help us define our direction, we must remember what we have learnt and endured over the past 12 months. The highs and the lows; what worked what didn't; the problems we overcame and the cause of those problems.

Our branches throughout our country operate effectively when dealing with problems raised within. Fair to say - some branches are more effective than others, yet all branches do deal with their problems. What our branches don't deal with effectively or don't deal with at all, are the causes. Put simply, we stamp out the fires, yet fail to deal to the Arsonist. We don't have the resources or the endurance from our people to keep up the good fight, while we have the passion and tenacity; we are also getting older and wearier.

I encourage our branches to bring on, shoulder tap, or even coerce our younger members, our female members and any other activists, and to mentor those people, so when we do let go of the reins, there is someone as effective as us, to hit the ground running so to speak. In my travels and experience within this union and internationally, if there is someone ready to take on your role, the branch is so much stronger, and that translates into a union that is so much stronger and more than ready to deal with any arsonist.

While it is a fact that The Activist and The Transport Worker publications keep us fully informed and is a damn good read along with E-Mails etc, it is also noted, that seems to be where the solidarity stalls. I move the endorsement of the 17th Report of the National Management Committee of the Rail and Maritime Transport Union.

It amazes me how our branches do not interact or even bother to communicate with each other. Even more concerning, two branches situated in the same town rarely meet, and in many cases do not meet at all. This needs to change everyone, for the collective good of our Union.

After saying all that, I can share the success of 2 rail branches and a port branch having the first combined paid stopwork meeting that I am aware of. From that combined stopwork meeting came resolutions which were passed unanimously in support of our brothers and sisters, located in the mechanical division.

From that combined stopwork meeting came the re launch of the NZ work for NZ workers campaign into the media and out into the public domain throughout the country.

From that meeting came the peaceful picket in Tauranga that raised public awareness to another level of understanding.

From that one meeting Kiwirail struggled to justify their decision to go offshore.

Sadly 44 members were made redundant from Hillside and 10 redundancies from other areas. I am certain that our collective action saved more jobs which I believe were going to be made redundant.

This is a case which reinforces the need for us all, for our branches, to work together, to meet with each other regularly, and to get to know and understand face to face, each others problems or issues because at the very

least, doing these things will make our Employers step back and take stock of what they will be dealing with should they put a foot wrong.

The combined meeting also brought out some things which must be acknowledged. The passionate speeches from David Kearns and Kasia Kurene who work at Hillside and Hutt Workshops respectively and for actually having the courage and presence of mind to ask for help. To Stuart Johnston for his passionate delivery in Wellington, well done mate. Recognition must also go to Shane McNae for the diligent work in the meetings leading up to the action, to Alby Barr for his hard work in helping to raise a decent picket with picketers from Hamilton and to the other unions that supported us along with Greenpeace. To Kelvin Martin, not an easy job educating people to attend and to support pickets, to have the added pressure of stepping up and taking a leadership role through the campaign in Tauranga from start to finish. Your leadership along with Phil Spanswick was invaluable. Lastly, to all those who took the time to support our brothers and sisters during the campaign, we thank you.

I must mention John Kerr who arrived on the scene as our new South Island organizer, just as things started to ramp up with our campaign. John, you also did some amazing work in Dunedin and nationally and I am sure that our members were extremely appreciative of your efforts. I know you also had some fantastic help from Phil Kearns during your phase in period which went a long way to helping you so well done to you and thanks to Phil. It is plain for all to see the positive results if we work together, plan together, and execute that plan in a timely manner.

While handing out plaudits, we must recognize the awesome efforts of our paid staff and officials. Libi Carr/Angel and John Kerr in Christchurch, to George Laird and Todd Valster in Wellington, Phil Spanswick in Tauranga, and the ever present Scott Wilson in Auckland, thank you team for your efforts over the past 12 months.

Back to Wellington, special recognition must go to Julia Harrison, mate you're a pleasure to work with and our members appreciate the huge effort you go to in running national office on a daily basis along with all the other work you do for this organization.

Leonie Stieller, our accounts manager and receipts policewoman of all transactions made in our Union, you keep us all on our toes, in your words, cross the tee's and dot the l's, and there'll be hell to pay if it's not right, thank you mate from us all

To you Wayne, mate I can't imagine where our Union would be placed without your input. As our General Secretary you have proved time and again how much value and worth you bring to any situation that we as an organization endure, so from us all, thank you bro.

From me, I must thank the NMC and Conference for your guys support and endorsement in the president's role. Thanks must be given from me to you Jim Kelly, our retiring National President, for your personal endorsement of me as your successor and for the work you did as National President from the day the RMTU was formed. Much will be said tomorrow night Jim so we will save the rest for then mate.

I must acknowledge you Bernie for your time as an NMC member and the awesome input from you when representing our members, thanks mate for all you have done and will continue to do. Also we must congratulate our three new NMC reps, Dave Marden North Island ports, Barry Simpkins Northern Rail Rep, and Bill Sweeney our General Rep on the NMC. Finally with regard to the NMC, to Howard Phillips our National Vice President elected at our September NMC meeting. Congratulations there mate.

I must welcome our new Kiwi Rail Council members and I do thank those council members who stood down or were not re-elected, while not involved directly, we do get good feedback from all the industrial councils and the work you all do is certainly appreciated by us all

One last thing in this report for us all to recognise are the coming elections.

I spoke about our branches working together, forming plans, targeting problems and effectively positioning ourselves to attack the Cause of our problems. The biggest cause of our problems everyone is the current government and you must recognize the absolute need for us to elect a change of government. Think on this and use this in your plan if it helps. Attending the Labour party conference in Wellington this year, a fact was

revealed to us all. If all Labour Party voters would cast their vote, the Labour Party would always win the elections.

Again, we must deal to our Arsonist.

So I thank you all here for your effort and the voluntary work you all do to help those of us less fortunate or unable to help themselves.

**APPENDIX B**

RMTU Delegates Conference 2011  
8 November 2011



Thanks Jim for 16 years of  
leadership



President of RMTU



## LEADERSHIP

Leadership is a privilege

- Everyone in this room is a leader
- We are jointly responsible for what we leave our kids
- Jim knows the challenges and responsibilities of leadership



## KNOWLEDGE

- No one has the monopoly on knowledge
- Together we piece together bits of knowledge with a sprinkle of insight, a smattering of anxiety and sometimes conflict. Why? To forge better lives for our families and communities





## COURAGE

- It takes courage to make a stand
- It takes courage to take the lead

It is the courage that you show in your daily leadership that will keep this great little country well clear of a Greek tragedy



## PORT TARANAKI

What has this got to do with Port Taranaki?

Recently staff told me that the three things they value most are:





**\* PIONEERING SPIRIT**  
**\* JOB WELL DONE**  
**\* IN TOUCH**



## PIONEERING SPIRIT

- Retaining that pioneering spirit that built New Zealand
- Having the courage to put new ideas in place
- If they don't work out, being resilient and learning from experience
- Building a legacy for the people to follow us



## JOB WELL DONE

- Striving to be the best we can, either driving a forklift, a crane, a launch or a tug!
- Taking pride in our work
- Going home safely at the end of each day
- Happy customers
- A growing business



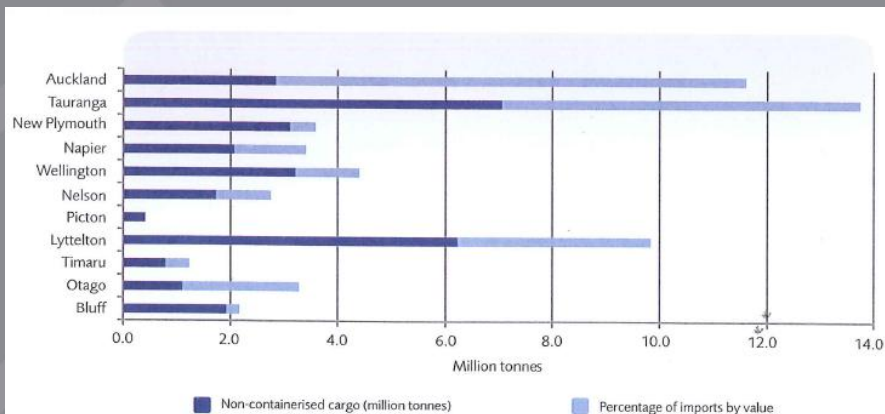
## IN TOUCH

- We are a team, a family and a community
- As the world moves faster we find ways of staying connected and in touch
- We share our knowledge with our team mates
- We are interested and we care about each other





## Cargo volumes by port 2008-2009



Source: New Zealand Port Sector Report 2010, Rockpoint Corporate Finance Ltd

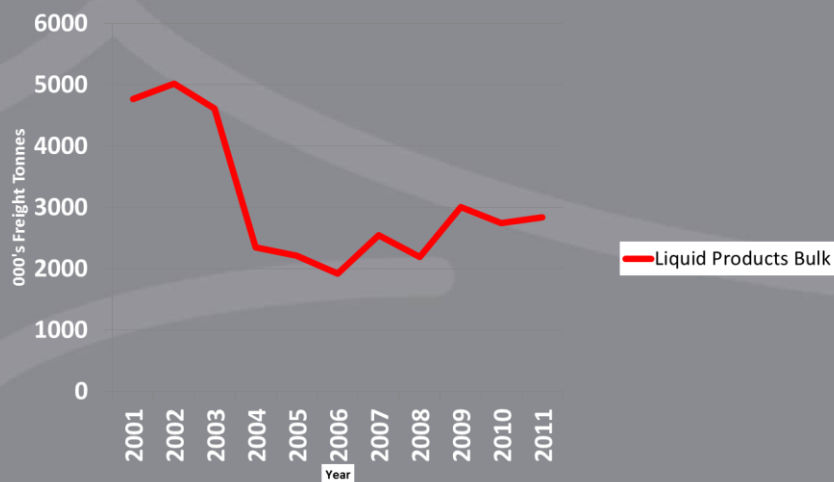
Note: Excludes Whangarei (6.7 million tonnes) and Gisborne (0.8 million tonnes) according to Statistics New Zealand

## Our roller coaster decade



 **PortTaranaki**  
the west gate

## Liquid Products Bulk



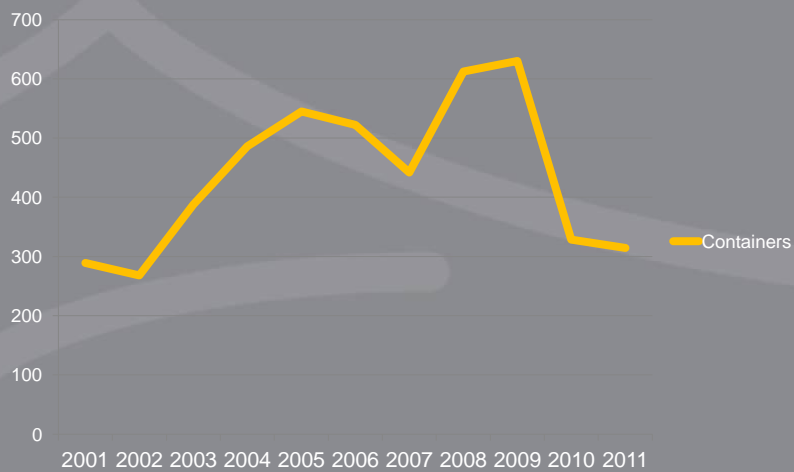
 **PortTaranaki**  
the west gate

## Containers



 **PortTaranaki**  
the west gate

## Containers



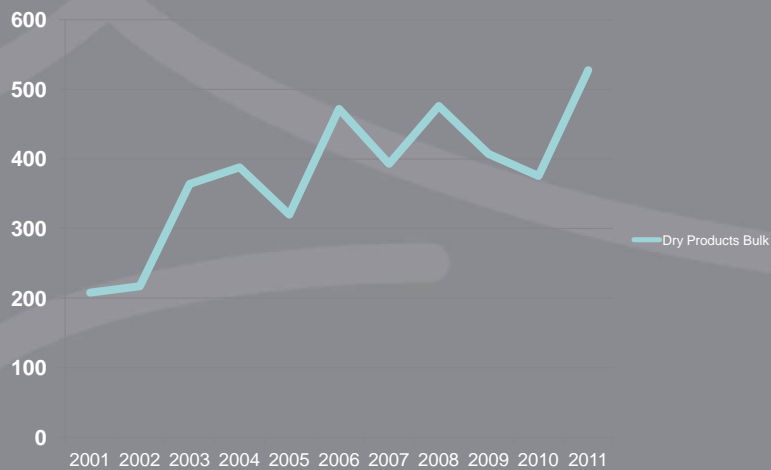
 **PortTaranaki**  
the west gate

## Bulk Dry Cargo



**PortTaranaki**  
the west gate

## Dry Products Bulk



**PortTaranaki**  
the west gate



## Logs

2010

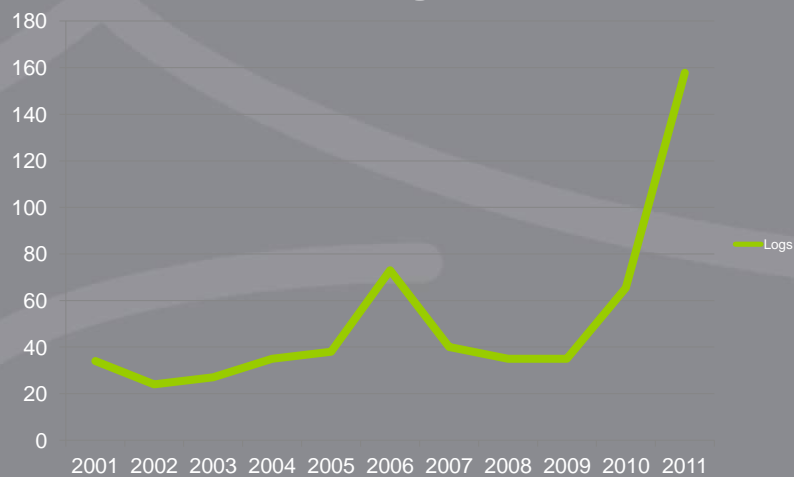
22m tonne  
Harvested

33m tonne grown



**PortTaranaki**  
the west gate

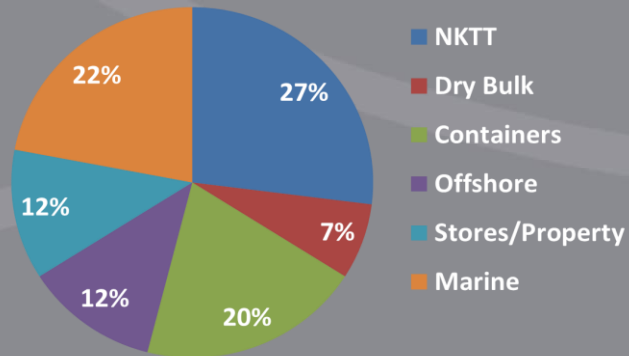
## Logs



**PortTaranaki**  
the west gate



## Revenue Distribution



## Offshore



## Offshore Oil and Gas Projects

- Maui A, Maui B and Ruru
- NZOG, Todd (the locals)
- Anadarko Deepwater
- STP Kawhia
- Great South Basin – OMG/Shell
- AWE/Origin (the Aussies)



## In Summary

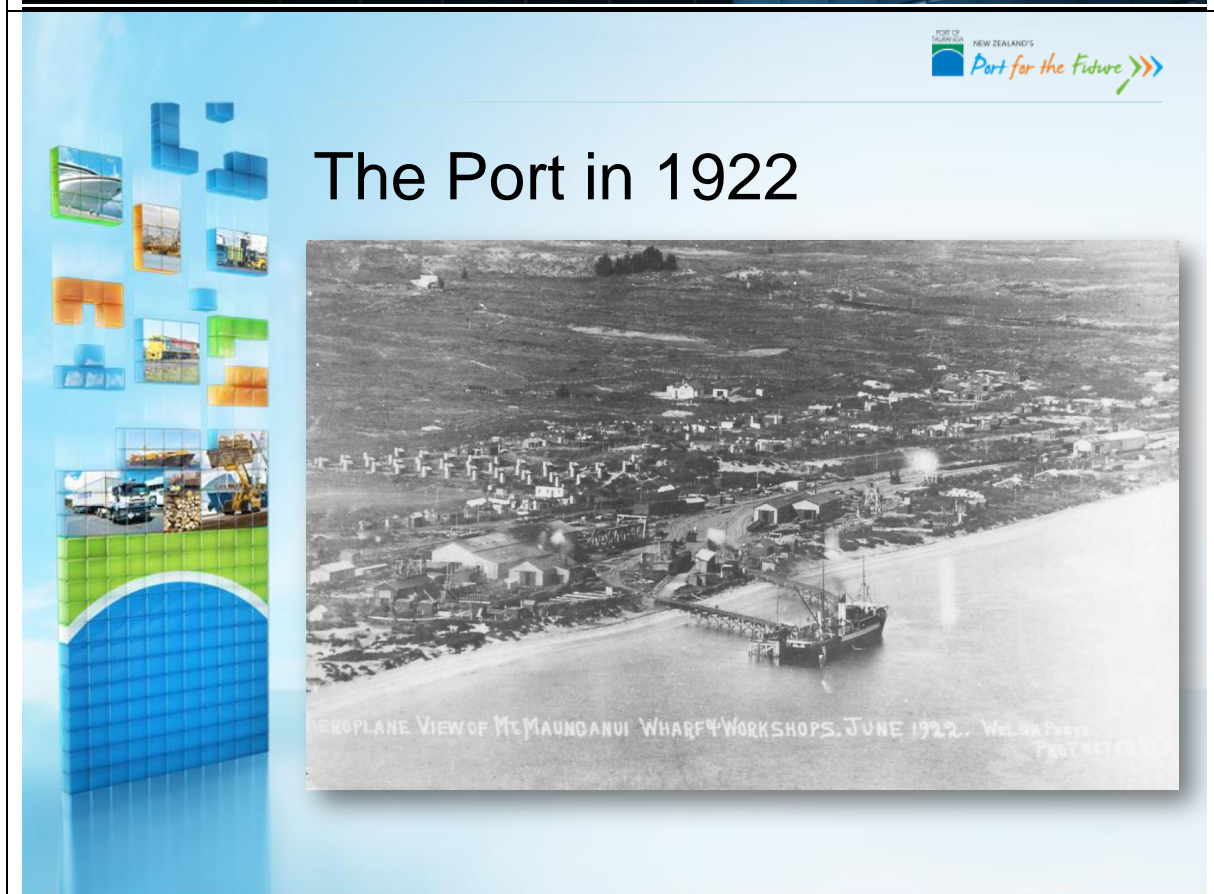
- The Taranaki community has an asset of huge potential whose day is coming.
- It is the only point of access to NZ's West Coast North Island offshore estate
- Christchurch earthquakes have shown how undervalued NZ ports are from a replacement cost viewpoint i.e. earnings are too low



## Questions?



APPENDIX C





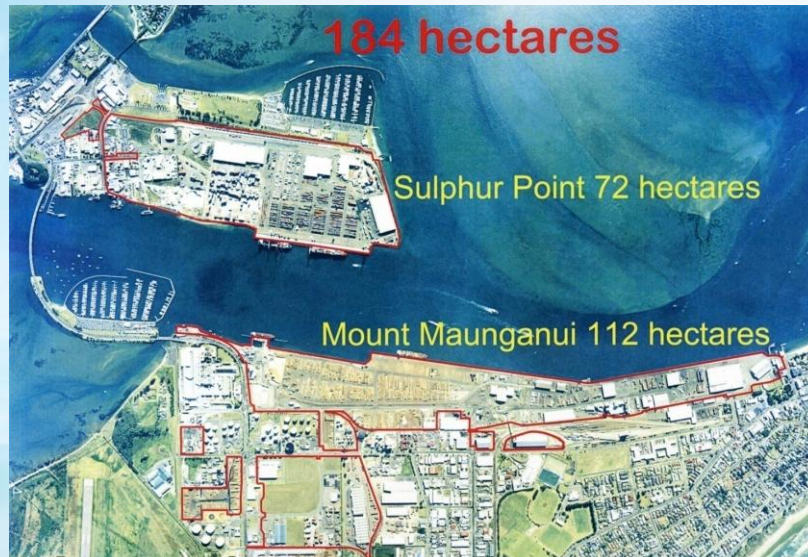
## The Port in 1922



## Sulphur Point April 1976



## Strategic Land Holdings



## Land Utilisation





# Future Expansion

KEY

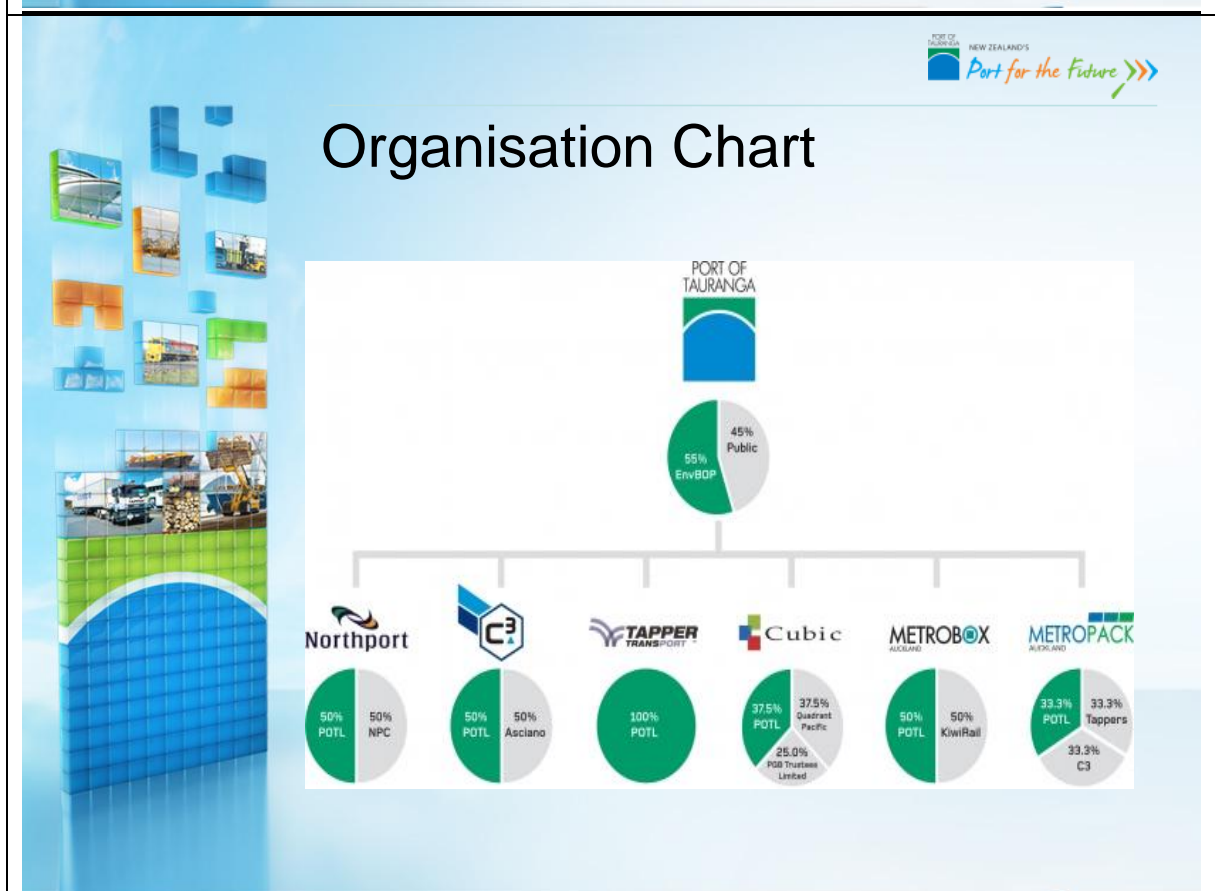
- Land currently used for port operations
- Land available for future development
- Future quay-side expansion

# Sulphur Point Wharf Extension

Proposed Northern Wharf Extension 170m long

Mooring Dolphin

New Access Road







PORT OF NEW ZEALAND  
NEW ZEALAND'S  
*Port for the Future* >>>

## New Shipping Services





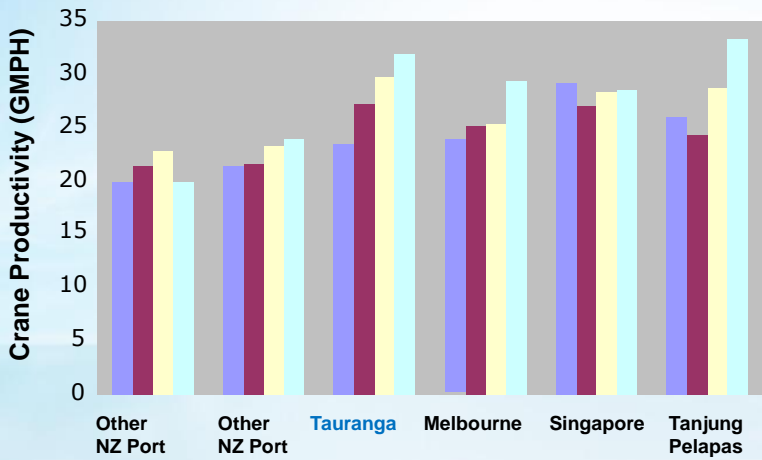




PORT OF NEW ZEALAND  
NEW ZEALAND'S  
*Port for the Future* >>>

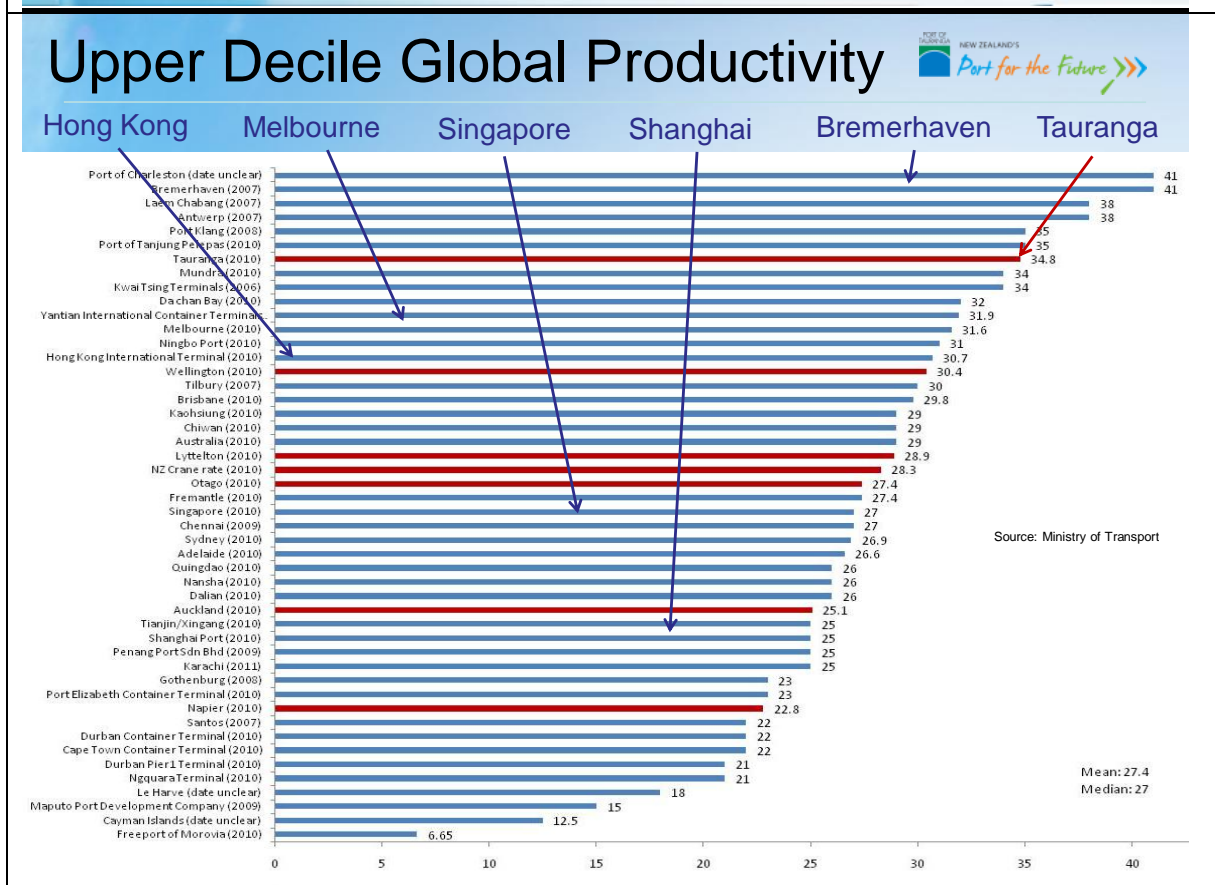
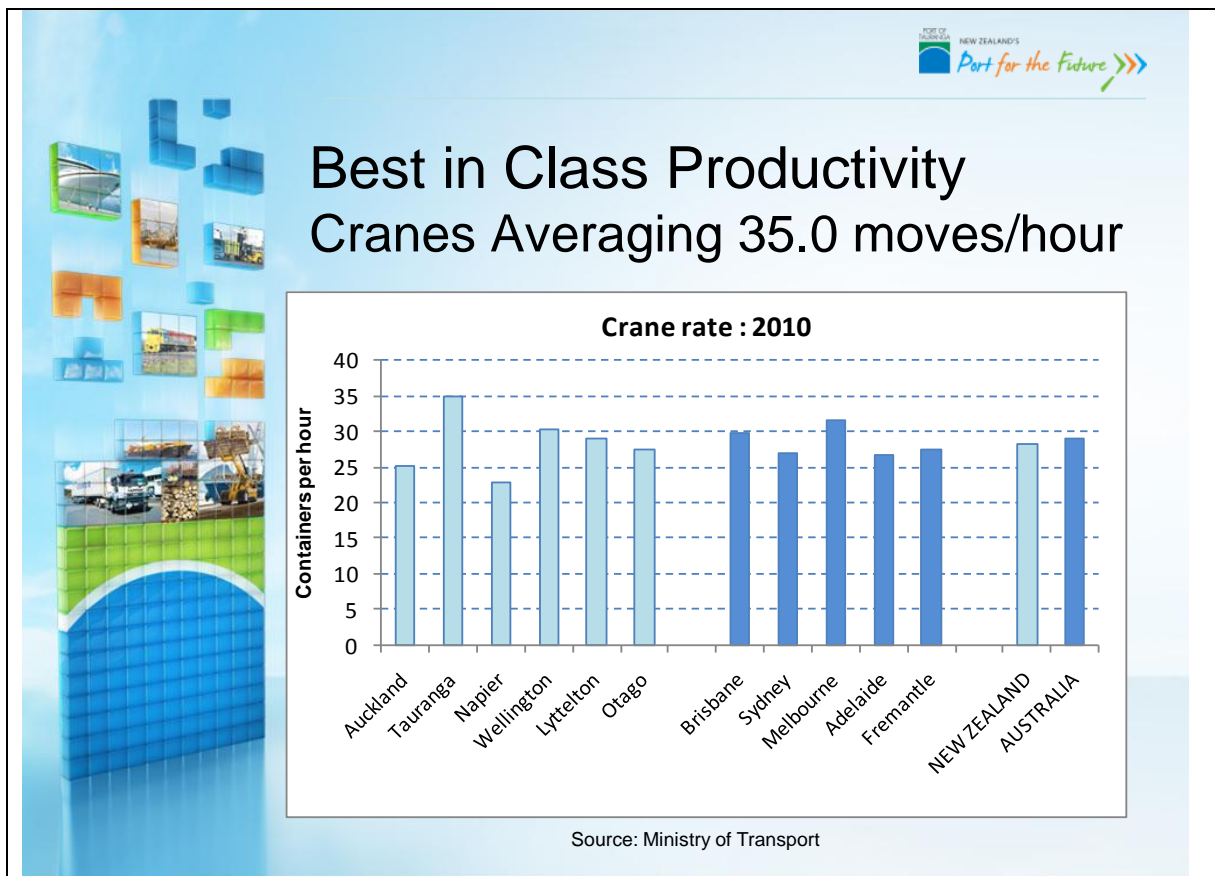
## Port Productivity – a World Class Outcome

### Maersk Crane Productivity Comparison

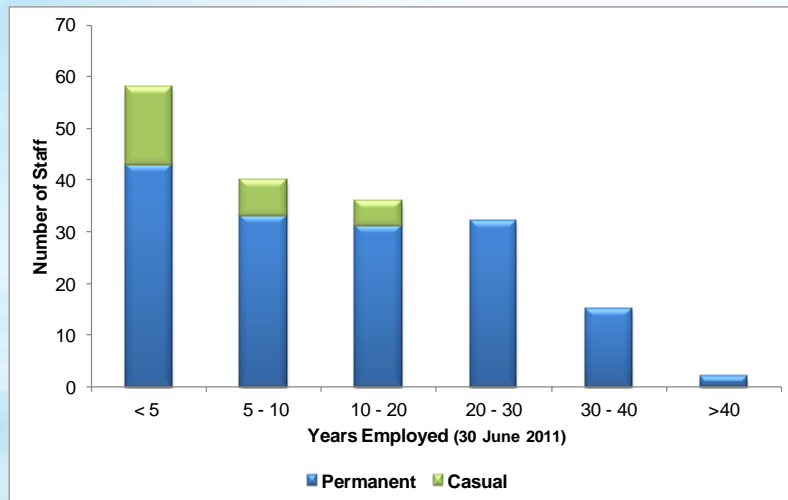


Port	2007	2008	2009	YTD 2010
Other NZ Port	20	21	23	20
Other NZ Port	21	21	23	24
Tauranga	23	27	29	32
Melbourne	24	25	25	29
Singapore	29	27	28	28
Tanjung Pelapas	26	24	28	33

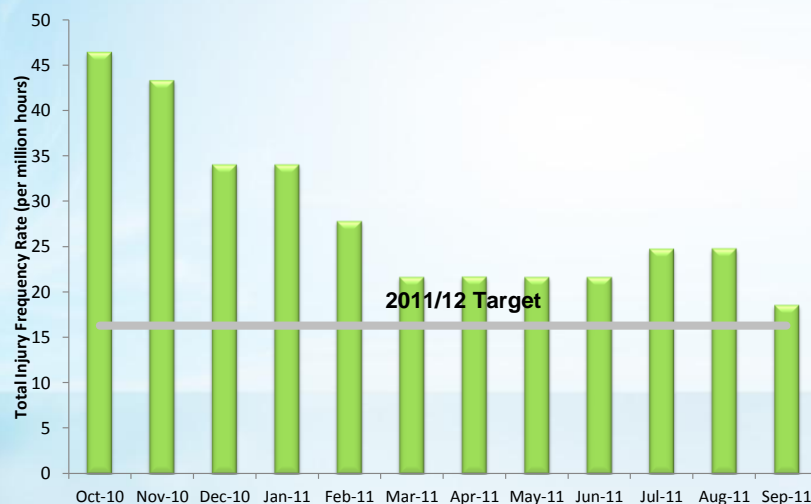
Source: Maersk NZ



## Staff – Length of Service



## Safety Performance: Total Injury Rate



**APPENDIX D**

# Delegates from the RMTU Annual Conference 2011 work on the question:-

## **‘Why is good communication important?’**

### **In our workplaces**

- Clear, current, concise, correct
- Get facts and information correct
- Mentoring new staff and members
- Cut down on misinformation
- Leads to TRUST
- Inform the membership and promote active participation in our union
- Understanding amongst members about what is going on, trying to be achieved

#### **And some examples...**

- Transport Worker and Activist
- Talk to each other
- Posters
- Cabinets and whiteboards for union information
- Text/phone network
- Emails
- Talk to each other daily
- Eye to eye 1:1

### **Between Port and Rail Branches**

- So everyone has the same understanding and awareness of issues
- To become a union family
- Port talks to Rail and Rail talks to Port and Port talks to Rail and Rail talks to Port to build strength and solidarity
- Vertical integration

#### **And some examples...**

- Consultative committee
- Joint meetings of Executive and Branches in Port and Rail
- Joint social events
- Monthly reports
-



## **Within the RMTU**

- Essential to share knowledge and resources with others
- United bargaining to get best results
- Nationwide guidance
- Feedback on Branch meetings, AGM's etc
- Delegate –union- management relationships
- Positive direction

### **And some examples...**

- Legal advice
- Branded clothing – badges etc
- The Activist
- Union website
- Emails, phone calls
- M.E.C.A – Multi Employer Collective Agreement

## **Wider Union Movement**

- Concentrate on positives and gains – share our successes
- Spreading support to other union members – during a dispute – on a picket

### **And some examples...**

- Building relationships with local MP's
- Workers Memorial Day Service
- Email, text and phone
- Local news channels
- Attend council meetings (local government involvement)
- Newspapers
- Place petitions in local shops/businesses
- Open day – people learn about the union
- Volunteer to do stuff and get involved!

## **In our communities**

- To inform and educate within our communities
- Learn about and share common goals and needs
- Bring like minded people together
- Higher profile for unions
- Be involved directly in local issues
- Facebook/emails/phone/text

### **And some examples...**

- Get to know our local MP's
- Get involved in the CTU – Council of Trade Unions
- Press releases
- Other media
- Leaflets and petitions
- Door Knocking
- Transport Worker
- Regional Union Meetings
- Union branding
- 'Yeah Right!' motto
- e.g. 'The Annual Conference of the RMTU is proudly supported by the National Party'

**APPENDIX E**

## **SEVENTEENTH REPORT OF THE NATIONAL MANAGEMENT COMMITTEE**

This is the seventeenth annual report of the National Management Committee and deals with the period from November 2010 to October 2011 and the financial year 1 July 2010 to 30 June 2011.

The NMC takes great pleasure in welcoming you to YOUR annual delegates' conference so that we can all share in a celebration of the Unions' successes during the last twelve months and to enable us to plan for the coming 12 months' successes which will be reported to Conference 2012.

We have a lot to celebrate and feel proud about, as we have had another full and busy year as some of them we will discuss during Conference 2011.

We also have to recall, remember and mourn the loss of our Industrial officer Brian Cronin during last year's Conference. We must recall and mourn the death of the 29 Pike River miners as well as those who have experienced loss, hardship, suffering and death as a result of the on-going Canterbury earthquakes. We must also mourn the loss and suffering of the Japanese people following their earthquake, tsunami and nuclear crisis, and especially our brothers and sisters in the JRU.

At the same time we must welcome into the RMTU whanau John Kerr who performed admirably in the South Island organiser role during the year.

Our costs associated with the activities of the union namely bargaining, legal, training and branch organising have remained within budgeted parameters over the last year but our costs to do with campaigning and ACC related activity has exceeded budget.

We continue to experience problems in utilising our loyal and hardworking key Branch officers/delegates as KiwiRail is making it more difficult for us to have delegates released for all manner of union related activity. Training is an area of major frustration as we struggling to get the necessary numbers released to form decent and effective class sizes. We continue to experience employer reluctance to paying wages "out of their budget" for delegates to deal with issues in other divisions let alone in some cases another company.

### **THE FINANCIAL CONTEXT – With Kind Thanks To NZCTU**

It has been almost the perfect storm for New Zealand over this government's term. The worst global financial crisis and recession for decades, crashing local finance companies, leaky homes, devastating earthquakes in Canterbury, the Pike River tragedy, the grounding of the RENA on Astrolabe Reef off Tauranga and the resultant oil spill and containers washing up on beaches and now another international financial crisis looming. New Zealanders have been hit by falling incomes, loss of assets built up over lifetimes, gut-wrenching emotions – in short, an assault on their well-being in the widest sense. All of these are beyond our control here in New Zealand – or at least appear to be.

For any government however, a crisis that can be convincingly painted as beyond its control brings opportunity. Its biggest threat is its own incompetence in handling it. A crisis gives it licence to do what it always wanted to do (but never dared ask). So bad luck for voters may be good luck for a government. By these standards, the Key government has been extraordinarily lucky. The electorate and the media appears to have accepted the line that bad news was largely beyond the government's control, and good news was of its making.

Undoubtedly, much was beyond this government's control, some for the better, and some for the worse. Its most recent stroke of luck was good news on the level of international liabilities. Claim payments owed from earthquake reinsurance

and improved coverage of surveys by Statistics New Zealand have pushed down net international liabilities (all still owed privately). They are, for now, around the target 70 percent of GDP that a year ago Treasury and the Savings Working Group said government spending cuts were needed to achieve.

But they did have choices in how they reacted. Despite low government debt (net public debt is going to peak around 30 percent of GDP compared to an OECD average already more than double that) they talked up its danger. They used it to spin a story of “there is no alternative” to holding, then cutting, government spending. They pretended, wrongly, that government finances are just like a household’s and that cutting spending was good economics in a recession – something visiting economist Robert Wade described last week as “unlearning the lessons of history”. If all governments do it, another world recession is inevitable.

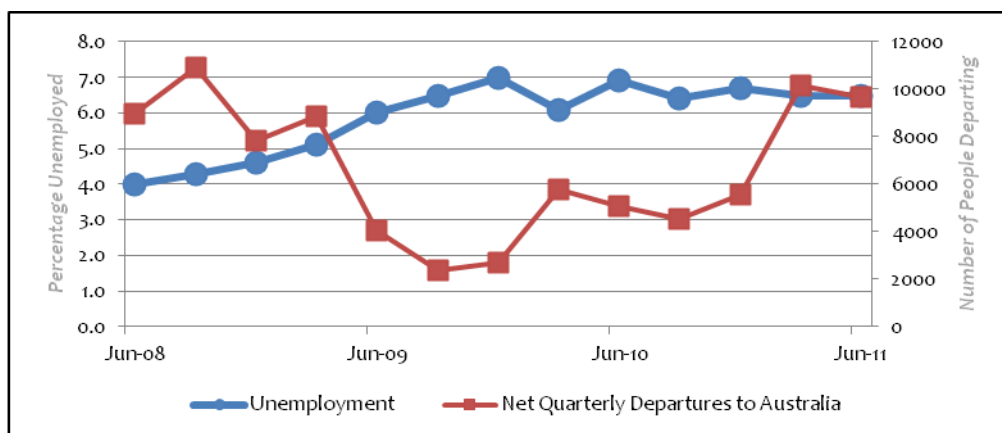
An effective and affordable economic stimulus could have held down unemployment and prevented its current stagnation. It could have reduced the big income gaps in New Zealand through measures like cash grants to low income families, greater increases in the minimum wage, and job-rich programmes such as ramping up the house insulation programme, building state houses, getting more young people into training through greater assistance to employers and trainees, relaxing caps on tertiary student numbers, and job schemes to provide employment in worthwhile green and public infrastructure projects. It could have assisted industry development so that we come out of the recession less reliant on commodity exports, with more high-value products and better paying jobs. Instead, the OECD estimated early in the recession that the government’s stimulus was (almost uniquely) virtually all tax cuts. These disproportionately benefited high incomes and even a conservative visiting economist described them as one of the less effective ways to stimulate the economy.

Its programme to rebuild Christchurch could have been funded by a progressive earthquake levy targeted to be higher for those with higher incomes. It has announced a welcome \$42 million education and training programme but is failing to build the excitement that would attract people to this unique opportunity to get new skills when jobs will be plentiful – in a great project. Too much of the work will go to skilled workers from overseas rather than developing our own skills.

## Forecast

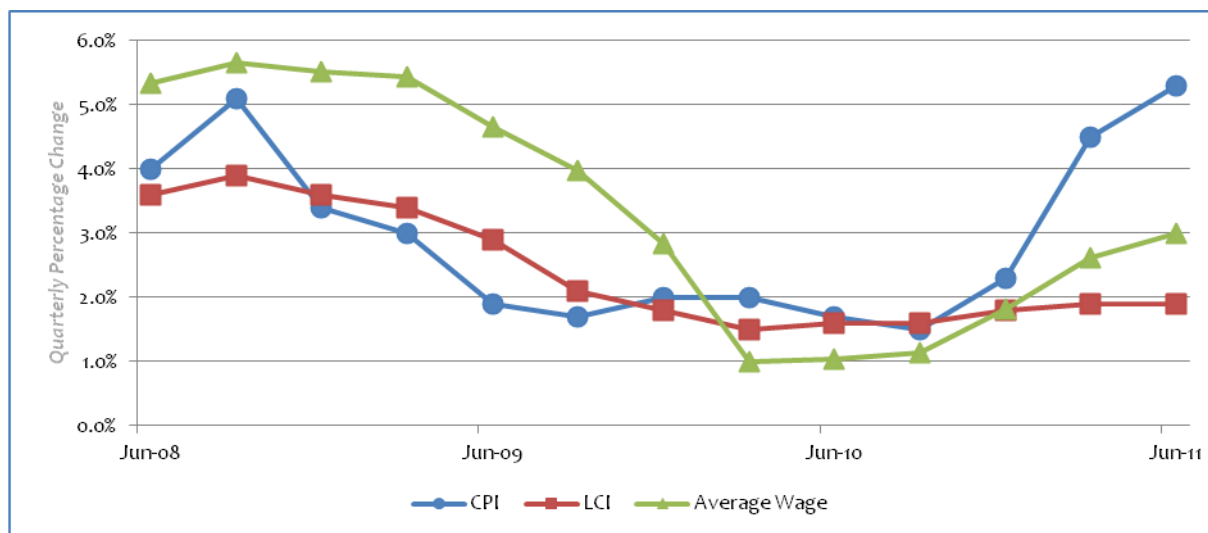
NZIER consensus forecast was published on 19 September 2011.

Annual Percentage Change (March Year)	2011-12	2012-13	2013-14
GDP	2.6	3.7	2.9
CPI	2.8	2.6	2.7
Private Sector Wages	3.2	3.5	3.8
Employment	1.7	2.5	1.7
Unemployment	6.0	5.2	4.8



International Travel and Migration figures show 7,129 permanent and long-term arrivals to New Zealand in August 2011 and 6,834 departures. Net migration in the year to August 2011 was 2,257 arrivals. Net migration to Australia in the year to August was 32,727 departures.





The Labour Cost Index (Wage and Salary Rates) (LCI) rose 1.9 percent for the year to June 2011 and 0.5 percent for the June quarter for salary and ordinary time rates. It rose 1.5 percent in the public sector and 2.1 percent in the private sector for the year. For the 58 percent of those surveyed who received an increase in their salary or wage rate during the year, the median increase was 2.9 percent.

The June 2011 Quarterly Employment Survey found the average hourly earnings for ordinary-time work was \$26.21, up 1.1 percent on the March quarter. The average ordinary-time wage was \$24.21 in the private sector (up 1.2 percent in the quarter and 3.1 percent in the year) and \$33.23 in the public sector (down 0.7 percent in the quarter and up 2.2 percent in the year). Female workers (at \$24.31) earned 87.3 percent of what male workers earned (at \$27.86) for average ordinary time hourly earnings.

## THE UNION

### Union Financial Management

The National Management Committee continues to adopt a cautious and prudent approach to financial management. Our objective is always to achieve a surplus result on the basis of our member subscription income supplemented by investment income on reserves. In the year ended 2010 the Union achieved an acceptable income over expenditure surplus of \$146,417.00 and this year (2011) the National accounts are again in surplus by \$269,991.00 income over expenditure. Branch annual accounts are also in surplus this year of \$116,279.00 (2010 was \$38,366.00). The strike fund increased to \$42,750.00.

The National Management Committee is cogniscent of the current economic situation and is aware of Collective Bargaining outcomes. Union staff wage increases are indexed to the rail sector and so internal costs for the Union increased by 2% for 2010-11. Staff wages costs are the largest single expenditure item for the Union. The Union membership fee was increased by 2% from 1 November 2010. There was also a 2.5% increase in GST effective from 1 October 2010 and so the cumulative increase to the Union fee was 4.5% for the 2010-11 financial years. It is proposed that the Union fee remain at present levels for 2011 – 2012.

A budget for the current year has been prepared to support the National Management Committee proposal and this will be discussed as a specific agenda item in conference. The budget is made on the basis of there being a small increase in anticipated expenditure offset by increasing membership growth. The budget indicates a slight surplus of \$29,470.00 for income over expenditure. We will have to monitor expenditure closely during the year but of course there are many items of expenditure that the Union has little or no control over that arise during the year.

The audited Financial Statements for the financial year 1 July 2010 to 30 June 2011 have been distributed and will be tabled and discussed during this conference. The NMC calls for the approval and adoption of the financial accounts.

## Staff

Our paid staff is our greatest tangible asset. They have all done a great job during 2010 – 2011. Our Union continues to benefit from having a committed and professional staff, both industrial and administrative. Workloads for staff continue to be challenging at times. Our industrial/organising staff is accomplished at undertaking “systematic visit” schedules of branches and as a consequence costs associated with branch have dropped slightly but the profile of the Union amongst members and support for delegates is at a high level.

During Conference 2010 Brian Cronin died after a short illness. This created a huge hole within the Union staffing and also caused great distress to all remaining staff members and delegates. The South Island was covered out of the National Office with the General Secretary and other organisers providing advice and support to delegates and members as required.

George Laird is based in the Wellington National Office. George has Wellington Metro, Interislander and the brick building, Marlborough and Nelson branches as his industrial responsibilities. During the year responsibility for Training Planning moved from George to Todd Valster. George is the organiser on the Interislander Industrial Council.

Julia Harrison is the National Office administration assistant and secretary to the Trustee's of the LE SAD Fund. She has had another very busy year. A heavy number of CA ballots, Union Officer Elections, industrial council elections and other ballots all add to the workload. The Activist is Julia's favourite publication and she looks forward to the copying, folding, labelling and franking of it for distribution to delegates. Despite all of these pressures Julia always remains cheerful and remains an invaluable member of the RMTU National Office team. Just how valuable is reinforced on the occasions when she goes on leave.

Phil Spanswick is our organiser for the central/eastern area of the North Island. Phil is based in our Mount Maunganui office. Phil has continued to grow the Union membership within his areas strongly. Phil has had a varied and challenging series of “issues” to deal with this year but in all ways has risen to the challenge. Phil is responsible for the Waikato Rail, King Country Rail, BOP rail and port and the Hawkes Bay rail and port branches.

Todd Valster is based in the Wellington National Office. Todd is the lead staff member on the KiwiRail (Freight) Industrial Council. Todd has relieved the General Secretary position and role during periods of overseas travel by the General Secretary. Todd is responsible for the oversight and organisation of training. Todd is responsible for the support of the Palmerston North Rail, Taranaki port and rail, Hutt Shops, NZ Bus and some areas of the Wellington Rail Branch,

Scott Wilson is based in the Westfield KiwiRail Freight Building. As the membership within the Auckland area has continued to grow so has his workload. Scott is responsible for the Auckland rail, and Northland port and rail branches. Scott is the Organiser responsible for supporting the KiwiRail Networks Industrial Council. This year has been very challenging with two working parties with KiwiRail Networks taking a lot of time and effort. Scott's leadership skills have been to the fore again this year.

Leonie Stieller is the National Office administration manager. Leonie has done a marvellous job during the last year in ensuring that the administration systems are able to support the organising growth of the Union. Leonie has 25 years' service with the Union. Her principal role is the administration of the Union's finances. Leonie is a strong member of the Union's leadership team.

Libi Carr is based in the Lyttelton office. She is employed as part-time admin assistant to the SI Organiser and branch secretary Lyttelton. Following Brian's death she went onto full time employment. Libi has fully and competently discharged her duties as the Lyttelton Port Branch secretary. The Lyttelton Branch Secretary - Admin Support position funding is a mix of National Office and the Lyttelton Port Branch. Libi suffering considerable disruption and loss as a result of the Canterbury Earthquakes and has performed her Union duties with diligence and distinction throughout. During the year Libi married an EPMU organiser Ronnie Angel.

John Kerr was employed by the Union during the year to fill the South Island organiser vacancy. John has a strong set of skills which he has used effectively since his engagement in support of RMTU campaigns and members. John is based in the Lyttelton Union Office and is responsible for the Canterbury Rail, Lyttelton Port, Otago Rail and Port, Southland Rail and Port and West Coast branches. John has quickly earned the respect and trust of members and the respect of managers.

Hazel Armstrong Law provides advice in the Health and Safety and ACC areas as required.

Geoff Davenport (McBride, Davenport James), provides high value and quality support, advice and advocacy on legal/Industrial matters.

The Union utilises the services of Glimmer Consultants (better known as Edgar Spark) one day a week for database maintenance and special projects.

The Union pays for course study for staff members as professional development. Members of staff have attended paid courses that will benefit their careers and service to members during the year.

The National Management Committee would like to record their very sincere appreciation to staff for another productive year's work on behalf of the Union's members. Thanks to Leonie, Julia, Libi, John, Todd, Scott, Phil and George.

## Training

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The Union cannot expect to have good delegates without investing in this area. Delegates and our voluntary branch officials are the lifeblood of the Union. There is no doubt that without them this Union would not be able to undertake many of the functions that we do nor do them well. The NMC wishes to formally recognise and acknowledge the work of our many passionate, hardworking and loyal branch delegates and officials.

In the last 12 months delegates and members have completed a range of training.

Across all our current employers the union Employment Relations Education Leave (EREL) entitlement was 410 days for the 1 July 10 – 30 June 2011 year. The union advises employers of this entitlement on July 1st annually. We do not use all our entitlement.

The industrial organiser for the region is responsible for the training delivery with all other arrangements being handled out of National Office. Delegates who have been trained have also had to complete assessment forms and samples of these are available for the Dept of Labour for statistical purposes.

The Union has also conducted specific IMP training in conjunction with employers who we have a partnership agreement with.

## Recruitment

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Last conference we reported that our membership was 4359 (full time) and 210 (casual) giving a total of 4569 and this year we have 4519 (fulltime) and 224 (casual) giving a total of 4743. This is an increase of 174 members.

We continue to experience strong membership growth within KiwiRail Group and KiwiRail Networks (NZRC). The staff continues to undertake mapping exercises during the year and we also utilise regular employer information to identify non members more effectively. This has resulted in increased membership as well. We remain convinced that whilst we are maintaining strength and density within the operational areas we have sliding density within the clerical-admin type occupations with our employers. We simply must do better.

We do not use the Safety First logo exclusively as we have interchanged it with the Stronger Together logo as it suits the tone of the publication.

We MUST recruit all rail industry workers into the RMTU. Sadly to date, we seem to be unable to recruit within the myriad of contractors used by KiwiRail Networks. We appear to be getting awareness within our members for the need for contractors to be recruited into the Union as when questioned they invariably respond that they get that it maintains our strength during times of struggle as the contractors will not undertake our work. However there is no real tangible numbers of membership applications coming in from those contractors. We all know that the members at the coal face are the best recruiters. Organising staff have been reminded of the need to look at the plethora of rail contractors that are springing up like "Rail Maintenance" and "Rail Weld" etc. All delegates need to be observant and use every opportunity to talk union to workers from any contractors undertaking work within the rail corridor.

As we continue to negotiate better pay and conditions (including hours of work provisions/restrictions) for RMTU members we are merely creating more opportunities for the contractors to do the work as they are invariably more “flexible” in that they work longer and for less than our guys and gals. If we are to prevent a growth in contracting out and out-sourcing within KiwiRail Networks we simply MUST recruit these workers into the Union and negotiate them onto better pay and conditions. We expect the maintenance of the current Contracting Out provisions within the MECA to be a major friction point with KiwiRail in the wage negotiations in 2012.

Ports Forum continues to recognise that the same can be said for the waterfront. As more stevedoring contracts go out to open tender we are seeing an ever greater mix of work being undertaken by our members and a greater mix of stevedoring companies within ports. In some areas our members are losing work to companies like C3, ISL and ISO and so if we are to maintain our conditions of employment or to improve them we must maintain our Union density within the port. We simply must recruit within these stevedoring companies.

There continues to be pockets of non-union workers in all of our industries that we ALL need to focus on recruiting into the Union. Any of the paid staff will tell you of a story of going to an RMTU worksite and finding a non-union worker and the look of shock on the delegate’s face at hearing this and the inevitable answer of “I thought you were a member”. DON’T ASSUME – ALWAYS ASK TO SEE THE RMTU MEMBERSHIP CARD OR THEIR PAY DOCKET WITH A UNION FEE DEDUCTION!

We need to remember that whilst it is important to have a Union presence it is essential to have a strong and effective union so as to deliver power and influence in the workplace. The only way of doing this is by having high-density levels of Union membership and activation of members. It is essential that those activist delegates who have undertaken advanced organising training utilise the skills taught by applying the techniques learned back at the workplace. The key to a strong and effective Union is not just membership - it is in the level of activity undertaken by delegates on behalf of members and the individual members’ levels of involvement – employers are onto this aspect as well and they call it “engagement”.

## Communications

The Union’s website [www.rmtunion.org.nz](http://www.rmtunion.org.nz) is being well utilised. We have very good website statistic info and this shows that it is being heavily “hit”.

We have negotiated an arrangement with First Union to be able to utilise Sam Huggard to assist us on a fixed cost basis for media work. This has proven to be a most advantageous arrangement for us.

The website contains links for all publications, press releases and “Hot Topics” or anything else we can think of. We are able to directly edit the website and this has reduced the delay in the material appearing on the site. The website remains a very important part of the Union’s communication strategy with members and the rest of the world.

The Union has an 1800mb monthly broadband plan. We are managing to live within this bandwidth most times. To assist though we ask members to desist from sending the same email to all the staff, as we have to pay to download it to each recipient. We also ask members not to send us jokes or cartoon pictures as this also needlessly uses up bandwidth. Definitely no pornography is to be sent to any union staff member using the unions’ computer or cellphone equipment as the recipient is immediately in breach of the Union’s pornography policy as soon as they view the item.

Our regular newsletter “The Activist” which is sent to all RMTU officials and delegates either by post or email is a very important means of ensuring that key members are kept fully informed of current issues and Union activity. We no longer send out the entire document, owing to our use of broadband maxing out continuously, we normally just send the website publications link. While we have the occasional controversy or legal threat about some of the contributions to the Activist it is generally regarded as “a bloody good read”. Distribution is mostly by email but for those delegates who we have no email address for we mail out a hard copy. Some delegates fail to post the Activist on notice boards. It is very amusing to go into a manager’s office and notice a copy of the activist on their desk or on their sideboard.

Notice boards are an important focus for Union information including the place where the Activist should be posted. It has been noted that there are still some worksites that do not have Union notices. New plastic signs are available for branches to place on these notice boards with the Union’s name as are small plastic holders for publications that can be affixed to the walls below or beside the notice boards for things like The Activist, Transport Worker, Delegate’s

Handbook, Policy Manual, Delegates H&S Handbook to be re-launched at this Conference) and Union Rulebook etc. We also have suppliers we use for notice boards.

“The Transport Worker” magazine continues to play an important role in portraying the Union in action and encouraging members to identify with the Union through the regular use of photographs and branch reports. It is our pinnacle publication and involves the greatest cost of production. It is placed on the website in pdf format for download if one chooses to do so.

Telephone communication with National Office remains an important communication channel for both delegates and members. We have tried to limit this to some extent by encouraging members to contact their delegate and local officials for information and advice so that the burden of telephone calls to the National and regional Offices is reduced but this has only been partially successful. The General Secretary, Industrial Officers and Organisers certainly try to give priority to being available for delegates and branch officials to discuss issues and provide advice and the National Management Committee is well aware that systematic regular workplace visits by Industrial Officers are important to many members. All industrial staff have developed systematic visiting schedules so that members and delegates can be confident of the days/dates that a visit by a Union Organiser will occur.

### Accommodation

The Union's National Office has been working out of level 1 of the Tramways building 1 Thorndon Quay all year (since 1999). The premises are shared with Hazel Armstrong Law and the Railway Superannuitants. The tenancy was up for renegotiation last year and we were successful in renewing the lease for 3 years with 2 further rights of renewal for 3 year periods. In the first 3 years the rent review is matched to the rate of inflation. We have completed the partial re-carpeting and full painting the office. We also undertook small fit-out alterations to create a small meeting room, to create an office environment for Julia.

The Lyttelton Office is based within the Lyttelton rail station and we have a lease agreement with KiwiRail (NZRC). The office has 2 full-time staff working out of it. The Office suffered some damage during the Canterbury earthquakes and the repairs have been affected. The cost of the office is shared on a negotiated arrangement with the Lyttelton Port Branch. Both staff have a National Office supplied laptop computer and cellphone.

The Auckland Office is based at KiwiRail's Westfield terminal. We have a telephone and fax line provided. We gratefully acknowledge the generosity of KiwiRail. The National Union leases a photocopier/printer/scanner for the office and the Auckland branch owns a desktop PC. Scott Wilson has a laptop computer and printer supplied.

The Mount Maunganui office is in a prefab sited adjacent to the KRMS site within the Mount Maunganui rail yards. This office is used by Phil Spanswick and is also widely used as a meeting spot for Rail and Port members. We occupy and use the building at the grace and favour of KiwiRail. Phil has a telephone, a laptop computer and printer supplied by the Union. KiwiRail supplies a telephone/fax line.

The Union has other employer supplied Union office space in a number of branches and this support is greatly appreciated by the Union.

### Branches

The Management Committee would like to once again acknowledge the very important work undertaken by our honorary branch officials and delegates. Branches have minor difficulty in filling vacant positions at the Annual General Meetings and this is a sign that the Union remains in good hands/heart. The honorary officials and delegates are the backbone of our Union and their active participation is the key to our organised industrial strength. The best way of ensuring that we do not suffer from delegate burnout is to have more than one delegate per worksite and provide them with training for the task. Organisers are required to undertake systematic branch-mapping exercises to ensure that all sectors and sites within their branch responsibilities have full delegate coverage.

The incentivising & recruitment “rewards policy” for new members of branches continues. The programme provides that for each new full time member signed up by a branch his or her branch account is credited \$10.00. This also sees funds distributed to “active” branches and should assist with any funding problems that these branches suffer from time to time. It is acknowledged that active branches go through funds. Where funds are exhausted owing to branches being active the General Secretary has authorisation to approve additional funds to be allocated to those branches.



The fundamental platform of being a national Union built upon a branch structure foundation is unchanged. This reflects their (branches) importance in ensuring that we continue to provide power and influence to members at a workplace level. In order to be successful we absolutely must have effective and powerful branches with active and committed members. Some branches (mainly the rail branches) which have their skills base locked into one or two key figures continue to struggle in the new environment as their employer is most reluctant to provide paid work time for them to go off and fix another company's issues with members. This is why we have to ensure that every worksite or sector has effective delegate(s) within a branch. This will be accomplished by having members and delegates stepping forward and by us providing appropriate training. We have to ensure that branches work effectively.

## Bargaining

The Union has a number of Collective Agreements which all require resourcing at negotiation time. Many are joint Union negotiations and that presents its own challenges on occasion. Some are of a short duration (12 months) and an increasing number are of a longer duration (24 months etc). Many employers have more than one CA for example Port of Napier has 2 collectives, Lyttelton has two. The employers with which we have Collective Agreements are;

KiwiRail Group	C3 Limited
CentrePort Ltd	Port Marlborough (NZ) Ltd
Cosmopolitan Club	Port Nelson Ltd
Farmers Industries	Port of Napier Ltd
Goodman Fielder	Port of Tauranga Ltd
Norfolk Electrical and Communications	Port Otago Ltd
Valley flyer Ltd (Cityline Hutt Valley)	Prime Port Timaru Ltd
Veolia Transport Auckland Ltd	Southport (NZ) Ltd
NZ Bus – Go Wellington	Stagecoach Wellington
NZ Bus Limited	Taieri Gorge Railway
NZRC	Toll Networks
Orica NZ Limited	United Containers Limited
Quality Marshalling (Mount)	KiwiRail Freight
Lyttelton Port Company Ltd	Halls Refrigerated Transport Ltd
North Tugz	Port Taranaki Ltd

During the year we continue to get employers paying more of the costs for their employees who are Union negotiators involved in the bargaining. We try and get the employer to pay for the travel, wages, venue and food costs. Utilising the “No pass on” provisions of the amendment to the Employment Relations Act has continued to get employer agreement to limit any settlement to Union members. Once the deal is achieved subject to ratification the report back meetings/tour are at the employer cost as much as we are able. All of these initiatives significantly reduce the Union cost of bargaining. Unfortunately judge made law has continued to erode the effectiveness of the “no pass on” provisions during the year.

The National Governments amendments to the ERA have further eroded Union rights. We are unsure what the Tau Henare promoted strike ballot legislation amendments impact will be on us.

Competition between ports has intensified under the current economic recession. Some ports are struggling to maintain their skilled labour force and contracts and we are experiencing downsizing of workers and in some cases conditions as trade-off's to redundancy.

In ports, as in most labour intensive industries, the wage bill is one of the biggest components, this means employers have used the economic situation to justify nil or very low wage offers in some cases and very good offers in others as there are very clearly winner ports in the current make up. Port Employment Agreements are currently being settled with reasonable movements in wages.

## Other Union Picket Actions

During the year members have assisted on a number of other Union's pickets or industrial actions. We have always honoured Union pickets where encountered by members during their work. The Union has a national Policy of not crossing other Union Picket Lines.

We have of course provided solidarity picket activity to a wide variety of other Union disputes throughout NZ. The actions of branch officials in organising this activity are appreciated. The Union has nationally and by branches made donations to other Union's in support of workers struggles.

### **National Management Committee**

The National Management Committee responsibilities and powers are expressed in Rule 18 of the Union's Rules and Standing orders. They are responsible for the good governance of the Union and the oversight of the actions of the general secretary.

The National Management Committee has held 4 formal meetings during the course of the 12 months following last Conference. NMC is made up of 2 port reps and 3 rail core and 1 non-core reps. The National President and the General Secretary are also on NMC. A total of 8 positions. During the year elections were held and there has been some change in the makeup of NMC. The current NMC is made up of President Aubrey Wilkinson, Vice President Howard Phillips, General Secretary Wayne Butson, Ruth Blakeley, Doug Blakie, Barry Simpkins (new), Bill Sweeney (new) and last but by no means least Dave Marden (new). The members replaced on NMC are Bernie Snook, Randolph Sladen (resigned and did not re-stand) and Jim Kelly who elected to not stand for office.

During the year the NMC has been robust forums for debate at times. This is healthy and we would have it no other way. NMC has provided excellent leadership to the Union and members can feel proud in their selection of the incumbents.

Members of the NMC also have representational responsibilities in other areas. Doug Blakie and Barry Simpkins are on the KiwiRail Industrial Council; Howard Phillips is on the KiwiRail Mechanical Council. Members of NMC are also engaged in the appropriate collective bargaining forums. They have also represented the Union at events and assisted with branch issues as required. The National President has deputised for the General Secretary at CTU National Affiliate Council meetings.

In accordance with Union Policy as set by Conference 2005 the President's honoraria is at \$3000.00 per annum. Conference 2006 determined that the honoraria for Vice president be \$1360.00 and that NMC honoraria of \$1000.00 be paid to all others (where they do not pick up a Union honorarium elsewhere for example a branch). These have all been paid as appropriate.

### **IEA Members**

The Union continues to provide services to members on Individual Agreements mainly with employers within the rail industry. IEA members are serviced by full-time union staff thereby ensuring the confidentiality of service to members and any possible conflicts of interest. During the year we have seen an increase in the number of members wishing to return to coverage by the CEA. There is some employer hostility to this occurring.

### **Health and Safety**

The HASIE Act provides for paid training for H&S Reps. As ACC has shifted to a focus on the seven key industries (not rail or ports) we have had fewer of our delegates trained.

The RMTU remains as the Union with the highest number of trained H&S delegates as a proportion of the Unions size. The National Rail Safety System (NRSS) continues to operate. There are two levels of membership and the Union remains as a level B member of the NRSS despite our call to be a level A member.

TAIC have continued to conduct investigations into rail accidents and incidents during the year. Some have been submitted on by the RMTU prior to publication and our concerns have been addressed by TAIC. The Union has a good working relationship with this Government Agency. Following a review of the agency new operating rules and policies have been put in place. The Union no longer receives draft reports from the Commission as of right – members involved in incidents investigated do and so we rely on them to furnish us with reports.

Hazel Armstrong with her wealth of knowledge on H&S issues is a valuable resource for the Union in the fight to improve H&S for RMTU members in all areas.

Safety in Rail is a problem presently as all indicators are heading in the wrong direction. KiwiRail has initiated a review of the H&S system within the company. We believe that the RMTU has lost its strong focus on rail safety as well during the

last 12 months. We have experienced difficulty in getting delegates and reps to participate in the workplace audits etc as part of the annual review of KiwiRail by NZTA. The NMC believe that the Union needs to look at resourcing a specific H&S role to return the strong focus on safety similar to when we had an H&S Organiser position.

### **Accident Injury Services**

The Union partnered Injury Management Programme continues to be well accepted and implemented within our industries.

The NMC believes that it is accepted that IMP is beneficial both for the employer and for the injured employee but it is vital that we remain focussed on the critical role which the delegate plays as the advocate for the injured member in ensuring that the negotiated return to work arrangements are acceptable and fair. Return to work arrangements should not be implemented on behalf of any Union member until they have been signed off in writing by the Union delegate as being agreed by and acceptable to the injured Union member.

The Union continues to offer members advice and support with ACC claims. Organisers deal with the issues as far as they can (sometimes to review hearing level) but legal backup is provided where required. A number of cases have been referred to Hazel Armstrong and her team and our success rate has been very good. During the year we have made use of the free CTU/ACC Advocacy Service.

The National Government has eroded a number of features of the ACC scheme and we await opening up of the work account to competition which will be a very detrimental step toward the eventual privatisation of the scheme. The Union is a member of the ACC Futures Coalition and opposes any reduction to the services and benefits of ACC.

The IMP scheme is clearly laid out in the Union H&S Handbook.

### **COUNCIL OF TRADE UNIONS**

The RMTU continues to be affiliated to the NZ Council of Trade Unions. Under the CTU structure the RMTU has direct representation to the National Affiliates Council and the General Secretary has represented the RMTU at most meetings during the year. Jim Kelly (initially during the year) and Aubrey Wilkinson (latterly) the President has attended some NAC meetings when the General Secretary has been unavailable. Joe Henderson, John Marsh and Sam Kahui are our delegates to the CTU Runanga and Telai Safesi is our delegate to Komati Pasifika.

The CTU has an ACC advocacy service in Auckland that is available for Union members and it is free.

Helen Kelly is the President of the CTU. Helen has assisted the RMTU during the year on various matters. The Current Vice president is Richard Wagstaff and the Maori Vice president is Syd Keepa. The Secretary is Peter Conway.

The CTU has been very active in submitting on legislation and this has consequently placed a heavy workload on affiliates to attend workgroups that are used to formulate the CTU's position on bills or issues.

CTU Communications Officer Georgina McLeod has provided assistance with matters from time to time. The RMTU continues to obtain very tangible benefits and gains from being affiliated to the CTU and the NMC strongly recommends to Conference that we remain as an affiliate.

During the year the CTU has been running 4 workgroups under a heading of Union Change. The General Secretary is on two groups, The President and Vice are on one each. The CTU officials may address members more on this during their addresses to delegates. In June the CTU held a leaders Forum in Auckland and the General Secretary attended.

In 2009 the CTU launched the UnionAid group. The RMTU is a strong foundation supporter of the scheme. The scheme is modelled on the highly successful Unions Australia APHEDA scheme.

### **KIWI RAIL INDUSTRIAL COUNCILS**

The Councils comprise elected rank and file delegates with RMTU staff support. Employers bear all costs associated with the operation of the councils for their employee's and they provide a valuable opportunity for member engagement with the employer. Members who are elected to NMC and who qualify as members of a KiwiRail Council are deemed to be automatically elected onto that council and so the position is not open for contest by any other member. This year all



industrial council positions were up for re-election and are now finalised. The Councils are the industrial clearing houses for all “industrial” issues within KiwiRail Freight, Passenger Group, Mechanical, Networks and Interislander. The members of the councils are:-

***Kiwirail Networks Industrial Council***

Scott Wilson  
Jerry Hohepa Infrastructure Mechanical  
Kevin Jones Operations Scale 1  
Phil Kearns Infrastructure Sigs, Comms, Traction  
Buzz Terrey Infrastructure Bridges/Structures  
Hopa Bell Infrastructure Track Supervisor  
Geoff Young Operations Train Control  
Edward Dargaville Trackworker.  
Kiwirail Passenger Industrial Council  
Wayne Butson  
Hayden Smith Loco Engineers  
Brian Armstrong Train Manager (Long Distance)  
Harvey Paterson Train Manager (Urban)  
Glen Hughes Yard Operations  
Scale 1 – Vacant

***Kiwirail (Freight) Industrial Council***

Todd Valster  
Barry Simpkins (NMC) Locomotive Northern  
Doug Blakie (NMC) Terminals Southern  
Wally Wallbutton Locomotive Central  
Dean Ngatai Terminals Northern  
Len Miller CT Sites  
Michael Williams Locomotive Southern  
John Maguren Terminals Central position

***Interislander Industrial Council***

George Laird  
John Finch Ferry Operations (Outside) North  
Liz Connell Scale 1 (inside) North  
Tania Haraki Scale 1 (Inside) South  
Newton Popplewell Ferry Operations (Outside) South

***Kiwirail Mechanical Industrial Council***

John Kerr  
Howard Phillips NMC Electric Suburban Wellington  
Paul Riddell Auckland Metro Maintenance  
Stuart Johnstone Hillside Workshops  
Kasia Kurene Hutt Workshops  
Laurie Hall South Island Depots  
Steve Brown (1 of 2) North Island Depots  
A ballot is being conducted to fill the second position after a tied vote.

A number of working parties have been operating within this area as well and we have utilised the industrial council reps and other workplace reps. Many of the working parties have been facilitated by a Department of Labour Partnership Resource Centre facilitator Bernard McIlhone.

## **AMALGAMATION**

There has been no activity during the year on this topic.

## **TE KUPENGA MAHI**

The Rail Industry Maori network hui is being held in Ohakune at the end of our Conference.

The Tangihana Insurance remains in place through AXA Insurance and the NZ Railways Staff Welfare Trust. A second option has been initiated with a doubling of the insurance amount if members wish.

## **LEGAL RESERVE FUND**

The Union continues to provide for a legal reserve fund within the investment portfolio of the Union as required by the resolution of the inaugural Conference. The purpose of the fund is to provide for the defence of members, staff, or the Union in major union proceedings. The fund is further protected by the provision of Indemnity Insurance of the Union.

## **INDUSTRY TRAINING**

The Union continues to emphasise the importance of industry training with employers and others and endeavours to secure an involvement in industry training within the transport industry. George Laird is our designated Skills Training guru.

## **PERSONAL GRIEVANCES AND LEGAL SERVICES**

2010/2011 has been a busy year for all forms of litigation.

Two defamation claims remain on file for the Union from Doctors but there has been no activity on the files for some years.

A study of the years financial statement will disclose the expenditure incurred. The current high level of litigation shows no signs of abating.

Our success rate is attributable in no small part to the calibre of advocate we employ as well as the excellent legal back up we have through McBride Davenport James partner Geoff Davenport (for employment work) and Hazel Armstrong Law (for ACC and H&S work).

## **INTERNATIONAL**

### **International Transport workers' Federation**

The International Transport Workers' Federation (ITF) is an international trade union federation of transport unions. Any independent trade union with members in the transport industry is eligible for membership of the ITF. 654 unions representing 4,500,000 transport workers in 148 countries are members of the ITF. It is one of several Global Federation Unions allied with the International Trade Union Confederation (ITUC).

The ITF's headquarters is located in London and it has offices in Nairobi, Ouagadougou, Tokyo, New Delhi, Rio de Janeiro, Amman, Moscow, Sydney and Brussels.

The RMTU has continued its affiliation with the International Transport Worker's Federation and we participate, to the extent that we can, in ITF activities. The RMTU is the largest NZ affiliate in member affiliation numbers in NZ. The General Secretary Wayne Butson is currently chair of the Asia Pacific Railway section.

The aims of the ITF are set out in its Constitution (see below). They are:

- to promote respect for trade union and human rights worldwide
- to work for peace based on social justice and economic progress
- to help its affiliated unions defend the interests of their members
- to provide research and information services to its affiliates
- to provide general assistance to transport workers in difficulty

Although the range of ITF activities is very wide, they can be best summed up under three key headings:

- representation
- information
- practical solidarity

The ITF represents the interests of transport workers' unions in bodies which take decisions affecting jobs, employment conditions or safety in the transport industry, such as the International Labour Organisation (ILO), the International Maritime Organisation (IMO) and the International Civil Aviation Organisation (ICAO).

A major function of the ITF is informing and advising unions about developments in the transport industry in other countries or regions of the world. The ITF also maintains a specialist education department, dedicated to the development of strong and democratic transport unions.

The ITF organises international solidarity when transport unions in one country are in conflict with employers or government and need direct help from unions in other countries.

The kind of solidarity needed can range from protest messages, demonstrations and political pressure, to direct industrial action in the form of strikes, boycotts etc. The ITF's worldwide campaign in the maritime industry against the use by ship owners of Flags of Convenience (FOC's) to escape from national laws and national unions is a good example of solidarity.

Transport Unions globally must unite to combat the burgeoning strength of multinational employers.

The General Secretary, Ruth Blakeley and Aubrey Wilkinson have attended ITF meetings during the period of this report.

The GS was a member of an International ITF rail safety mission to Thailand in 2010.

### **ARA (Australasian Railway Association)**

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The Union is an associate member of this association. The association is predominantly a lobby group of Australian rail companies to develop industry standards. Dr Murray King heads the NZ chapter. KiwiRail and Veolia are members.

The GS and Howard Phillips attended an ARA NZ Rail conference in April 2011 in Wellington.

### **JREU (East Japan Railway Workers Union) and JRU (Confederation of Japan Railway Unions)**

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The close fraternal relationship with the JREU and JRU has continued during the year. The Union continues to give strong solidarity to the JRU7.

Reciprocal use of holiday homes has been agreed between the two Unions and the NZ Railways Staff Welfare Trust. This reciprocal use has not been uplifted by JRU members to date.

### **RTBU (Rail Tram and Bus Union) Australia**

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The RMTU continues to have a very strong fraternal relationship with the RTBU. Bob Nanva is the current General Secretary. The RTBU has been very helpful to the RMTU during the year with information sharing and assistance. This is gratefully acknowledged and received.

The General Secretary attended a 125 year celebration dinner for the Queensland Branch of the RTBU in October 2011 in Brisbane.

Reciprocal use of holiday homes has been agreed between the two Unions and the NZ Railways Staff Welfare Trust. The scheme has been used by RTBU members and RMTU members have used the RTBU accommodation.

### **ICLS (International Centre for Labour Solidarity)**

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The International Centre for Labour Solidarity (ICLS) is a network for exchanging experiences, discussion on future strategies, building substantial and spiritual solidarity and of extending support to each other in overcoming problems struggles faced by workers and trade unions.

ICLS opposes imperialist globalisation imposed by large multinational corporations, governments and international multilateral institutions. ICLS is pursuing working class interests and is strongly against competition and division caused by neo-liberalism. ICLS is against competition, oppression and environmental destruction which are caused by capitalist domination. ICLS is against war which is a different face of neo-liberal globalization and capitalist domination. ICLS participates in various international solidarity activities of social movements, exploring ways to resist it.

ICLS respects diversity. ICLS works toward developing international workers' solidarity beyond the differences in politics, faiths, nationalities, regions, political parties and industries by starting from strengthening workers' solidarity in the railway, transport and public service sectors in the Asia-Pacific region.

ICLS is a network pursuing solidarity and exchange of experiences based on respect for each country and organization independence and autonomy.

ICLS is composed of trade unions who accept the ICLS Charter of Principles, however, ICLS opens all its activities to other regions, individuals and organisations that are not members and welcome them to join its activities to enlarge solidarity and exchange of experiences.

The General Secretary was elected to the ICLS steering committee in 2005 as the Australia-NZ rep. The arrangement is that if the GS cannot attend then an RTBU rep attends and if he is unavailable then it is RMTU rep or RTBU rep. Transport and accommodation costs are paid by the ICLS. Members of ICLS include;

Japan - (Japan Confederation of Railway Workers' Unions, East Japan Railway Workers' Union, JR-Hokkaido Union, JR-Freight Union, JR-West Union, JR-Tokai Union, JR-Kyushu Union), Korea - (Korea Railway Workers' Union, Seoul Subway Labour Union, Seoul Metropolitan Rapid Transit Workers' Union, Pusan Subway Labour Union, Incheon Subway Labour Union, Deagu Subway Labour Union), Philippine Railway Workers' Union, Taiwan Railway Workers Union, The State Railway Workers' Union of Thailand and the Rail Tram and Bus Union of Australia

An ICLS Labour Forum meeting was held in Seoul in October 2010 and the vice president Howard Phillips and South Island Rail rep Doug Blakie attended.

An ICLS Steering Committee meeting was held in Seoul in May 2011 and Wayne Butson attended as the Australia/New Zealand rep. It has been proposed that the ICLS Forum 2012 be held in New Zealand. Approval for this is desired during this Conference. It is hoped that branches will take the opportunity to fund as many attendee's as we can muster to this if the Forum does occur in NZ.

### **TWU (Transport Workers Union) Australia**

Whilst the road transport organising project was the basis for our relationship forming and this project has ended we maintain strong fraternal relations with the TWU, especially with the NSW branch.

The NSW TWU held their Conference in Sydney in August 2011 and John Kerr attended and addressed the conference.

### **MUA (Maritime Union of Australia)**

The Union continues to have a strong fraternal relationship with the MUA. The president Aubrey Wilkinson and the SI Ports Rep Ruth Blakeley have attended MUA meetings during the year.

The quadrennial MUA National Conference is to be held in February 2012 in Sydney and the December NMC meeting will determine who is to attend.

### **RMT (Rail & Maritime Transport Union of Great Britain)**

The Union has developed and maintains a strong fraternal relationship with the RMT since June 2007. In 2009 RMT reps attended our National Conference and their participation was greatly appreciated. An invite for the RMTU to participate in the RMT 2011 delegate's congress in Fort William Scotland was received by the NMC. The NMC resolved that Jim Kelly and Wayne Butson should attend. The GS addressed the congress and the address was well received.

The NMC is considering issuing an invite to the RMT to attend our 2012 National Conference. Delegate views are sought at this conference on the possible invite.

### **ASLEF (Associated Society of Locomotive Engineers and Firemen - UK)**

The Union has had a strong historical relationship with ASLEF through the LEA. We met with ASLEF in Mexico at the Congress and discussed many pertinent matters. ASLEF have recently sold their longstanding offices in Arkwright Place and we have not as yet visited the new Union offices at 75-77 St John Street.

ASLEF have just completed their elections for General Secretary and Mick Whelan has won a closely run race with Simon Weller (3,683 votes vs. 3,458). We have sent a letter of congratulations to Mick.

### **ACTU (Australian Council of Trade Union's)**

Our linkage to this organisation is that we send delegates and staff to the Australian Organising Conference which is normally held biennially in Sydney. This conference is an inspirational event and is of immense value to those who attend. We had a good team attend in 2010 and so we look forward to 2012.

### **ATUF - (Australia-New Zealand Transport Union Federation)**

During 2010 the RMTU signed a participation agreement with the MUNZ. MSG, AMEA, MUA, TWU, RTBU, EPMU and RTBU. This group have met once in Sydney and its primary focus is on organising along the lines of "Unions without borders". We are looking to generate strong and unified logistics supply chain unionism. We have had one meeting in Auckland of the NZ affiliates to TUF and it was successful in clarifying roles and responsibilities.

### **WORKERS' MEMORIAL DAY 2011**

The Union continues to promote the observance of the one-minute national stoppage of work in silence by our members throughout the country in solidarity with similar action taken by millions of other workers around the world as part of the International Confederation of Free Trade Unions (ICFTU) observance activity for 28 April.

This year the General Secretary attended a service at Mount Maunganui.

Other RMTU sponsored or supported services occurred at other locations throughout NZ but we remain of a view that the RMTU membership could do more to honour their fallen comrades and to fight for the living.

Branches are again encouraged to establish memorials or to clean up existing memorials to workers killed within the battlefield of the workplace in their area with the ultimate objective remaining to have memorials and commemoration services each year in all locations.

No workplace death of an RMTU member has occurred since conference 2008.

### **POLITICAL**

In accordance with the policy adopted 2007 the Union is affiliated to the NZ Labour Party.

Many members are active within local affiliate committees in electorates. We have a session on the election during this conference. We matched our Union database to the electoral role and found more than 400 members were not enrolled to vote. Unbelievable!

NMC has authorised donations to the Labour and Green Parties in the amount of \$10k and \$5k respectively.

### **LEGISLATION**

The Union has submitted on a number of items of proposed legislation in Parliament.

The Union has also participated in a number of forums hosted by the NZCTU to develop joint submissions on draft legislation. The Union has also appeared before a select committee hearing during the year.

The Union has presented a petition to Parliament and held a rally in relation to the NZ Work for NZ Workers campaign. We have also supported many other rallies held by groups advocating issues of strategic importance to the Union and also rallies convened by other Unions.

## **BENEFITS OF MEMBERSHIP**

### **NZ Railways Staff Welfare Trust**

The Board operates under and in accordance with the trust deed for the fund. The board comprises 4 RMTU reps. Current reps on the Trust Board are Wayne Butson, Howard Phillips, Sam Kahui together with Edgar Spark as a Superannuitants rep. Ian Jenkins is to be thanked for his long service to Welfare as a Union nominated trustee.

RMTU Port members continue to be able to enjoy Group C membership of the Society at a reasonably nominal cost which enables them to take advantage of the extensive holiday housing network owned by the Society throughout New Zealand. There is room for improvement here though with only approximately 180 of our 600 port members signed on.

The board has deals that enable international fraternal Union members to use the larger complex facilities where a caretaker is based on-site (i.e. Paihia, Orewa, Mount Maunganui, Rotorua, Queenstown). Visitors must be able to speak English. International visitors will have full linen and cleaning service that will be reflected in the price charged. A positive spin-off of this arrangement has meant that domestic visitors now have a cleaning service option if they wish to pay.

Chris Ball is Manager of the trust. He will address this conference.

The Trust has almost completed the construction of a new complex on the Mount Maunganui site. The new accommodation is 6 units for occupancy and a caretakers unit. The accommodation is in two blocks. The Trust resolved to name one block after our recent comrade Brian Cronin in recognition of his passion for the Trust and long service as a trustee. An opening/blessing service was held on-site in October facilitated by Te Kupenga Mahi. The service and blessing performed by TKM is deeply appreciated by us all. The Cronin whanau attended and performed the unveiling of the remembrance plaque and this was very moving. The Cronin whanau greatly appreciate the dedication of block A to Brian. The Brian Cronin Memorial Block is a fitting memorial to our colleague and comrade and we acknowledge the full support of the dedication by the KiwiRail management Trustee's.

### **Locomotive Engineers' Trust Fund**

The Union Trustees are Murray Dunlop, Wally Wallbutton and Wayne Butson.

To date the uptake of new locomotive engineers into the fund has been poor. Roy Cowley the Board Chair will report to delegates during a Trust Fund session at Conference.

Julia Harrison is Secretary to the trustees and the National Management Committee wish to acknowledge her work and the work of the Union Trustees during the year.

### **NZ Harbours Superannuation Plan**

This Union promoted but jointly managed industry superannuation plan continues to provide a vehicle for employees of Port Companies to participate in an employer subsidised superannuation scheme with current assets of more than 50 million dollars under management.

The fund is controlled by two employer Trustees, four Union Trustees and an independent Chairperson (David Stevens). The four Union trustees currently are Hal Upton, Wayne Butson, Dion Young and Roy Cowley. The employer trustees are Sara Lunam from Port Tauranga and David Sharman from Port Taranaki.

Leonie Stieller continues as Secretary to the Trustees and the Management Committee would like to once again acknowledge her work and the work of the Union Trustees during the year.

## **CONCLUSION**

This has been another very productive year for the Union.

The NMC believes that the Union is meeting the needs of its members and is being administered and operated competently.

We look forward to a very productive 2011 – 2012.



**APPENDIX F****MUTUAL RESPECT POLICY**

The RMTU is opposed to any discrimination based on colour, nationality, sex, race or creed.

Amongst RMTU members, delegates and officials there is a very high degree of appreciation of the need to respect the dignity of every individual. Nevertheless in all organisations there should always be vigilance to ensure that all participants feel they are able to operate in an atmosphere in which they feel comfortable and safe.

The RMTU is committed to creating and maintaining a working environment based on dignity and mutual respect. The RMTU neither condones nor tolerates behaviour that undermines the dignity or self-esteem of any individual or creates an intimidating, hostile, abusive or offensive environment. This commitment applies to all delegates and participants, women and men, in RMTU meetings, activities and social gatherings wherever they may take place throughout NZ.

As an employer the RMTU has a legal as well as moral responsibility to protect its employees from any form of harassment, abuse or similarly unacceptable behaviour. This applies to the working environment of National Office and other RMTU office locations and to RMTU meetings wherever they are held. It also applies to social occasions where the attendance of RMTU Staff is linked to their employment and where the RMTU is liable as an employer. RMTU employees are encouraged to report any such incident.

**GUIDELINES ON THE RMTU POLICY ON MUTUAL RESPECT**

The RMTU is committed to creating and maintaining a working environment based on dignity and mutual respect. In all facets of the Unions activities there should always be vigilance to ensure that all participants feel they are able to operate in an atmosphere in which they feel comfortable and safe. This should apply to meetings, socialising and all the events around RMTU activities.

**WHAT WE ASK OF YOU**

To treat everybody, including other delegates as well as RMTU Staff members, with respect and dignity.

To make absolutely sure your own behaviour does not cause offence or misunderstanding.

To think before you make personal remarks.

To accept responsibility for challenging all forms of unacceptable and offensive behaviour, and for upholding personal dignity.

**WHAT IS UNACCEPTABLE BEHAVIOUR?**

Unacceptable behaviour includes unwelcome physical, verbal or non-verbal conduct including the use of e-mail and any behaviour that ridicules, intimidates, or is physically abusive.

This may have at its focus such things as:

- Race, ethnic origin, nationality, and skin colour
- Gender and sexual orientation
- Disabilities or sensory impairments
- Age, health, or physical characteristics
- Religious or political beliefs

This may involve such forms of unwanted behaviour as:

- Unwanted physical contact
- Physical or sexual assault
- Sexual or compromising propositions
- Racist, sexist or religious jokes
- Offensive language, insults and obscene gesture
- Unwelcome gifts
- by pestering or stalking
- Intrusion by pestering or stalking.

These lists are not definitive.

We welcome your co-operation in our practical efforts for making the RMTU and its activities a positive and rewarding experience for everyone.



APPENDIX G




**The Productivity  
Commission's International  
Freight Services Inquiry**

Presentation to RMTU  
9 November 2011

Bill Rosenberg  
Economist  
N Z Council of Trade Unions

**CTU**  
NEW ZEALAND COUNCIL OF TRADE UNIONS



**Outline**

- The Productivity Commission
- The Inquiry into International Freight Transport Services
- What's next?

## The Productivity Commission

- CTU supported idea of a Productivity Commission – as long as it focused practical projects rather than deregulation
  - Not primarily focus on tax, deregulation and compliance costs
  - Practical productivity projects
  - Share information on/adapt productivity tools
  - Inclusive events on productivity; website information
- In fact was driven by ACT
  - Legislation in 2010
  - Some changes in Select Committee

## The Productivity Commission

- Statutory purpose of Commission is “to provide advice to the Government on improving productivity in a way that is directed to supporting the overall well-being of New Zealanders, having regard to a wide range of communities of interest and population groups in New Zealand society”
- Board is Murray Sherwin (chair), Graham Scott, Sally Davenport
- Own staff plus secondments from Treasury
- This and Housing Affordability are its first projects
- Test of their approach

## The Inquiry into International Freight Transport Services

- Programme:
  - Initiated in March 2011
  - Issues Paper – submissions by 31 August 2011
  - Draft Report to be released December 2011
  - Submissions due February 2012
  - Report to Government 1 April 2012
- CTU made submission on Issues Paper
- All submissions on their web site  
<http://www.productivity.govt.nz>

## The Inquiry into International Freight Transport Services

- Terms of Reference: identify
  - Costs of all components in logistics chain for New Zealand importers and exporters
  - Impediments to accessibility and competition
  - Mechanisms to improve accessibility and efficiency
  - Paying attention to factors including international comparisons and current regulatory regime
- Scope – ports/airports outwards
  - But does consider internal transport links to these

## Issues Paper

### Issues Paper (July)

- Took “economic efficiency” approach
- Considered
  - Context
  - Efficiency of individual components –
    - ports, within-port activities, international sea freight, airports, international air freight, biosecurity and customs, domestic freight, freight forwarding and consolidation
  - Efficiency of interfaces between components
  - Efficiency of the logistics chain
- Asked 79 questions



## CTU submission

### Our submission

- Affiliates contributing:
  - Main ones: RMTU, MUNZ, NDU (now FIRST), NZMSG
  - Interest from EPMU (airports) and PSA (customs, biosecurity etc)
- Geoff Bertram, retired Victoria University economist, assisting
- 30 pages, aimed at raising issues, putting stake in ground



## Main points

### Our main points

- Concern about the “economic efficiency” approach
  - need broader “overall well-being” approach as in their statutory purpose
- Lack of balance in topics and research
- Underplaying of market dominance
- Limited consideration of national strategic approach
- Need to learn lessons of previous reforms
  - Productivity improvement not cost cutting or cost shifting; side effects; transfers of income; excess trust in competition; references to “inflexible” labour practices

## Narrowness of approach

### Narrowness of the inquiry

- “economic efficiency”
- Importers and exporters the priority group
  - Trickle down to lower prices, better wages
- Risk of just cost cutting, ignoring
  - Income and wealth distribution
  - Gains by one group at cost of another
  - Safety
  - Skilled and experienced workforce
  - Development of public facilities
  - Risk of abuse of monopoly power

## Narrowness of approach

### Examples

- Driving down wages and conditions, safety, skills
- Imposing environmental and social costs on rest of community (e.g. road worse than rail worse than coastal shipping) – so need for maritime strategy
- Squeezing local govt revenues from ports etc

### Accessibility not only about efficiency

- e.g. Logistic hubs, oil facilities at ports, excessive competition and underused assets

### Regulation not only about efficiency

- e.g. Safety, job security, size of road rigs, biosecurity

## Recommended focus

### Recommended they focus on

- Careful analysis of outcomes of previous reforms
  - Who gained, was transport an important factor in difficulties for exporters – or mainly monetary policies, exchange rate?
- Thorough review of options for centralised planning and coordination
- Thorough consideration of wider impacts on wellbeing, including distribution of benefits, environmental impacts



## Ownership

### Ownership of New Zealand infrastructure

- Issues Paper hints at privatisation of ports and airports
- Dislikes ports being classified as “strategic assets” by councils
- Dislikes them having to balance multiple objectives

**Keep Our Port Public!**

Join your fellow citizens in a public meeting to hear why the Christchurch City Council should not sell the port of Lyttelton to a Hong Kong based multinational corporation.

Hear the public interest defended by speakers from a wide range of organisations, including

**Sir Kerry Burke**

**Metiria Turei MP**

**Peter Rea McKay Shipping**

**National Secretaries Maritime Union New Zealand,  
Rail & Maritime Union**

Against Foreign Control of Aotearoa



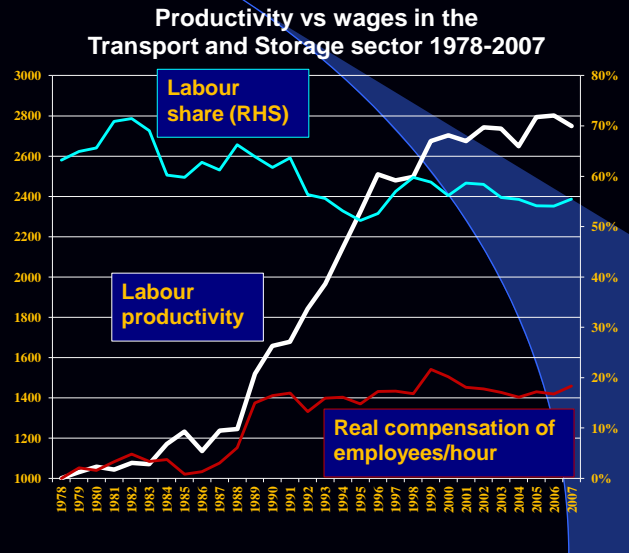
## Ownership

### Ownership of New Zealand infrastructure

- Issues Paper hints at privatisation – esp ports and airports
- Dislikes ports being classified as “strategic assets” by councils
- Dislikes them having to balance multiple objectives
  - “a risk of incompatibility between public ownership and the long-term efficient operation of ports”
- We contested any such incompatibility: they should look at
  - Record of previous privatisations here and overseas
  - Excess competition, over-investment, asset “stranding”
  - Need for planning, coordination
  - Threat of transnational operators such as Dubai or Hutchison

## Productivity and wages

- The Issues Paper *assumes* higher productivity means higher wages.
- Yeah, right.



## International Freight Transport Services

We showed that in the Transport & Storage sector -

- Little growth in investment over period
- Heavy loss of jobs late 80s and late 90s

So -

- No room for major productivity gains from further assault on labour

And were cost reductions passed back to exporters and importers?

## International Freight Transport Services

Long term productivity growth requires

- Development and maintenance of skilled workforce
- Secure jobs
- Health and safety

But currently

- Aging workforce
- Lack of national training plan, or interest from employers
- Casual employment of many young workers
- Stevedoring a central concern

## International Freight Transport Services

Also raised

- Excessive, wasteful competition among ports
- Ability of shipping companies or Fonterra or Solid Energy to “hold up” ports
- Need to revitalise coastal shipping, loss of cabotage
- Flag of convenience vessels, lack of training for seafarers
- Need to take account of previous studies, strategies
- Need for effective regulation and national strategy to combat dominance of major shipping lines (Maersk)
  - Proposed national authority including participation of producers, government, employers and unions
- Need for effective biosecurity and customs services
- Environmental impacts

## What's next?

We met with the Commission 10 October

- Main line of questions was about the quality of port management
- Why do they invest without binding agreement from shippers?

Commission has contracted consultant to consider "labour practices"

- Main complaint appears to be from ISO: "Inflexible labour practices and union activities remain an obstacle to future productivity improvements in New Zealand port services."
- Met on Monday; further meeting next week

Will make submission on draft final report

Thanks

Questions?

## APPENDIX H

# THE RIGHT TO REFUSE UNSAFE WORK

HAZEL ARMSTRONG LAW  
RMTU CONFERENCE 2011

## RMTU CONFERENCE 2011

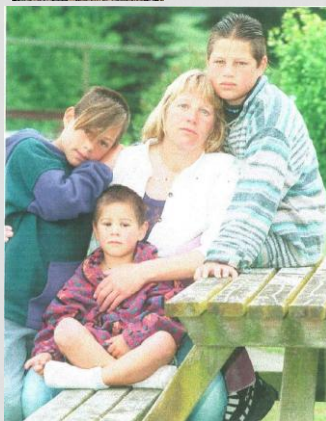
- Rail and Port workers, work in high risk industries
- The equipment used can be technically complex, heavy and can kill
- The RMTU is committed to health and safety
- In this presentation we cover:
  - Recalling those who have been injured at work
  - What caused their injuries?
  - Accident causation
  - How to keep safe?
  - The legal framework
  - The right to refuse unsafe work

## NEVILLE BELL

- In 1994, Neville Bell signal technician was killed at 36 years of age, when the pole he was working on collapsed
- The pole broke at ground level and fell on him
- It had not been red tagged, although it had been declared as needing replacement in 1988
- He had worked 20 years for Rail



## JACK NEHA



- In 1995, Jack Neha was killed in a shunting accident
- He had had six weeks on the job training as a shunter
- Manning levels reduced, he was on his own
- "the wicket keeper removed", the Judge said
- He fell from a moving wagon, and was run over



## MURRAY SPENCE

- In 1996, Murray Spence died at age 35 years, he was a signals maintainer
- He was cleaning and inspecting junction boxes when he was struck on the right side of his face by the corner of a southbound rail car

## PHILLIP CARROLL

- In 1997, Phillip Taihoa Carroll suffered life threatening injuries
- Damage to a door on a wagon not reported, another worker tried to close the door, and it fell off and onto Phillip
- Phillip worked for Chch Press

## INJURED AT WORK: IOASA IUNI

- In 1998, Ioasa Iuni lost his leg in a shunting accident
- The hand grip pulled away and he fell onto the track, the train ran over his leg
- The hand grip had been inspected infrequently- 5 times in 6 years and was rusted and corroded
- Non compliance with Mechanical code in approved safety system



## NEIL FAITHFULL

- In 2000, Neil Faithfull was killed when a wagon derailed and crushed him
- He had five children
- He had worked for Rail for 33 years
- He was two years off retirement



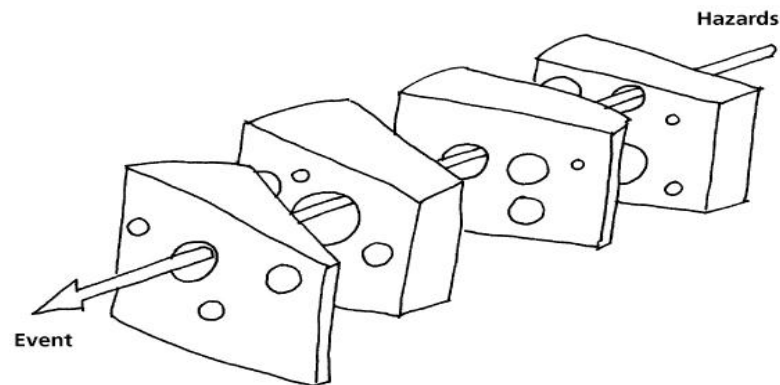
## WORKERS MEMORIAL

- We also remember: Thomas Blair, Ronal Higgison, Bernie Drader, Paul Kyle, Nigel Cooper, Graham White, Ambrose Mandaia, Tim Steffert, Jim Jacobs, Sean Smith, Peter Nottle, Tom Taane.
- In the Ports: Martin Sincock, Peter Robertson, Repanga (Rep) Tana, Christine Clark

## WHY ACCIDENTS HAPPEN?

- Its not always obvious that you are working with hazards that could kill you
- The most frequent cause of accidents is when several hazards combine to create a significant hazard
- The controls of the hazards have failed in some way
- You may not be aware of the hazard, or that the controls are failing

### James Reason's Swiss cheese model of accident causation



J. Reason 1994

## CASE STUDY

- A random inspection of line side poles on the MSL between Hornby and Rolleston showed one pole adjacent to Jones Road had been red tagged in March 2011, if red tagged, they must be replaced within 3 months.
  - Is a red tagged pole a hazard?
  - Does it pose a materially increased risk?
  - What harm could it cause?
  - Who knows about it?
  - If you knew about it, what would you do?

## CASE STUDY

- Poles on the MNL between Claverley and Hundalee and between Oaro and Goose Bay, are not identified as being inspected, it is unknown who even owns the poles.
  - Is an unidentified pole a hazard?
  - Does it pose a materially increased risk?
  - What harm could it cause?
  - Who knows about this?
  - If you knew about this, what would you do?

## CASE STUDIES

- On board emergency and safety equipment checks not occurring ie first aid equipment, gas mask equipment
  - Is unchecked emergency equipment a hazard?
  - Could it pose a materially increased risk?
  - What harm could it cause?
  - Who knows about this?
  - If you knew about this, what would you do?

## RADIO TESTING

- Locomotive radio testing ie testing not completed on time
  - Is an unchecked radio a hazard?
  - Does it pose a materially increased risk?
  - What harm could it cause?
  - Who knows about this?
  - If you knew about this, what would you do?



## CASE STUDY-WORN MOORING ROPE



Figure 26  
Inboard end of the failed rope. The damage can be clearly seen.



Figure 15  
At 1.66m through to 1.84m from the tail point, the rope was subject to extreme abrasion.

- An excessively worn mooring rope
  - Is an unchecked mooring rope a hazard?
  - Could it pose a materially increased risk?
  - What harm could it cause?
  - Who knows about this?
  - If you knew about this, what would you do?



## CASE STUDY - CRANE FAILURE

- no safe platform to undertake inspection on the crane
- No regular checks of the heel pin retaining bolts
- Technical Information about the inspection of the Mitsubishi hydraulic deck cranes not known by Chief Officer of Sea Angel
- Problems with crane heel bolts inspections notified by MSA
- MHI changed design in 1993, but pre 1993 cranes have problems with retaining bolts
- October 2005, the crane failed while loading logs at the Port of Nelson



## LEGAL FRAMEWORK

Health and Safety in Employment Act  
key provisions and key concepts:

- Section 28A – Employees may refuse to perform work likely to cause serious harm.
- I will look at the definitions of:
  - 'Serious harm'
  - 'Significant Hazards'
  - Materially increased risk

## HSE ACT – SECTION 28A: 'SERIOUS HARM'

Work may be refused if employee believes that it is likely to cause *serious harm*.

Serious harm includes:

- Permanent loss of bodily function, or severe temporary loss of bodily function;
- Amputation;
- Loss of consciousness;
- Any harm causing hospitalisation for 48 hours or more.
- Includes both mental and physical injury

## HSE ACT – SECTION 28A: SIGNIFICANT HAZARDS

- Serious harm is caused by *significant hazards*
- Concept of 'hazard' is very broad, includes:
  - Activities, e.g. welding;
  - Arrangements, e.g. shift roster;
  - Circumstances, e.g. working alone;
  - Behaviour – physical/mental fatigue, drugs/alcohol, affecting a person's behaviour

## HSE ACT – SECTION 28A: PROCESS

After the initial refusal to work, an employee may continue to refuse the work if:

- ☐ The issue is taken to the employer, as soon as practicable; and
- ☐ The matter is not resolved; and
- ☐ The employee has reasonable grounds for believing that continuing to work would cause serious harm

## HSE ACT – SECTION 28A:

- The law allows an employee to make this decision on his or her own.
- However, the law envisages that the employee would seek advice from a health and safety representative (although this is not required)

### HSE ACT – SECTION 28A: MATERIALLY INCREASED RISK

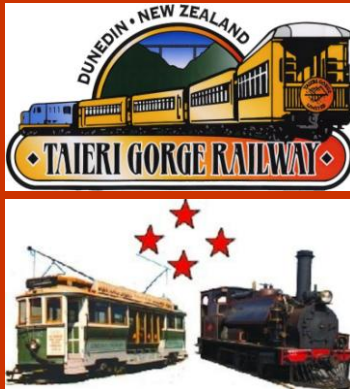
- ☐ Law recognises some occupations involve an understood level of risk
- ☐ Has to be a materially increased risk beyond the understood risk involved with the particular task

### HSE ACT – SECTION 28A: ROLE OF THE HEALTH AND SAFETY REP

- If requested, the health and safety rep must assess the risk and advise the employee whether a risk of serious harm is likely.
- The health and safety rep can make a recommendation to the employer,
- The employer must then either adopt the recommendation, or set out in writing reasons for not adopting it.
- A trained health and safety representative can issue a hazard notice.

## APPENDIX I

# Taieri Gorge Railway and FRONZ



History  
And  
Today

## Grant Craig

1979 to 1999 NZ Railway / NZ Rail / Tranzrail	
Clerical Cadet	Dunedin / Mosgiel / Milton / Burnside
Clerk	Lumsden / Winton
Section Officer	Bluff
Stationmaster	Ranfurly / Stillwater
Train Controller	Greymouth / Dunedin
Traction Control Officer	Wellington
Network Planning Officer	Wellington
1999 to present	
Operations Manager Taieri Gorge Railway Dunedin	



In Festival Week 1963 the Ocean Beach Railway opened for the public and in doing so was the first operating preservation railway in New Zealand and the beginning of both Taieri Gorge Railway and FRONZ.

- In the 1970s excursions on the mainline utilised NZR carriages from the Dunedin suburban carriage fleet.
- In the late 1970s NZ Railway advised that their carriages would not, in the future be available to run excursions. This was to save the wear and tear until suburban trains were terminated in the early 1980s.



- Many railway organisations now faced the non availability of carriages and through the National Federation of Rail Societies, negotiated that these societies could purchase and run their own carriages on the mainline.
- 1978 saw the formation of the Otago Excursion Train Trust to restore the carriages and run the excursions on the mainline.

A number of carriages were purchased and a site at Burnside was leased. The restoration of the carriages commenced.





- The first excursion using 2 carriages took place on the 29<sup>th</sup> September 1979 on the back of a freight train to Palmerston.
- Popularity skyrocketed from there with excursions from the top of the North Island to the bottom of the South Island and everywhere in between.
- The most popular were always on the Central Otago line to Middlemarch, Alexandra, Clyde and Cromwell.

- With the completion of the Clyde dam the government of the time decided to close the Otago Central line as the dam was the only reason the line remained open for so long.

From February 1987 the daily tourist train commenced running seasonally until April. This came about as the OETT at the time thought that a market existed for a tourist train.



- A new Buffet car was built especially for this service and it was manned, except for the loco crew and Guard, by OETT staff.

With the running of the tourist train and its popularity, the spectacular scenery and history of the line, the OETT went to the Dunedin City Council and with their support, negotiations commenced with the NZ Railways to purchase the line to Middlemarch.



A Save The Train Appeal was started and the OETT needed to raise 1 million dollars in cash and kind to complement the DCC contribution to buy the line and 5 Dj locomotives.

- In 1995 the DCC created a Local Authority Trading Enterprise (now CCTO) called the Taieri Gorge Railway to operate the tourist railway.



Head office and booking is based at the iconic Dunedin Railway Station.





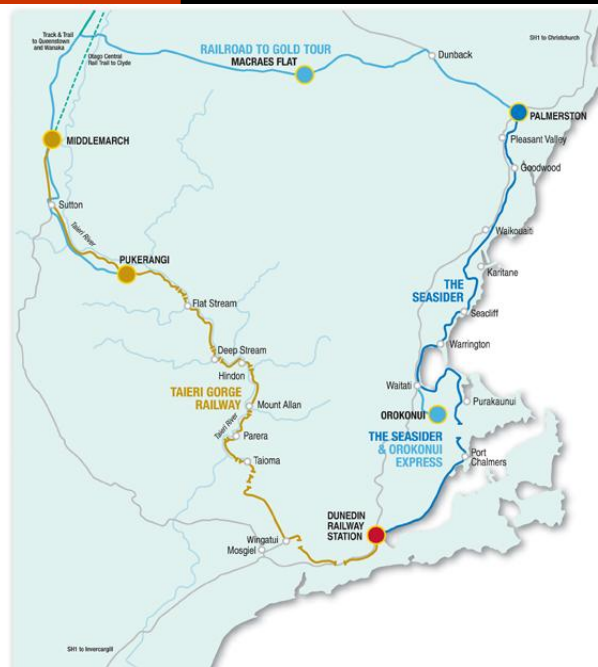
- Departing twice daily from October 1 to April 30 and once everyday during winter months.
- Two trips per week to Middlemarch in the summer and to Pukerangi daily.





The trip offers amazing scenery and engineering feats, photo opportunities, an onboard commentary, and stops along the way.

Most travellers do the 4 or 6 hour return trip but many join the Otago Central Rail Trail or take a coach link to Queenstown.



'The Seaside' is an additional trip now run by Taieri Gorge Railway and departs for Palmerston several times per week in the summer.



Destination Palmerston....4 hour return trip



Cruise ship business is of major importance to Taieri Gorge Railway with nearly every ship into Port Chalmers doing the train as a shore excursion. In 2011-2012 there will be 84 ships docking.



Private charters, centenaries and other celebrations play a big part in the daily business of Taieri Gorge. They range from the Railway Station Centenary to the annual Cadbury Crunchie train.



## TGR Interesting Stats.....

- 740 trains travelled last year 2010-2011
- 80 – 85 000 passengers predicted for this season 2011-2012
- 16 000 of these will be from Cruise Ships
- \$2.44 million is income from Cruise Ships
- Annual turnover of over \$5 million



## More Interesting Stats.....

- TGR employs 28 full time staff...including booking office...on train staff...  
...cleaning...workshop...track gang...marketing & administration.
- Plus 27 part time staff
- Plus up to 100 Volunteers (members of the OETT) who are invaluable to the company.....acting as hosts & hostesses on all cruise ships and most charters.





- Ownership of the TGR is by Shareholding
- 72% held by Dunedin City Holdings
- 28% held by Otago Excursion Train Trust

## And even more interesting things!

- TGR owns 7 diesel electric locomotives
- Plus 19 carriages...our oldest carriage dates from 1912 through to the 1980s
- Maximum capacity can be 650
- TGR owns and maintains 60km of railway line from North Taieri to Middlemarch
- Maintains our own rolling stock
- All trains are all manned by TGR staff





## FRONZ



- **PRESIDENT:** Grant Craig
- **EXECUTIVE OFFICER:** Trevor Burling
- **SECRETARY:** Peter McCallum
- **EXECUTIVE MEMBERS :** Clark Simmonds  
Grant Hjorth  
Nigel Hogg  
Scott Osmond  
David Maciulaitis



## Formed in 1972 as National Federation of Rail Societies

- 12 Foundation Organisations
  - 7 Museum / Heritage line operators
  - 1 Rail Research and Publishing Organisation
  - 2 Regional Railfan Organisations and Excursion Operators
  - 2 Railway Display Museums




## 2011 known since 2003 as FEDERATION OF RAIL ORGANISATIONS NZ INC

72 Member Organisations including


- \* 2 Network Operators with own Heritage line (longest 60 km)
- \* 5 Network Operators with no heritage line
- \* 19 Museum & Heritage Line operators
- \* 2 Regional Railfan Organisations & Excursion Operators
- \* 11 Narrow Gauge Railways (520 mm or greater, but under 1067 mm)
- \* 2 Street Tramway Operators
- \* 4 Street Tramway Museum line Operators
- \* 6 Rail Heritage Building & Infrastructure Preservation Organisations
- \* 2 Railway Research & Publishing Organisations
- \* 10 Locomotive Restoration & Display Facilities
- \* 1 Government Department (Dept of Conservation)
- \* 1 Offshore Rail Operating line (Rarotonga Steam Rly; Cook Islands)

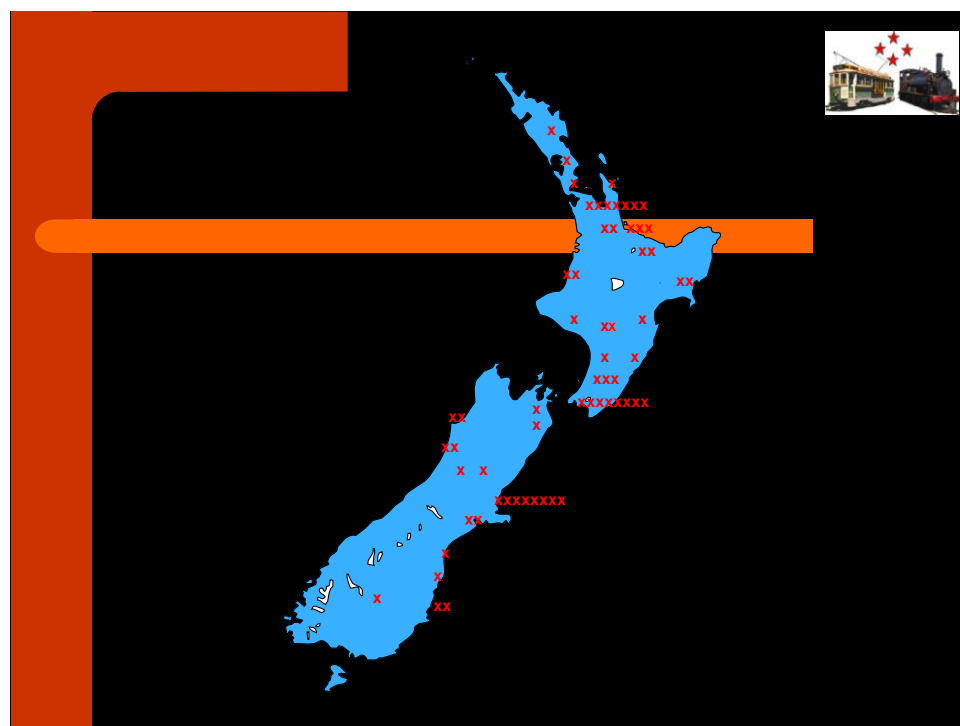
Members may be either non-profit or formed for profit, bodies corporate and may include Government departments if heritage or tourist rail-related.

### North Island

Bay of Islands Vintage Railway Trust  
 Whangarei Steam & Model Railway Soc Inc  
 Whangaparaoa Narrow Gauge Railway Ltd  
 Helensville Station Trust  
 Majik Video Systems  
 Waitakere Tramline Society Inc  
 Watercare Services Ltd (Rainforest Express)  
 Stelvio Ltd  
 Heritage Trams for Henderson Society Inc  
 Railway Enthusiasts' Society Inc  
 Glenbrook Vintage Railway  
 Western Springs Railway (MoTat)  
 Western Springs Tramway (MoTat)  
 DBM Contracting Ltd.  
 Bush Tramway Club Inc  
 Driving Creek Railway & Potteries Ltd  
 Goldfields Railway Inc  
 Victoria Battery Tramway Society Inc  
 Te Aroha Mountain Railway Soc Inc  
 Rotorua & Ngongotaha Railway Trust  
 Geysersland Express Trust  
 Climax 1317 Trust Inc  
 Waitara Rail Preservation Soc. Inc  
 Friends of Waverley Station Trust  
 Steam Rail Wanganui Society Inc  
 Tramways Wanganui Trust  
 Main Trunk Rail Ohakune Inc  
 Taihape Rotary Club Inc  
 Gisborne City Vintage Rail Soc Inc  
 East Coast Museum of Technology Inc  
 Ormondville Rail Preservation Soc Inc  
 Feilding & District Steam Rail Soc Inc  
 Pahiatua Railcar Soc Inc  
 Wairarapa Rail Restoration Soc Inc  
 Fell Locomotive Museum Inc  
 Rimutaka Incline Railway Heritage Trust  
 Silver Stream Railway Inc  
 Wellington & Manawatu Railway Trust  
 Wellington Tramway Museum Soc Inc  
 Steam Incorporated  
 Paekakariki Station Precinct Trust  
 Mainline Steam Trust  
 Department of Conservation  
 Rail Heritage Trust  
 NZ Railway & Locomotive Soc Inc  
 Wellington Cablecar Museum

Kawakawa  
 Whangarei  
 Hibiscus Coast  
 Helensville  
 West Harbour  
 Swanson  
 Nhotupu  
 Henderson  
 Henderson  
 Auckland  
 Waiuku  
 Auckland  
 Auckland  
 Otahuhu  
 Pukemiro  
 Coromandel  
 Waihi  
 Waiuku  
 Te Aroha  
 Ngongotaha  
 Rotorua  
 Te Awamutu  
 Waitara  
 Waverley  
 Wanganui  
 Wanganui  
 Ohakune  
 Taihape  
 Gisborne  
 Gisborne  
 Ormondville  
 Feilding  
 Pahiatua  
 Carterton  
 Featherston  
 Upper Hutt  
 Upper Hutt  
 Paraparaumu  
 McKays X-ing  
 Paekakariki  
 Ak. Wgtn. Ch  
 Wellington  
 Wellington  
 Wellington





## South Island / Cook Islands



## South Island

- |  |                  |
|--|------------------|
| • Nelson Railway Society Inc                 | Nelson           |
| • Blenheim Riverside Railway Inc             | Blenheim         |
| • Westport Railway Preservation Soc Inc      | Westport         |
| • Reefton Historic Trust Board               | Reefton          |
| • West Coast Mechanical & Historical Soc Inc | Whangarei        |
| • Waka Pass Railway Inc                      | Waipara          |
| • Canterbury Steam Preservation Soc Inc      | Christchurch     |
| • McLeans Canterbury Railway Society Inc     | Christchurch     |
| • Timarū Historical Society Inc              | Christchurch     |
| • National Railway Museum NZ Inc             | Christchurch     |
| • Heritage Timarū Trust                      | Christchurch     |
| • Christchurch City Tramway Ltd              | Christchurch     |
| • Fyrmeymed 2-foot Railway Society Inc       | Christchurch     |
| • Diesel Traction Group Inc                  | Christchurch     |
| • Motorcar Consortium Ltd.,                  | Christchurch     |
| • Little River Railway Station Trust         | Little River     |
| • Midland Rail Heritage Trust                | Springfield      |
| • Ashburton Railway Preservation Society Inc | Ashburton        |
| • Palmerston North Historical Soc Inc        | Palmerston North |
| • Oamaru Steam & Rail Restoration Society    | Oamaru           |
| • Otago Railway & Locomotive Soc Inc         | Dunedin          |
| • Otago Excursion Train Trust                | Dunedin          |
| • Taiari George Railway                      | Dunedin          |
| • Kingston Flyer Ltd                         | Kingston         |

## Cook Islands

- Raratonga Steam Railway Raratonga

## FRONZ members stats



- NZR Steam 95 Industrial Steam 64 Total = 159
  - NZR Diesel 94 Industrial Diesel 106 Total = 200
  - NZR Railcars 15
  - NZR Electric 14 Industrial 4
  - Motive Power Units 1067mm gauge = 392
- 
- Wagons Industrial 21
  - Trams 57
  - Tram Trailers 18
  - Grip/Cable Cars 10
  - Freight Stock 674 wagons
  - Passenger Stock 340 carriages
- 
- Narrow Gauge - Loco 27
  - Narrow – Wagons/carriages 55

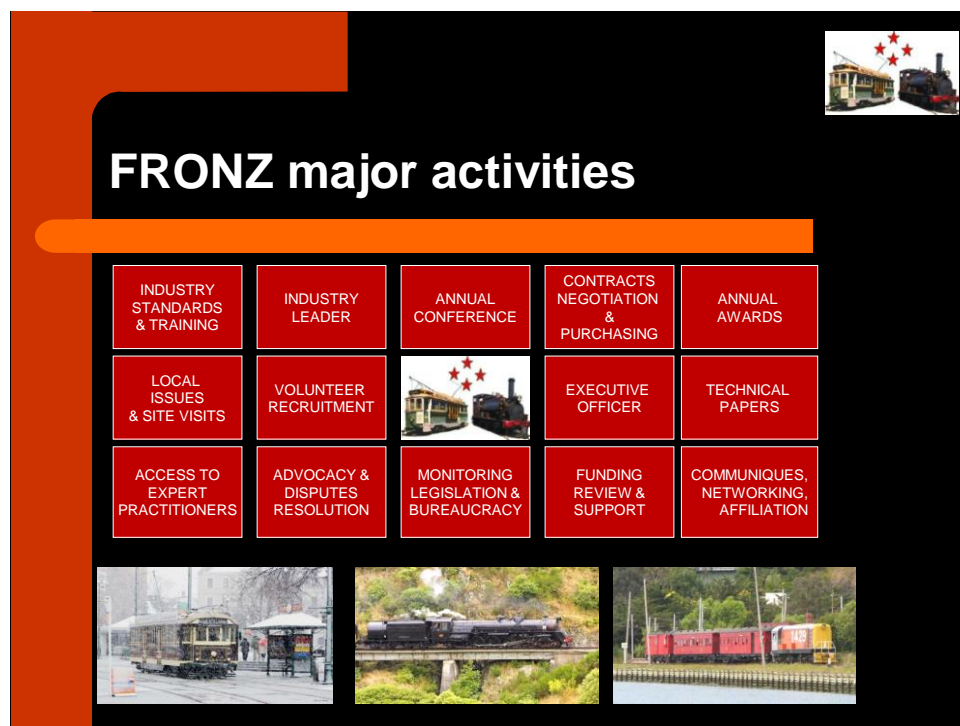
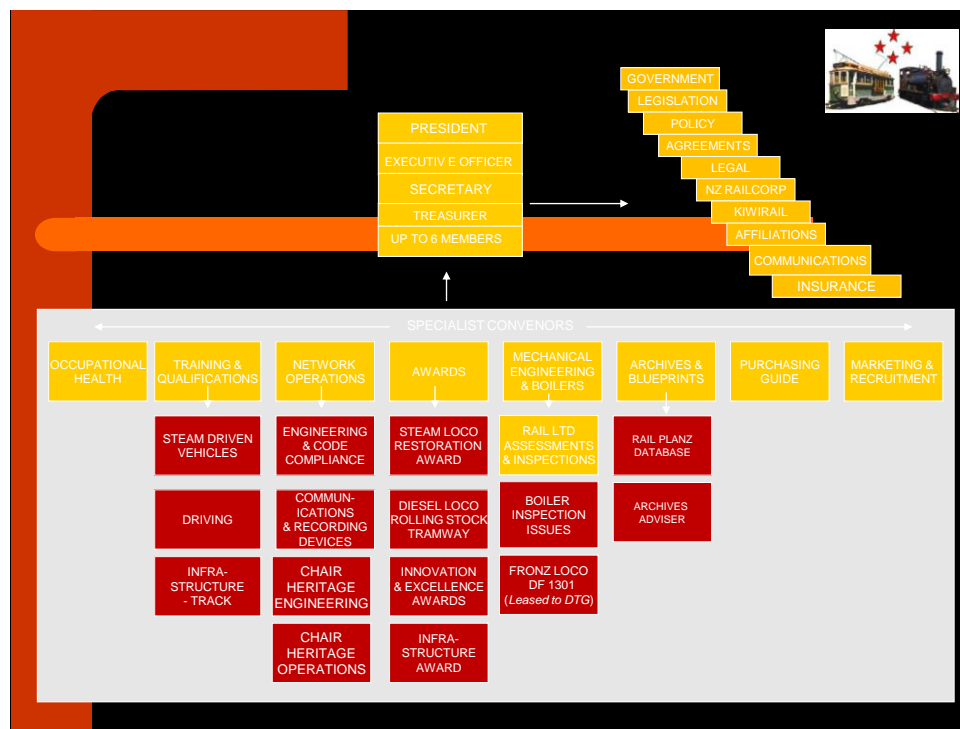


## K88 "Washington" built by the Rogers Locomotive Works Pennsylvania USA in 1877



## K88 as exhumed from the riverbank









## MILESTONES and INNOVATIONS

1972	First meeting
1974	Registered as National Federation of Rail Societies Inc
1976	Agreement with Crown over access to network for trains of private rolling stock
1985	Network Access Agreement extended to locomotives
1991	Extensive consultation with MoT over new rail operating legislation
1992	Rail Service Licensing regime introduced
1993	Locomotive Boiler Code accepted
1996	Appointed to represent rail heritage industry on Industry Training Organisations
1999	Steam Driven Vehicle (driver's) Qualification registered
2000	Track Standards Code adopted as voluntary industry CoP
2001	appointed to Railway Level Crossing Safety Forum
2002	Changed name to Federation of Rail Organisations NZ Inc
2003	Appointed to National Rail Safety Consultative Forum
2004	Negotiated new Network Access Agreement with NZ Rail Corp / OnTrack
2005	Launched Purchasing Guidebook Initiative
2005	Key submissions on new Railways Act affecting all rail operators.
2005	Successful reduction in LINZ license fees for small operators.
2006	Participation in Rural Fire Authority railway fires minimisation project
2006	Commencement of training for volunteers to staff trains on network
2006	1 <sup>st</sup> trains ran on Network wholly staffed by volunteers in safety-critical roles
2009	Successful submissions to Select Committee on Infrastructure Bill
2011	Successful submission on Utilities Access to Rail Corridors Code of Practice
2011	Successful submission on accepting heritage tower wagons for use on tramways



## Heritage Network Operators



## Heritage Railways



## Tourist Railway Operators





## Street Tramways



## Heritage Buildings and Structures



# The End



Thank you for your time today  
Please ask any questions

## APPENDIX J

# KiwiRail Drug and Alcohol Testing

Safe at work

## History

- Introduced- Three strike policy.
- Based on pre-employment, post incident, reasonable cause, transfer into safety critical roles.
- Amended- One strike policy on same criteria at last CA.
- Proposal is to endorse a move to a random testing program, or not.
- Committee established to engage with KiwiRail.

## Committee

- Howard Phillips
- Hayden Smith
- Phil Kearns
- John Kerr
- Scott Wilson
- Paul Foscett

## Reason for change

- Cultural shift in membership.
- KiwiRail customers requiring compliance
- Recent legal decisions giving employers the right to impose random testing.
- Continued failures in post incident tests.
- Facing claims from KiwiRail for random testing in next CA round.
- Negotiated change during the term is more advantageous.



## Meetings

- Two formal face to face meetings.
- First meeting agreed to random testing in principle, subject to a variety of criteria.
- Second meeting debated the type of testing, Urine vs Oral
- The committee was presented with expert advice from Sue Nolan.
- Decision of the RMTU committee to support Urine testing, subject to endorsement.

## Criteria

- Will require conference endorsement.
- Will require variation to CA.
- Will require a company wide education program.
- Will require an amnesty period for members to voluntarily enter the rehab program.
- Will require a better service from current testing provider (NZ Drug detection Agency)

## Proposal subject to agreement

- Initial testing in the first year of a sample of around 40%
- Ongoing testing of a 15% sample per year.
- Testing including selection of those to be tested by the contractor.
- Selection to be anonymous, computer based selection.
- Selection from top to bottom in KiwiRail

## Recomendation

- That the conference:
- Endorse a move to a random testing regime.
- Endorse a random testing regime based on the urine testing system.

## APPENDIX K



**SFWU**  
Nga Ringa Tota

**SFWU FISHING CAMPAIGN**



**What's going on?**

**SFWU**  
Nga Ringa Tota

**SFWU FISHING CAMPAIGN**



## The impact on communities



**SFWU FISHING CAMPAIGN**

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## Campaigning around the issue



**SFWU FISHING CAMPAIGN**

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## Taking the message to Parliament



**SFWU FISHING CAMPAIGN**



## With cross-party political support



**SFWU FISHING CAMPAIGN**



## Powerful members' stories



**SFWU FISHING CAMPAIGN**



## Using media to spread our message



**SFWU FISHING CAMPAIGN**





## The Government Inquiry



**SFWU FISHING CAMPAIGN**



## The next steps



**SFWU FISHING CAMPAIGN**

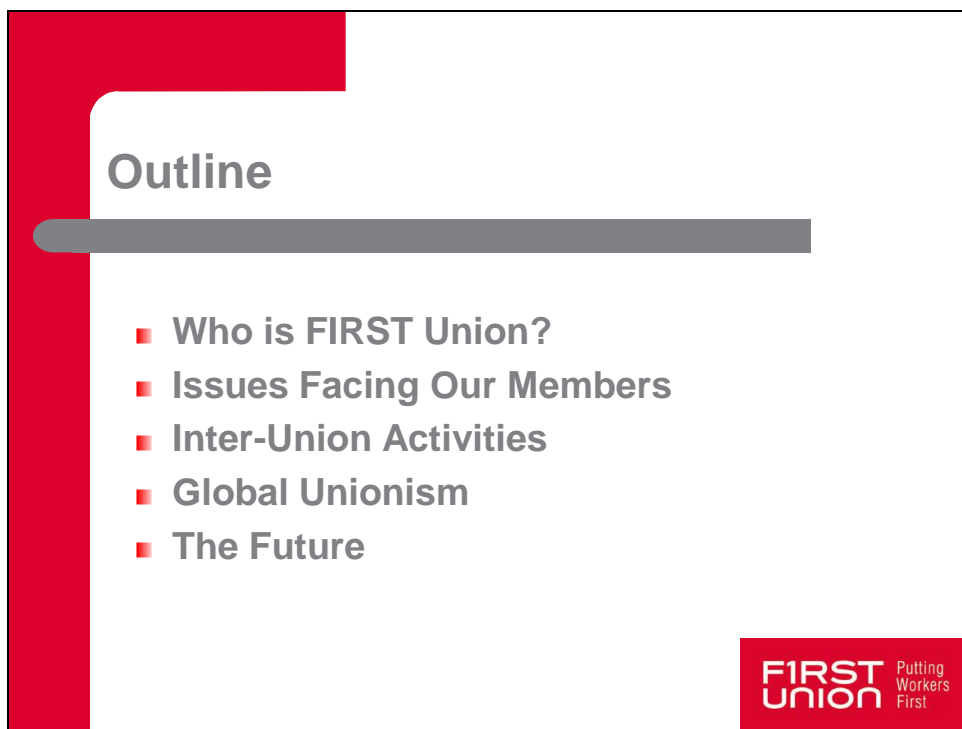
APPENDIX L



# Inter-Union Co-operation

RMTU Conference - 2011

**FIRST** Putting  
Union Workers  
First



# Outline

- Who is FIRST Union?
- Issues Facing Our Members
- Inter-Union Activities
- Global Unionism
- The Future

**FIRST** Putting  
Union Workers  
First

## Who is FIRST Union?

- First Union is New Zealand's newest union
- We came into existence on October 1<sup>st</sup> 2011
- We are an amalgamation of the National Distribution Union (NDU) and Finsec – the Finance Sector Union
- We are New Zealand's second largest private sector union with nearly 28,000 members
- We are a generalist union with five different sectors covering members in **F**inance / **I**ndustrial (textile and wood) **R**etail / **S**tores and **T**ransport
- Despite their diversity – our members share two key things – an organising and campaigning approach to 'being union' and a overriding commitment to "Putting Workers First"

## Issues facing our members

- Understaffing / huge increases in the 'intensity of work'
- Multi-national ownership
- Not having a living wage
- Minimal 'industry' regulation / in-effective self regulation
- High New Zealand dollar
- Lack of centrally led industry planning
- This bloody Government

## Inter-union co-operation

- Why - reduce costs; maximise strength; be “seen” as a union movement; create more capacity to organise, fight and grow and so on and so on and so on.....
- Good examples?
  - FIRST Union doing RMTU media work – small cost to RMTU but BIG savings
  - Progressive dispute in 2007 – great example of how the movement got behind those members and the ‘movement’ helped win the dispute
  - Finsec & FSU Australia joint staff and customer electronic survey and media campaign in 2010
  - RMTU campaign to build rolling stock in NZ
  - Health sector cross union mecca bargaining
- BUT – We Need To Do Much More!

**FIRST UNION** Putting Workers First

## Global unionism

- As more of us come under the control of foreign owners, our ability to influence decision makers weakens
- We therefore need to build strong international alliances *and* regional / global work programs
- We are very active in UNI global union (services). We sit on the world steering group for the finance sector and the Asia Pacific Presidium.
- We currently hold the position of UniApro Women’s Committee President and through that, have a seat on UNI’s World Executive
- We have a position on the Asia Pacific executive committee of the BWI international (Building & Wood)
- We have a position on the Asia Pacific committee of the ICEM international (Chemical, energy, mines)
- We participate in the Transtasman Transport Union Federation and the council of Transtasman Union of the IMF (metalworkers)

**FIRST UNION** Putting Workers First

## Global Unionism – Cont'd

- We affiliate to the ITGFWF (textiles) and the IUF (food) internationals
- We have close Transtasman relations with the FSU (Finance), TWU (Transport Workers), CFMEU and SDA (retail)
- We have these associations and affiliations because we recognise that they both make us stronger and benefit our members but also that we just as we must act collectively locally and nationally, we must do so regionally and globally.
- Some good examples of how these relationships help are:-
  - The SDA's assistance in resolving the Progressive Dispute in 2007
  - The fantastic support from NZCTU affiliates during that dispute
  - UNI making submissions to the Reserve Bank on New Zealand on bank offshoring policies
  - UNI writing to the CEO of ANZ National about our stalled bargaining in 2009
  - The Global push and success in getting Government's to deal with dangerous PCP's in the wood sector

And so on.....

**FIRST** Union  
Putting  
Workers  
First

## The future & important questions!

- We need to look inwards *and* outwards. Have we made sufficient internal changes for our union(s) to cope with the Industrial Relations environment of 2011?
- Are we working together enough? If we are serious about unionising the un-unionised, we have to develop *joint* projects and work plans to do this
- Do we have a great 'union movement' profile?
- Are we maximising our international relationships and working regionally and globally?
- Are we campaigning well for political change?

**FIRST** Union  
Putting  
Workers  
First

APPENDIX M

# **Keep Kiwis Working: Campaigning For Jobs Under a Tory Government**

**New Zealand Rail & Maritime Transport Union  
(RMTU)**



**John Kerr**  
South Island Regional Organiser

1

## **Rail Engineering Workshops**

- **Woburn, in the Hutt Valley near Wellington, & Hillside, in Dunedin, are railway workshops that manufacture, repair, re-fit and maintain rolling stock.**
- **Up to July 2011 the workshops employed over 300 highly skilled engineering staff**

2



## Keep Kiwis Working



**A campaign started in February 2011 by the Hillside Branch of the RMTU and local political activists in Dunedin**

**Formed a cadre and established a campaign structure**

3



### **June 2011 KiwiRail announced 70 redundancies in workshops**

**40 were to be at Hillside in Dunedin, the remainder at Woburn.**

4

## Campaign Launched

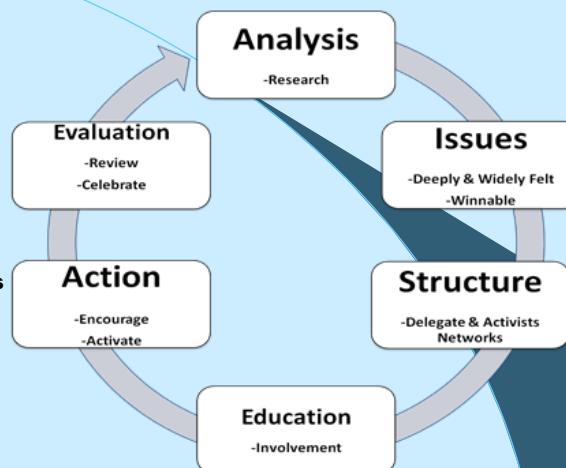
- Because the structure for a campaign was in place the RMTU was able to react very quickly on two fronts
- A public campaign directed at the Government shareholder
- Engaging with KiwiRail across the table

5

### An Organising Campaign

From the outset our campaign was based on the organising model.

- We used the cycle of organising
- We employed rigorous analytical methods e.g. Planning By Working Backwards; SWOT analysis
- We constantly evaluated what we were doing at every step



6

## **An Organising Campaign MUST Have Clear Aims & Objectives**

**Overall Aim: To Secure the Future  
of Rail Engineering in New  
Zealand by putting manufacturing  
jobs on the national political  
agenda**

7

## **Objectives**

- **Save as many jobs as possible  
that are under immediate threat**
- **Build organisation on and off  
the job**
- **Mobilise wider community  
support**
- **Cement political and community  
based alliances**

8

## Four Pronged Offensive

# Campaign Objectives

## Industrial

## Political

## Media

## Legal

9

# Tactics

## Public Meeting

## Save Hillside Railway Workshops!

Wednesday 22 June  
7.00 p.m.

Cargill Enterprises Hall

Cargill Enterprises Hall

**Cargill Enterprises Hall**

199 Hillside Road (opposite Hillside Workshops)

The Government and KiwiRail are bent on slashing 40 jobs at Hillside and buying Chinese built rolling stock. We believe this is just the start- if these jobs go then this could be the death of Hillside.

This will affect hundreds of other jobs and families in Dunedin.

**We can turn this around and we need your help!**

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### Public meetings and Rallies to generate media interest and build organisation and support in the wider community

10

## Tactics



**Quickly mobilised for industrial action when Chinese built wagons arrived at the Port of Tauranga, thereby generating more publicity and putting the issue on the national political agenda**

11

## Tactics



**Leading workers in activities so they felt confident and affirmed**

12

## Tactics









**Accepting the Help of Our Political Allies**

13

## Tactics





**And using research and support from unlikely sources...**

14



## Tactics



Find us on  
**Facebook**

**Using Social Media**

15

## Tactics



**Targeted Legal Action**

16

## Were We Successful?

- Save as many jobs as possible that are under immediate threat 😞
- Build organisation on and off the job ☒
- Mobilise the wider community support ☒
- Cement political and community based alliances ☒

17

## Were We Successful?

**Overall Aim: To Secure the Future of Rail Engineering in New Zealand by putting manufacturing jobs on the national political agenda**



18

**APPENDIX N**

**Rail & Maritime Transport Union Incorporated  
Financial Statements  
For the Year Ended 30 June 2011**



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## INDEPENDENT AUDITOR'S REPORT

To the Members of Rail & Maritime Transport Union Incorporated ("Society")

### Report on the Financial Statements

We have audited the financial statements of the Society which comprise the statement of financial position as at 30 June 2011, the statements of financial performance, and statement of movements in members' funds for the year then ended, and a summary of significant accounting policies and other explanatory information.

### Committee's Responsibility for the Financial Statements

The Committee is responsible for the preparation and fair presentation of these financial statements in accordance with generally accepted accounting practice in New Zealand; and for such internal control as the Committee determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

### Auditor's Responsibility

Our responsibility is to express an opinion on these financial statements based on our audit. We conducted our audit in accordance with International Standards on Auditing (New Zealand). Those standards require that we comply with ethical requirements and plan and perform the audit to obtain reasonable assurance about whether the financial statements are free from material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial statements. The procedures selected depend on the auditor's judgement, including the assessment of the risks of material misstatement of the financial statements, whether due to fraud or error. In making those risk assessments, the auditor considers internal control relevant to the Society's preparation and fair presentation of the financial statements in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Society's internal control. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of accounting estimates, as well as evaluating the presentation of the financial statements.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

Other than in our capacity as auditor we have no relationship with, or interests in, the Society.

### Opinion

In our opinion, the financial statements present fairly, in all material respects, the statement of financial position as at 30 June 2011, the statements of financial performance, and statement of movements in members' funds for the year then ended in accordance with generally accepted accounting practice in New Zealand.

WHK

WHK Wellington Partnership  
CHARTERED ACCOUNTANTS  
30 September 2011

better advice for a better life

**Rail & Maritime Transport Union Inc**  
**Statement of Financial Performance**  
**For the Year Ended 30 June 2011**

<b>INCOME</b>	<b>Note</b>	<b>2010</b>	<b>2011</b>
		\$	\$
Interest Received		106,329	83,750
LE Superannuation Trust Fund		31,552	30,000
NZ Harbours Super Fund Admin		11,186	7,469
Subscriptions - Union Fees		1,494,121	1,427,136
Subscriptions - Strike Fund		42,750	40,071
Profit on Sale of Assets		-	3,752
ERE Contestable Fund Income		-	7,101
Shared Use of Premises Income		17,000	17,814
Sundry Income		-	-
		<b>1,702,928</b>	<b>1,617,093</b>
<b>EXPENDITURE</b>			
<b>Administration: General</b>			
Affiliation Fees		34,942	32,915
Audit Fees		11,440	11,100
Bank & Account Fees		1,490	1,384
Cleaning		4,878	3,403
Communications		25,949	29,745
Conferences & Seminars		17,902	6,974
CTU Conferences & Seminars		11,785	16,847
Depreciation		36,352	49,976
Donations		26,254	12,839
Electricity		4,486	3,947
E W File Scholarship		3,040	3,000
Funeral Benefit & Expenses		22,191	9,500
General Expenses		4,263	4,095
Insurance		10,497	9,829
Interest		742	5,869
International Transport Workers' Federation		18,872	22,756
Legal Expenses		9,825	(7,338)
Loss on Sale of Assets		9,825	-
National Conference Expenses		31,091	48,884
NMC Expenses		15,480	25,340
Overseas Unions		28,259	43,107
Postage & Couriers		5,880	9,077
Printing & Photocopying		35,872	35,131
Professional Fees		6,155	6,272
Publications & Subscriptions		4,044	4,377
Rental		54,412	53,555
Repairs & Maintenance		25,675	18,797
Security		1,056	889
Social Expenses		1,715	1,656
Stationery & Equipment		16,659	10,586
Union Magazine		33,212	32,308
		<b>509,593</b>	<b>506,820</b>

The Accompanying notes form part of, and are to be read in conjunction with these financial statements.

**Rail & Maritime Transport Union Inc**  
**Statement of Financial Performance (cont.)**  
**For the Year Ended 30 June 2011**

	Note	2011 \$	2010 \$
<b>Administration: Staff</b>			
ACC Levies		3,377	3,052
Fringe Benefit Tax		11,080	12,290
Motor Vehicle Expenses		54,785	51,508
Salaries		606,099	569,755
Staff Education & Training		12,860	8,405
Staff Leave		(9,292)	17,818
Staff Selection Expenses		4,834	-
Superannuation		49,707	51,019
		733,450	713,847
<b>Administration: Industrial</b>			
ACC Member Services		16,741	35,252
Amalgamation Meetings		4,405	2,405
Branch Capitation & Expenses		56,544	41,164
Branch Visits		17,457	23,762
Campaigns & Special Projects		6,802	22,515
Contract Negotiations: Ports		12,217	18,489
Contract Negotiations: Rail		34,429	24,546
Council Meeting Expenses		-	3,538
Delegates' Training		5,108	1,098
Industry Training		-	68
Labour Party Affiliates Meetings		3,695	3,164
Personal Grievances & Comp		48,481	42,666
Rail Safety Management		465	2,094
Workers' Memorial Day		1,590	1,764
		230,221	222,525
<b>Total Expenditure</b>		1,473,264	1,443,192
Transfer to Strike Fund		42,750	40,071
<b>National Office Net Surplus before Tax</b>		186,914	133,830
<b>Branch Net Surplus before Tax</b>		116,279	38,366
Provision for Taxation	2	33,203	25,749
<b>Net Surplus for Year</b>		\$269,991	\$146,447

The Accompanying notes form part of, and are to be read in conjunction with these financial statements.



**Rail & Maritime Transport Union Inc**  
**Branch Statement of Financial Performance**  
**For the Year Ended 30 June 2011**

<b>INCOME</b>	<b>2011</b>	<b>2010</b>
	\$	\$
Branch Honoraria from NO	45,717	30,802
Dividends Received	11,683	10,558
Interest Received	12,102	8,986
Local Branch Fee	52,393	58,273
Christchurch Earthquake Donations	17,020	-
	<b>138,915</b>	<b>108,619</b>
<b>EXPENDITURE</b>		
<b>Administration: General</b>		
Bank Fees	79	65
Cleaning	1,237	76
Communications	1,673	3,094
Conferences & Seminars	6,178	10,325
Depreciation Office Furniture & Equipment	1,284	654
Donations	12,990	6,612
Donations/Payments re Christchurch Earthquake	2,735	-
Funeral Expenses	(1,651)	(280)
General Expenses	568	516
Farewell to Bill Houston	361	-
Insurance	281	271
National Conference Expenses	3,961	7,925
Meeting Expenses	6,079	8,716
Office Relocation	436	-
Postage & Couriers	683	544
Publications & Subscriptions	635	168
Rental	341	2,835
Railways Welfare Subscriptions	1,295	1,665
Repairs & Maintenance	678	115
Social Expenses	3,351	3,036
Stationery & Equipment	3,646	4,787
Welfare Payments	424	681
	<b>47,432</b>	<b>51,805</b>
<b>Administration: Staff</b>		
Salary Reimbursement to NO	13,698	13,497
	<b>13,698</b>	<b>13,497</b>

The Accompanying notes form part of, and are to be read in conjunction with these financial statements.

**Rail & Maritime Transport Union Inc**  
**Branch Statement of Financial Performance (cont.)**  
**For the Year Ended 30 June 2011**

	<b>2011</b>	<b>2010</b>
	\$	\$
<b>Administration: Industrial</b>		
Honoraria & Expenses	22,660	22,580
Campaigns & Special Projects	1,077	750
Collective Agreement Negotiations	282	816
Workers' Memorial Day	1,631	1,162
	<hr/> 25,746	<hr/> 25,308
<b>Total Expenditure</b>	86,877	90,610
Unrealised Loss/(Gain) on Shares	(81,027)	(20,357)
Closure of Hutt Cityline Account	2,501	-
	<hr/> 22,636	<hr/> 70,253
<b>Branch Net Surplus before Tax</b>	<hr/> <b>\$116,279</b> <hr/>	<hr/> <b>\$38,366</b> <hr/>

The Accompanying notes form part of, and are to be read in conjunction with these financial statements

**Rail & Maritime Transport Union Inc**  
**Statement of Movements in Members' Funds**  
**For the Year Ended 30 June 2011**

	<b>Note</b>	<b>2011</b> \$	<b>2010</b> \$
Opening Accumulated Funds		2,736,722	2,550,203
Plus Strike Fund		42,750	40,071
Plus Christchurch Earthquake Reserve		14,285	-
Plus Surplus		269,991	146,447
<b>TOTAL MEMBERS' FUNDS</b>	<b>10</b>	<b>\$3,063,748</b>	<b>\$2,736,722</b>

The Accompanying notes form part of, and are to be read in conjunction with these financial statements.

**Rail & Maritime Transport Union Inc**  
**Statement of Financial Position**  
**As At 30 June 2011**

	Note	2011	2010
<b>CURRENT ASSETS</b>		\$	\$
BNZ Accounts	5	523,253	511,788
Accounts Receivable	3	12,804	20,190
Interest Accrued	4	10,311	12,021
Tax Refund Due	2	3,746	9,189
<b>Total Current Assets</b>		<b>550,114</b>	<b>553,188</b>
<b>NON CURRENT ASSETS</b>			
Fixed Assets	6	168,252	118,714
Investments	7	2,554,862	2,282,141
<b>Total Non Current Assets</b>		<b>2,723,114</b>	<b>2,400,855</b>
<b>Total Assets</b>		<b>\$3,273,228</b>	<b>\$2,954,043</b>
<b>CURRENT LIABILITIES</b>			
Accounts Payable	8	99,188	96,307
Current Portion of Finance Lease	11	1,622	2,133
GST Payable		24,420	23,716
Konemu Provision		12,903	12,903
Income Tax Payable	2	-	-
Provision for Leave		64,997	74,290
LE Reunion Trust Fund		6,350	6,350
<b>Total Current Liabilities</b>		<b>209,481</b>	<b>215,699</b>
<b>NON CURRENT LIABILITIES</b>			
Non Current Portion of Finance Lease	11	-	1,622
<b>Total Non Current Liabilities</b>		<b>-</b>	<b>1,622</b>
<b>NET ASSETS</b>		<b>\$3,063,748</b>	<b>\$2,736,722</b>

Represented by:

<b>MEMBERS' FUNDS</b>	10	<b>\$3,063,748</b>	<b>\$2,736,722</b>
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Signed on behalf of the National Management Committee

<u>Wayne Butson</u>	30 September 2011
<b>General Secretary</b>	<b>Date</b>

<u>Aubrey Wilkinson</u>	30 September 2011
<b>National President</b>	<b>Date</b>

The Accompanying notes form part of, and are to be read in conjunction with these financial statements.

# Rail & Maritime Transport Union Inc

## Notes to the Financial Statements

### For the Year Ended 30 June 2011

#### 1. STATEMENT OF ACCOUNTING POLICIES

##### Reporting Entity

The Rail & Maritime Transport Union is incorporated under the Incorporated Societies Act 1908.

The financial statements have been prepared in accordance with NZ GAAP.

##### Measurement Base

The general accounting policies recognised as appropriate for the measurement of results, and financial position have been followed in the preparation of these financial statements. The historical cost method, as modified for the revaluation of certain assets, has been followed.

##### Particular Accounting Policies

The particular accounting policies which materially affect the measurement of results, and financial position have been applied as follows:-

##### Accounts Receivable

Accounts receivable are stated at expected realisable value.

##### Fixed Assets

Fixed Assets are stated at cost or valuation less accumulated depreciation.

Leasehold Alterations	6.5-13.5% S.L.
Motor Vehicles	18.0% S.L.
Office Furniture and Equipment	8.0-40.0% S.L.

##### Goods and Services Tax

The Statement of Financial Performance has been prepared so that all components are stated exclusive of GST. All items in the Statement of Financial Position are stated net of GST, with the exception of accounts receivable and accounts payable, which include GST invoiced.

##### Valuation of Investments

Investments are valued at market value. Changes in market value are taken to the Statement of Financial Performance

##### Operating Leases

Operating lease payments have been included as expenses in the Statement of Financial Performance in the period in which they are incurred.

##### Finance Leases

Assets acquired by way of finance lease are stated initially at an amount equal to the present value of the future minimum lease payments, and are depreciated as assets. The interest expense component of finance lease payments is recognised in the Statement of Financial Performance using the effective interest rate method.

##### Taxation

All non-member income including investment income is taxable for income tax purposes. The Union receives a \$1,000 exemption from income.

The income tax expense recognised in the Statement of Financial Performance is the estimated income tax payable in the current year, adjusted for any differences between the estimated and actual income tax payable in prior years.

**Rail & Maritime Transport Union Inc**  
**Notes to the Financial Statements**  
**For the Year Ended 30 June 2011**

**1. STATEMENT OF ACCOUNTING POLICIES (Continued)**

**Differential Reporting**

The entity qualifies for Differential Reporting as it is not publicly accountable, and it is not a large entity. Accordingly, advantage has been taken of all differential reporting exemptions.

<b>2. <u>TAXATION</u></b>	<b>2011</b>	<b>2010</b>
	<b>\$</b>	<b>\$</b>
Interest & Dividends Received: National Office	118,431	83,750
Interest & Dividends Received: Branches	16,691	24,284
Sundry Income	-	-
Less: \$1,000 exemption	(1,000)	(1,000)
Allowable Deductions	6,745	(5,402)
Taxable Income	<b>140,878</b>	<b>101,632</b>
Tax on Taxable Income	38,210	30,489
Less: Imputation Credits	(5,007)	(4,740)
	<b>33,203</b>	<b>25,749</b>
Tax Due:		
being National Office	26,128	19,961
being Branches	7,075	5,788
	<b>33,203</b>	<b>25,749</b>
Less: Taxation Paid (incl: RWT & Provisional Tax)	(36,949)	(34,938)
Taxation Payable / (Refund Due)	<b>(3,746)</b>	<b>(9,189)</b>
<b>3. <u>ACCOUNTS RECEIVABLE</u></b>		
Accounts Receivable consists of:		
National Office Receivables	8,637	15,806
Branch Receivables	4,166	4,384
	<b>12,804</b>	<b>20,190</b>
<b>4. <u>INTEREST ACCRUED</u></b>		
Interest Accrued consists of:		
National Office Accruals	9,353	9,687
Branch Accruals	958	2,334
	<b>10,311</b>	<b>12,021</b>



**Rail & Maritime Transport Union Inc**  
**Notes to the Financial Statements**  
**For the Year Ended 30 June 2011**

	2011 \$	2010 \$
<b>5. <u>BANK</u></b>		
Bank Consists of:		
Bank of New Zealand Current Account	81,513	117,480
Branch Bank Accounts	156,562	133,478
Credit Union Baywide	135,164	130,241
Branch Credit Union Accounts	12,819	12,427
Bank of New Zealand Call Account	127,125	108,589
Branch Call Accounts	9,577	9,454
Petty Cash	492	119
	<b>523,253</b>	<b>511,899</b>
<b>6. <u>FIXED ASSETS</u></b>		
Leasehold Alterations	64,413	66,570
Less: Accumulated Depreciation	1,990	48,861
Book Value	62,423	17,709
Motor Vehicles	88,595	90,560
Less: Accumulated Depreciation	25,111	33,230
Book Value	63,483	57,330
Office Furniture & Equipment	99,384	89,462
Less: Accumulated Depreciation	57,038	45,787
Book Value	42,346	43,675
<b>TOTAL FIXED ASSETS</b>	<b>252,391</b>	<b>246,592</b>
Less: Accumulated Depreciation	84,139	127,878
	<b>168,252</b>	<b>118,714</b>
<b>7. <u>INVESTMENTS</u></b>		
Investments consist of:		
PSIS Term Investment	1,070,000	980,040
BNZ Legal Reserve Account	400,000	400,000
BNZ Term Deposit	358,116	309,902
KiwiBank - Term Deposit	150,000	103,355
Branch Term Deposits	235,110	228,234
Branch Shares	341,636	260,610
	<b>2,554,862</b>	<b>2,282,141</b>
<b>8. <u>ACCOUNTS PAYABLE</u></b>		
Accounts Payable consists of:		
National Office Payables	97,724	93,309
Branch Payables	1,464	2,998
	<b>99,188</b>	<b>96,307</b>

**Rail & Maritime Transport Union Inc**  
**Notes to the Financial Statements**  
**For the Year Ended 30 June 2011**

**2011**                      **2010**  
**\$**                              **\$**

9. **FINANCIAL INSTRUMENTS**

The carrying amount of all material assets and liabilities are considered to be equivalent to their fair value. The union has no off balance sheet financial instruments. Financial instruments which potentially subject the union to credit risk consist of cash, deposits and debtors. The union places its cash and deposits with financial institutions of high credit worthiness to minimise its exposure to significant concentrations of credit risk. All cash and deposits are with BNZ, PSIS and local Credit Unions. The union has no exposure to currency risk.

10. **MEMBERS' FUNDS**

Members funds consist of:

National Office Opening Balance	1,429,890	1,421,809
Plus: Surplus	153,712	108,081
Closing Balance	1,683,602	1,529,890
Branch Opening Balance	672,742	634,376
Plus: Surplus	116,279	38,366
Closing Balance	789,021	672,742
Legal Expenses Fund	400,000	400,000
Strike Fund	176,839	134,089
Christchurch Earthquake Reserve		
Plus: Donations for Earthquake Relief	17,020	-
Less: Relief Payments to Members	(2,735)	-
Closing Balance	14,285	-
Total	3,063,748	2,736,732

11. **FINANCE LEASES**

Finance leases are secured over the assets to which they pertain. Finance rates which are fixed for the term of the agreement are detailed below along with the original term.

- (a) Lease Agreement between the Union and Finance Now regarding two Mitsubishi Heatpumps. The Agreement commenced at 2 March 2009 over a period of 36 months and the finance rate is 16%.

Leases outstanding at balance date:

Finance Now	1,622	3,755
	1,622	3,755

Repayable as follows:-

Current Liabilities	1,622	2,133
Non Current Liabilities	-	1,622

**Rail & Maritime Transport Union Inc  
Notes to the Financial Statements  
For the Year Ended 30 June 2011**

	2011 \$	2010 \$
<b>12. <u>OPERATING LEASE COMMITMENT</u></b>		
Lease agreement between the Union and Ricoh Finance regarding one Ricoh Printer. Commitments under operating lease in respect of rentals due to be made in the following years.		
Lease outstanding at balance date:		
Current Liabilities	26,040	26,040
Non Current Liabilities	75,950	101,990
	<u>101,990</u>	<u>128,030</u>

**APPENDIX O****Budget to 30 June 2012****Income**

	A/c No	Actual @ 30/06/11	Budget 30-06-12	Budget 30-06-11
Interest Received (gross)	4130	106,329.44	<b>106,487.12</b>	89,575.78
LE Superannuation Trust Fund Administration	4140	31,551.95	<b>36,000.00</b>	36,000.00
NZ Harbours Super Fund Administration	4160	11,175.68	<b>11,500.00</b>	10,000.00
Subscriptions - Union Fees	4180	1,494,121.26	<b>1,576,886.76</b>	1,480,721.96
Subscriptions - Strike Fund	4181	42,750.10	<b>45,821.88</b>	42,572.40
Shared Use of Premises Income	4195	17,000.04	<b>19,892.27</b>	17,000.04
Sundry Income	4200	0.00	<b>100.00</b>	100.00
		1,702,928.47	<b>1,796,688.03</b>	1,675,970.18

**Budget figure is based on following:-**

<b>Members to 30/09/11</b>	<b>NOM</b>	<b>(incl GST)</b>	<b>GST @ 12.5%</b>	<b>Strike Fund</b>	<b>Union Fee</b>	<b>Periods per Yr</b>	<b>Amount</b>
Apprentices (per week)	19	\$4.00	0.52	0.10	3.38	52	3,339.44
Casuals (per day)	210	\$1.20	0.16	0.00	1.04	100	21,840.00
Dual Union (per week)	1	\$3.65	0.41	0.09	3.15	52	163.80
Fixed Term (per week)	8	\$8.00	1.04	0.20	6.76	52	2,812.16
Full-Time (per week)	4287	\$8.00	1.04	0.20	6.76	52	1,506,966.24
Honorary Member (per year)	20	\$30.00	3.91	0.00	26.09	12	6,261.60
Part-Time (per week)	202	\$4.00	0.52	0.10	3.38	52	35,503.52
	4747						<b>1,576,886.76</b>

**Expenditure****Administration**

Affiliation Fees							
- ACC Futures Coalition	5120	500.00	<b>500.00</b>	0.00			
- International Transport Workers' Fed	5120	12,029.70	<b>12,500.00</b>	11,327.73			
- NZ Council of Trade Unions	5120	19,424.98	<b>25,300.00</b>	18,870.00			
- NZ Labour Party	5120	2,987.40	<b>3,000.00</b>	2,625.00			
Audit Fees	5130	11,440.00	<b>11,800.00</b>	11,100.00			
Bank Charges	5140	1,489.78	<b>1,565.57</b>	1,454.77			
Cleaning	5150	4,877.50	<b>4,910.00</b>	4,740.00			
Communications	5170	25,949.18	<b>31,000.00</b>	31,000.00			
Conferences & Seminars	5180	17,901.78	<b>18,500.00</b>	15,000.00			
CTU Conferences & Seminars	5190	11,785.22	<b>13,000.00</b>	17,000.00			
Depreciation: Leasehold Alterations	5210	4,898.20	<b>3,882.36</b>	5,192.51			
Depreciation: Motor Vehicles	5220	16,064.96	<b>15,947.04</b>	15,619.60			
Depreciation: Office Furniture & Equipment	5200	15,388.16	<b>13,323.84</b>	15,318.96			
Donations	5230	26,254.36	<b>20,000.00</b>	13,000.00			
Electricity	5250	4,485.70	<b>4,700.00</b>	4,200.00			
EW File Scholarship	5260	3,040.00	<b>3,000.00</b>	3,000.00			
Funeral Benefit	5270	22,191.28	<b>18,000.00</b>	16,000.00			
General Expenses	5280	4,263.13	<b>4,500.00</b>	4,500.00			
Insurance	5290	10,497.02	<b>10,500.00</b>	10,000.00			
Interest	5300	741.84	<b>495.56</b>	741.84			
International Transport Workers' Federation	5310	18,873.91	<b>22,000.00</b>	30,000.00			
Legal Services	5330	2,175.19	<b>10,000.00</b>	10,000.00			
Loss on Disposal of Assets	5420	9,825.02	<b>5,000.00</b>	400.00			

National Conference Expenses	5350	31,091.26	45,000.00	50,000.00
NMC Expenses	5360	15,479.75	17,000.00	26,000.00
Overseas Unions	5380	28,258.60	30,000.00	45,000.00
Postages & P O Box Rental	5390	5,879.67	6,500.00	5,000.00
Printing	5400	35,871.72	37,000.00	35,000.00
Professional Fees	5410	6,155.00	7,000.00	7,000.00
Publications & Subscriptions	5430	4,043.66	5,000.00	4,500.00
Rental	5440	54,412.17	56,500.00	53,845.56
Repairs & Maintenance	5470	25,675.41	27,000.00	20,000.00
Security	5480	1,056.30	1,500.00	2,000.00
Social Functions	5490	1,715.38	2,000.00	2,000.00
Stationery & Equipment	5520	19,658.59	20,000.00	12,000.00
Union Journal	5530	33,211.50	35,000.00	34,000.00

509,593.32	542,923.37	537,435.97
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### Staff

Accident Compensation Levies	6110	3,377.07	3,77.07	3,052.22
Fringe Benefit Tax	6120	11,079.81	11,079.80	11,171.41
Motor Vehicle Expenses	6130	54,785.04	56,000.00	52,000.00
Salaries	6140	606,099.02	650,000.00	595,454.28
Staff Education & Training	6150	12,859.77	16,500.00	6,000.00
Staff Leave	6160	(9,292.27)	70,279.38	74,289.69
Staff Selection Expenses	6190	4,834.26	0.00	0.00
Superannuation	6170	49,707.47	51,221.65	55,225.86

733,450.17	858,457.90	797,183.46
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### Industrial

ACC Member Services	7110	16,741.16	20,000.00	40,000.00
Amalgamation Meetings	7120	4,404.50	5,500.00	3,000.00
Branch Capitation & Expenses	7130	56,544.00	58,796.00	54,955.00
Branch Site Visits	7140	17,457.43	25,000.00	25,000.00
Campaigns & Special Projects (incl Greenfield sites)	7150	6,801.64	30,000.00	25,000.00

### Collective Agreement

#### Negotiations:

	NOM*	Expires:			
- C3 Limited	215	30/06/2011	7160-C3LTDD	148.56	1,000.00
- Centreport Ltd	38	8/02/2011	7160-CNTPRT	0.00	50.00
- Champion Flour Mills (Goodman Fielder)	38	31/07/2011	7160-CHAMPI	0.00	50.00
- Cityline Hutt Valley Ltd	5	6/12/2010	7160-CITYLN	33.32	100.00
- Cosmopolitan Club	5	30/09/09	7160-COSICL	0.00	
- Farmers Industries Ltd	4	31/03/2012	7160-FARMIN	0.00	
- Halls Refrigerated Transport	3	30/06/2010	7160-HALLSC	0.00	100.00
- KiwiRail Ltd Group Ltd	2,900	30/06/2012	7160-KIWIRA	6,935.00	20,000.00
- Lyttelton Port of Christchurch					
- General Collective	135	17/04/2011	7160-LYTPCO	0.00	150.00
- Logistics Officers Collective	14	21/08/2011	7160-LYTPCO	0.00	
- Norfolk Electrical & Communications	4	02/09/2011	7160-NORFRK	(32.50)	
- North Tugz	6	1/08/2010	7160-NHTTUG	0.00	200.00
- NZ Bus - GO Wellington	8	31/03/2012	7160-NZBUSS	15,447.62	100.00
- Orica New Zealand Ltd	14	31/12/2013	7160-ORICAC	0.00	
- Port Marlborough (NZ) Ltd	39	30/05/2012	7160-PTMARL	704.11	1,000.00
- Port Nelson Ltd	101	7/10/2012	7160-PTNELS	932.83	3,000.00
- Port of Napier Ltd					

- General Collective	91	1/10/2011	7160-PTNAPR	1,186.18	3,000.00	3,000.00
- Gotwald Crane Drivers Collective	7	30/06/2012	7160-PTNAPR			
- Port of Tauranga Ltd	63	31/03/2012	7160-PTTAUR	33.91	1,000.00	1,000.00
- Port Otago Ltd	59	8/07/2010	7160-PTOTAG	3,959.78	3,500.00	3,500.00
- Port Taranaki Ltd	57	01/04/2012	7160-PTTARK	1,956.10	1,000.00	4,000.00
- Prime Port Timaru Ltd						
- General Collective	59	21/01/2014	7160-PTTIMR	2,583.17	500.00	1,000.00
- Marine & Corporate Services Collective	3	21/01/2014	7160-PTTIMR			
- Quality Marshalling	5	17/08/2009	7160-QMARS	712.23		
- Southport + New Zealand Ltd	8	1/08/2011	7160-STHPRT	0.00		
- Taieri Gorge Railway	25	1/08/2010	7160-TAEIRI	252.55	150.00	
- Toll Networks	165	30/06/2011	7160-TOLLNW	1,200.50	1,000.00	1,000.00
- United Containers	5	31/03/2010	7160-UCONT	0.00		
- Veolia Transport Ltd (MECA)	410	30/06/2012	7160-VEOLIA	10,592.38	3,000.00	3,000.00
- Individual Agreements	241					
- Honorary Members	20					
	<b>4,747</b>					
<b>Contract Disputes:-</b>					<b>22,500.00</b>	
- KiwiRail –Contracting Out dispute			7180-KIWIRA	3,712.23		
- ONTRACK – Contracting out Core Work Dispute			7180-ONTRAK	16,811.11		
- Veolia – Ballot Investigation			7180-VEOLIA	1,764.24		
Councils/Working Parties			7170	3,537.97	3,000.00	500.00
Delegates' Training			7190	5,107.81	5,500.00	4,000.00
Labour Party Affiliates Meetings			7220	3,694.90	4,000.00	3,500.00
Personal Grievances & Compliance			7230	48,480.61	50,000.00	50,000.00
Safety Management			7240	465.12	5,000.00	2,500.00
Workers' Memorial Day			7250	1,590.02	2,500.00	2,500.00
				230,220.51	267,696.00	253,705.00
<b>Total Expenditure</b>				<b>1,473,264.00</b>	<b>1,669,077.27</b>	<b>1,588,334.43</b>
<b>Income Over (Expenditure) Before Tax</b>				<b>229,664.47</b>	<b>127,610.75</b>	<b>87,635.75</b>
Resident Withholding Tax Paid				28,593.49	35,140.75	29,550.01
<b>Income Over (Expenditure) After Tax</b>				<b>201,070.98</b>	<b>92,470.00</b>	<b>58,075.74</b>
<b>Provision for Capital Expenditure *</b>				107,771.31	* 63,000.00	78,500.00
<b>Income Over (Expenditure)</b>				<b>\$93,293.67</b>	<b>\$29,470.00</b>	<b>\$(20,424.26)</b>
All figures are GST Exclusive						
<b>* Provision for Capital Expenditure</b>						
- New Backup System					5,000.00	
- New BOP Regional Office Car					20,000.00	
- New Laptops/Computers					13,000.00	
- New Office Equipment					5,000.00	
- New Union Database					20,000.00	
					<b>\$63,000.00</b>	



**APPENDIX P**

Give a little (or a lot)  
of your labour for




**How we can help and make a real  
difference  
16 days out!!!**


Give a little (or a lot)  
of your labour for




- **WHY – Reality v media spin!!**
- **The only poll that counts is the one on November 26th**

Give a little of your labour for  **Labour**



Give a little of your labour for  **Labour**




Give a little of your labour for 



**THE BRIGHTER FUTURE PLAN**

- ✓ Higher unemployment
- ✓ Credit downgrade *"but we want another term as government"*
- ✓ Higher Tax cuts for the rich
- ✓ More people living in poverty


✓ **PARTY VOTE** 

Give a little of your labour for 




**JOHN KEY'S BRIGHTER FUTURE...**


1. Unemployment increased by 50 per cent, leaving 157,000 people out of work.
2. 100,000 Kiwis left for Australia
3. Prices up nearly four times faster than incomes.
4. First credit rating downgrade in 13 years.
5. 60,000 more on benefits costing \$1b
6. Wage gap with Australia increased by \$32 a week.
7. 55,200 people aged 15 to 24 not in education, employment or training
8. Economy grown by just 0.4 per cent
9. Tax cuts actually cost an extra \$1.1b in their first nine months.
10. Underclass grown with 32000 more children living on benefit dependent households.

Give a little of your labour for 




Give a little of your labour for 



Give a little of your labour for 

What we can do and when –

- Assisting LEC's next two weekends &
- Helping on E-day to get maximum voter turnout
- Campaign help includes –
- hoarding, door knocking, phone canvassing, scutineering
- E-DAY
- Opportunity for RMTU members to work together!!!!

Give a little of your labour for 

How –

- Contact electorate office and offer help NOW
- 1% of RMTU membership is at this conference
- Target to meaningfully contribute to voter turnout = 10%
- To reach target of 10% RMTU participation you all need to get other members to help as well, they need to understand why and how

## **APPENDIX Q**



### **TRANSPORT POLICY**

#### **Our vision**

An effective transport system lies at the heart of our quality of life. It is also at the core of any modern, efficient economy. An effective transport system must therefore be integrated and work across all modes.

Labour's transport policy is about improving the lives of our citizens, increasing the prospects of economic stakeholders and protecting New Zealand's environment.

The challenge is to find modes of travel that cause as little damage as possible to the environment, that minimise harmful effects on others, and that also minimise travel time and cost. These transport systems must be accessible to all New Zealanders, and they must also remain affordable. It doesn't make sense if driving a car becomes cheaper than taking the bus.

We will plan for the coming challenges of climate change, fuel shortages, and price fluctuations through a range of initiatives including more efficient public transport, new technologies and new fuels and provide support for active travel (walking and cycling). In the medium term we will work to plan our cities better so that there is a reduced need to travel.

We will keep investing in vital roading infrastructure, in building the capacity of public transport, and in enabling rail and coastal shipping to play a more significant role in moving freight around New Zealand. But we will not waste money on unnecessary highways that lock us into a high-carbon future.

One of Labour's key commitments will be to support the Auckland Council in developing its proposed City Centre Rail Link.

#### **Public Transport**

Labour is a public transport party. New Zealanders deserve genuine transport choices: public transport, active transport as well as car travel. We believe that if New Zealanders are to move towards more sustainable transport, we must create a public transport system that is a realistic alternative to private car use. Labour has played a critical role in addressing public transport issues in Wellington and Auckland. We are proud of this record and Kiwis are positive about such investments.

Quality public transport is not only critical to helping our economy develop but it can make a big difference to people's lives and their health. It will aid in transport demand management, which will play a crucial role in reducing congestion as cities develop.

Labour will examine ways to maintain and increase the overall transport spend beyond the National Land Transport Fund to develop our public transport systems so that they are a credible and attractive transport option.

#### **Auckland Public Transport**

Auckland's spatial plan gives a clear commitment to investment in public transport in order to unclog the roads. It recognises that, along with the provision of infrastructure, the demand for travel needs to be managed so that Auckland is not forever trying to build roads to cope with increasing numbers of motor vehicles.



Labour will work in partnership with Auckland Council to deliver a 15 year transport infrastructure plan for Auckland, based on the transport commitments in the Auckland spatial plan.

Any city that rates itself as having international status needs to give people choice in how they move around. Efficiency across the various modes – and the ability to switch easily between modes - will be the key.

The Council has prepared a business case for a City Centre Rail Link proposal and the Auckland public are overwhelmingly in favour of it. This is a sensible transport solution and will act as a catalyst for business and residential growth.

Labour will support the Auckland Council and back the clear preference for Auckland, which is the Rail Link proposal. We will provide funding, through the Land Transport Fund, for up to \$1.2 billion, which equates to half of the cost of the Rail Link, on the understanding that the Auckland Council is responsible for financing the other half.

We will finance this by cancelling National's plans to fund a Wellsford-Puhi Highway ('the Holiday Highway'). While Labour agrees that there are safety issues and choke points that need to be addressed here, we believe these can be resolved without the need for an expensive new highway. This money would be better spent on the Auckland Rail Link.

Labour will continue with intermediate improvements for the Wellsford-Puhi Highway which will improve both safety and travel-times. We will not support the \$1.7 billion, gold-plated proposal as is currently planned.

Labour favours the so-called 'Operation Lifesaver' improvements to the existing Puhi to Wellsford road, as advocated by the Campaign for Better Transport. This would fix the crash black spots and traffic bottlenecks at a cost of \$320 million, delivering most of the benefits more quickly and cheaply than building an entire new highway.

The combined costs of 'Operation Lifesaver' and our contribution to the Auckland Rail Loop comes to \$1.6 billion, slightly less than National has already budgeted for the 'Holiday Highway'.

## **Hamilton - Auckland Commuter Train**

Labour supports the effort of the working group on establishing a Hamilton-to-Auckland commuter rail service. There is considerable public support for this service.

Labour will engage with the working group on what support is needed from central government to make this rail service a reality.

## **Working Across all Modes of Transport**

Labour is committed to maintaining and developing an effective rail system to serve the public and the economy.

Labour will ensure that the public and our export-based economy have access to an efficient and reliable rail and coastal shipping system.

The rail system should not be limited to the main trunk line and the Interislander ferry. Just as coastal shipping will play an enhanced role, so too will rail in our critical regions. These regions may well lack the population to justify an expensive motorway, so shifting a sizeable percentage of future freight growth to rail and shipping as opposed to road is the logical solution.

## **Sustainable transport**

In considering the integration of modes the challenges of climate change and the rising price of carbon are international realities that must always be taken into account.

New Zealand needs to become much less heavily dependent on fossil-fuelled cars and trucks for transport of people and products. Transport emissions make up 19% of New Zealand's overall greenhouse gas emissions, with road transport accounting for 90% of these. We must greatly reduce these emissions.

The foundations for a sustainable transport network were laid by the last Labour government with a 15-fold increase in public transport spending, electrifying Auckland rail, buying back KiwiRail, and legislating for sustainable biofuels.

Labour will continue to promote public transport, cycling, walking, rail and biofuels, as well as coastal shipping and electric vehicles. This will ultimately lead to decreased greenhouse gas emissions.



Labour will continue to support funding for public transport and energy-efficient freight transport modes such as rail.

Labour aims to halve per capita transport emissions by 2040. This will also make transport more affordable and reduce oil imports (and in turn our international trade deficit).

Labour will halve New Zealand's per capita domestic transport emissions by 2040.

Lifting the use of indigenous energy resources for transport will have positive spin-offs for the economy and the environment. For example, locally made sustainable biofuel can be produced using tallow and, as the technology becomes available, wood. Biofuel will both reduce our dependence on oil and cut our greenhouse gas emissions.

Labour will promote locally produced biofuel, especially using wood as the technology becomes available.

## Active Transport

An increase in walking and cycling is a credible part of transport policy which will do three important things: improve health through physical activity; reduce transport emissions; and also reduce the demand for transport, leading to less congestion and overcrowding.

In order to realise these benefits, we must make walking and cycling convenient and viable transport options wherever possible.

Labour is committed to the promotion of active transport as a vital part of our transport policy.

## Coastal Shipping

Labour wants to improve the prospects of coastal shipping. Total freight movements are expected to more than double by 2040, putting huge pressure on the transportation system. Shipping has a vital role to play in meeting this expected growth in freight movement, and it is a key part of an integrated transport network.

Labour will revisit the "Sea Change" strategy we launched in 2008, which aimed to revitalise and transform coastal shipping in New Zealand.

Labour will tag funding from the National Land Transport Programme to facilitate an increase in coastal shipping. This is important as we explore ways to avoid a high carbon future.

The grounding of MV Rena off Tauranga has graphically illustrated the destructiveness of even a relatively small oil spill.

Labour will urgently review New Zealand's preparedness for marine oil spills, especially the capability of Maritime New Zealand.

Labour will accede to the international treaties which define and simplify the compensation regime that applies in the event of future oil spills.

Labour will review the minimum technical requirements for navigation systems of large vessels operating in New Zealand waters.

Labour's strategy is for at least 30 per cent of inter-regional freight to be carried by sea by the year 2040, up from the current 15 per cent share.

Labour's view is that we need a more inter-modal approach to handling future freight growth. There will be an expanded role for both rail and coastal shipping because we believe freight must be moved as efficiently as possible with everyone paying their fair share.

Labour will urgently investigate the viability of upgrading the rail link directly into the Auckland container port.

## Port Reform

Pressure is building around the port reform agenda. International shippers tell us they are going to bring in larger vessels; exporters are after the best price possible and port companies are facing massive development challenges.

The promise of bigger ships will be driven by commercial criteria. There may be other options which enable our smaller ports to act as spokes to larger ports in both the South Island and North Island. Such developments ought to take account of matters such as rail infrastructure.

Any attempt at port reform must have the involvement of the port owners, the shipping companies, the exporters and the organised unions.

Labour will develop a national port strategy to provide the basis for the coordination of New Zealand ports as an essential part of our logistics infrastructure.

Labour will put in place a new model of national co-ordination, convened by Government and representing stakeholders, to develop a strategic approach to ports and to maximise the effective operations of ports as part of New Zealand's logistics infrastructure.

## Kiwirail

Labour's buy-back of our railway system and establishment of KiwiRail when we were last in office presented a real opportunity to build a sustainable nationwide transport network; however that opportunity has been going unanswered by the National government. Labour will recapture the momentum we started to ensure rail can play its full part in building a more sustainable New Zealand.

We will keep New Zealand's rail in public hands. We believe that with our rail system in public ownership, we can make the strategic decisions and investments necessary for rail to succeed. Over time, we will be able to move more freight off our roads and onto rail.

Labour will invest in maintaining and modernising KiwiRail to ensure it remains a viable and sustainable transport solution.

One of the most valuable resources that KiwiRail has is its human capital, including workers at the Dunedin Hillside Workshops and the Hutt Railway Workshops in Gracefield. In the future, we must ensure that KiwiRail can bid competitively and produce our own trains and rolling stock to a high standard.

## Keeping it Local

The 41 jobs lost at KiwiRail's Hillside Workshops in June illustrate the real-life effects of a government not having a good procurement policy. The Hillside workshop and is the repository of significant engineering expertise for New Zealand, and one of the largest employers in Dunedin.

Retaining our skilled tradespeople, such as those at the Hillside Workshops, is crucial for our economic growth. We want people to stay in New Zealand and develop and use their skills. We want industries that are productive. We should back New Zealand firms whenever we can instead of exporting jobs offshore.

Labour is committed to implementing a modern, sustainable, WTO-compliant, procurement regime.

Labour will review the existing components of government procurement to ensure they are fit for purpose, accessible and practicable. We will ensure they operate equitably with respect to access for Kiwi firms, in line with Australian Federal and State contracts.

See Labour's Procurement policy for more details.

## Roads of National Significance

Labour disagrees with four more projects being added to the existing list of seven "Roads of National Significance." These new projects are: Hamilton to Tauranga, Cambridge to Taupo, further development of the Hawke's Bay Expressway and further development of State Highway 1 north and south of the current Christchurch motorway projects.

Labour will consider how much of the \$2.9 billion annual National Land Transport Fund might be available for reallocation, and what projects make sense. We will not waste money on unnecessary highways that lock us into a high-carbon future.

With fuel prices generally rising, consumption falling and revenue from fuel taxes going down, current projections may not be sustainable. Investment should be based on reasonable cost-benefit assessment, including social and environmental factors. The reality of a rising price on carbon must be taken into account.

Labour will investigate and prioritise improvements to the "East-West Corridor" proposal in Auckland between East Tamaki at State Highway 1 and Onehunga at State Highway 20.

## Kapiti Expressway and Transmission Gully

Labour prefers the original Western Link Road plan, not the four-lane Kapiti Expressway as has now been approved.

Labour will reinstate its original preference. It will fund this option 100%.

Labour will also continue to support the Transmission Gully project but only so long as it meets reasonable cost-benefit criteria.

## Local and Regional Issues

Local roads are being short-changed by the current regime. This part of the infrastructure is essential in terms of regional development. Much of the nation's exports originate in the regions and require infrastructure which allows for safe and efficient movement.

Labour will ensure the funding for local roads is not further undermined by the excessive focus on Roads of National Significance.

## Funding and Innovation

Labour is willing to use both public and private approaches to funding in order to maintain investment into our transportation infrastructure.

Labour will investigate the appropriate use of mechanisms including tolling, PPPs and road pricing, i.e. congestion charging.

These matters will require a significant level of transport user support. Both the private and public sector have an obligation to ensure that innovations do not impose additional costs and are demonstrably fulfilling value for money criteria. Failure to meet a value-plus criteria will mean modest involvement from the private sector.

## Electric Cars and Other Vehicles

Labour's ambition is for New Zealand to be among the leading countries to widely deploy electric vehicles and plug-in hybrids. Electric vehicles mark the beginning of a new era of energy independence and low emissions in transport, which Labour supports. Building on our clean green electricity generation, Labour will work with the electric vehicle industry to encourage the uptake of electric vehicles.

There is a role for government in establishing an environment that facilitates the large-scale roll-out of electric vehicles. Numbers will grow slowly at first, but volumes will increase as the production of electric vehicles ramps up internationally and prices come down.

Electric vehicles used for local travel can be recharged from an owner's home. Vehicles used for longer distances, however, will need a supporting infrastructure of recharging stations.

Labour will promote the introduction of a nationwide infrastructure to recharge electric vehicles.

New Zealand should be one of the first countries to set up a nationwide infrastructure for charging electric vehicles. We will need to work through a variety of issues, including the cost and funding of recharging technology, and relevant health and safety issues.

## Road Safety

Labour has set an ambitious target for reducing the number of road deaths and injuries. We will introduce a range of road safety measures aimed at reducing road deaths and serious injuries:

Labour will invest in road safety advertising campaigns to support the police by focusing on the highest areas of enforceable risk which include speeding, drink driving, intersection behaviour and safety belts.

Labour will also:

- Reduce the legal blood alcohol limit from 0.08 to 0.05.
- Investigate effective means to prevent child deaths and injuries in driveways, including possibly subsidising rear view mirrors.
- Review international research on child restraints and implement best practice recommendations.

- Introduce labour standards into Transport Operator Safety Systems in the trucking industry.
- Investigate a Safe Rates system for the freight and courier industries, where remuneration and methods of contracting are considered as part of the overall safety requirements for drivers.
- Consider, subject to funding availability, the introduction of driver training programmes, especially for young drivers in poorer communities.

## **Air Transport**

The use of biofuels in air transport is the sort of innovation that is vital to New Zealand's long-term tourism market, and New Zealand's clean, green image.

Labour will support Air New Zealand's initiative to develop and test biofuels for long-haul flights.

The new information disclosure regime determined by the Commerce Commission is intended to strike a balance between a fair return to investors in airport infrastructure and lower prices to airlines, which are reflected in lower airfares to the travelling public.

Labour will monitor the progress of airport pricing consultations under the new regime. If a sensible balance is not struck, Labour will consider a negotiate/arbitrate regime.

Labour will also encourage an expansion of air services to other countries where there is likely to be an expansion of trade or where there may be potential for attracting significant new growth in tourism to New Zealand.

**APPENDIX R**

## NEW ZEALAND RAILWAY STAFF WELFARE TRUST

- ❖ Established 1958 to provide assistance and benefits to people employed in the rail industry.
- ❖ Now this thriving fifty-three year old has assets of approximately \$21 million and pays about \$1 million each year in assistance to members.
- ❖ The Trust is a fine example of what can be achieved when workers unite and band together for the benefit of all and employers are prepared to provide financial support.

NZR Welfare Trust Presentation to  
RMTU Annual Conference 2011

Chris Ball  
MANAGER



## THE ROLE OF THE TRUST

The Trust Provides:

- ❖ Refunds of 70% of approved medical expenses, up to \$1,575.00 per year.
- ❖ Subsidised holiday housing throughout New Zealand and access to holiday homes in Australia.
- ❖ Access to extended health plans.
- ❖ Access to a life insurance plan.

NZR Welfare Trust Presentation to  
RMTU Annual Conference 2011

Chris Ball  
MANAGER



## RECENT ACTIONS

In the last five years the Trust has purchased four new properties for members.

- ❖ A two bedroom unit in Matipo Street in Christchurch.
- ❖ A two bedroom unit in Picton Avenue in Christchurch
- ❖ A three bedroom apartment on The Terrace in Wellington
- ❖ A four bedroom house in Cook Drive in Whitianga, and
- ❖ Also built a six unit complex in Grove Avenue in Mount Maunganui.

Total Purchase & Fit Out Cost \$3.5 Million

NZR Welfare Trust Presentation to  
RMTU Annual Conference 2011

Chris Ball  
MANAGER

## Grove Avenue Mount Maunganui



NZR Welfare Trust Presentation to  
RMTU Annual Conference 2011

Chris Ball  
MANAGER

Grove Avenue Mount Maunganui



Cronin Block from Grove Ave



Cronin Block Entry

NZR Welfare Trust Presentation to  
RMTU Annual Conference 2011

Chris Ball  
MANAGER

Grove Avenue Mount Maunganui



One of the two BBQ areas



NZR Welfare Trust Presentation to  
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Chris Ball  
MANAGER



Grove Avenue Mount Maunganui



Master Bedroom

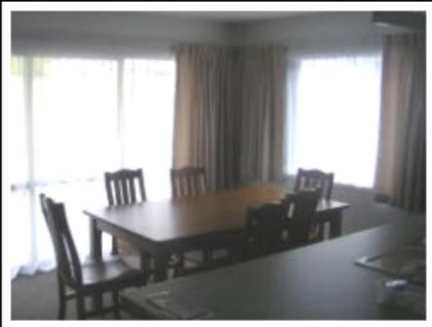


Kitchen


NZR Welfare Trust Presentation to  
RMTU Annual Conference 2011

Chris Ball  
MANAGER

Grove Avenue Mount Maunganui



Dining & Living Areas



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Chris Ball  
MANAGER




NZR Welfare Trust Presentation to  
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Chris Ball  
MANAGER


## Brian Thomas Cronin Memorial Block






## LOCATIONS

Auckland	Orewa
Christchurch	Paihia
Dunedin	Paraparaumu
Gisborne	Picton
Hanmer	Queenstown
Kaikoura	Rotorua
Mount Maunganui	Taupo
Napier	Timaru
Nelson	Wellington
New Plymouth	Westport
Ohope	Whitianga



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Chris Ball  
MANAGER



## COST & BENEFIT OF TRUST MEMBERSHIP

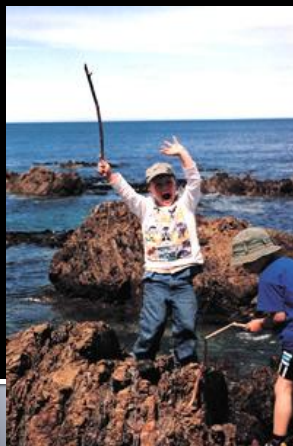
- ❖ **Members Pay** \$6.00 per week  
This amounts to approximately \$310 per year
- ❖ **Employers Pay** \$2.00 per worker per week  
This amounts to a contribution of approximately \$480,000 per year.

NZR Welfare Trust Presentation to  
RMTU Annual Conference 2011

Chris Ball  
MANAGER



## CONTACT US



To contact the NZR Welfare Trust please  
use the following:

Email: [info@nzwelfare.co.nz](mailto:info@nzwelfare.co.nz)

Telephone: FREEPHONE 0800 806 444  
or (04) 498 3043

KiwiRail telephone network: Extension 43043  
or 43073

Mail Address: PO Box 2409, Wellington 6140

NZR Welfare Trust Presentation to  
RMTU Annual Conference 2011

Chris Ball  
MANAGER

## APPENDIX S



NZ TRANSPORT AGENCY  
WAKA KOTAHI

# RMTU Conference 2011 NZTA Presentation



New Zealand Government

## Introductions

Topics covered

The Rail Systems Team

Industry Overview

Regulatory Framework & Legislation

Assessments (Audits)

Projects

Questions and answers



NZ TRANSPORT AGENCY  
WAKA KOTAHI

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## The Rail Systems Team - Who are we?

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## Where we sit in the NZTA

**We are a team of six in an organisation of approximately 1400**

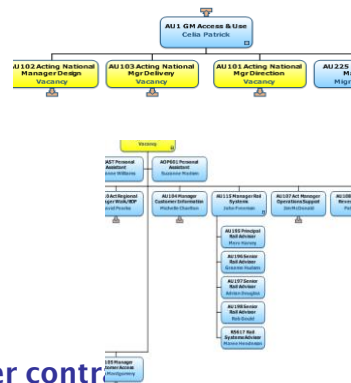
## Access and Use – restructure

## Renamed to 'Rail Systems'

### Our scope includes:

- rail regulation and licensing
- rail impacts on freight efficiency
- network optimisation
- public transport aspects

**We have approx 20 Safety Assessors under contract**



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## The team

**John Freeman**  
Manager – Rail Systems



## The team cont'd

**Adrian Douglas**  
Senior Rail Advisor

**Merv Harvey**  
Principal Rail  
Advisor

**Graeme Hudson**  
Senior Rail Advisor





## The team cont'd

Maree Henderson  
Rail Systems Advisor



Rob Gould  
Senior Rail Advisor

## The team cont'd

Stakeholder Relationship for the RMTU

Adrian Douglas





## Industry overview

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## Industry overview

3 Main National Rail System (NRS) participants (or licence holders)  
KiwiRail Network, KiwiRail Limited and Veolia

46 Tourist & heritage licence holders that operate only on own track

42 Industrial licence holders

6 Tourist & heritage licence holders that operate on the NRS

1 Commuter (and Tourist) cable car in Wellington

98 Total

## Industry overview cont'd

NRS currently about 3,800km of mainline track

Freight on NRS about 15 million tonnes pa

Metro Wellington about 11 million passengers pa

Metro Auckland about 10 million passengers pa and growing fast

Wellington Cable Car about 1.5 million passengers pa

(!) Christchurch Tramway (T&H) about 250,000 passenger pa

Taieri Gorge Railway about 80,000 passenger pa



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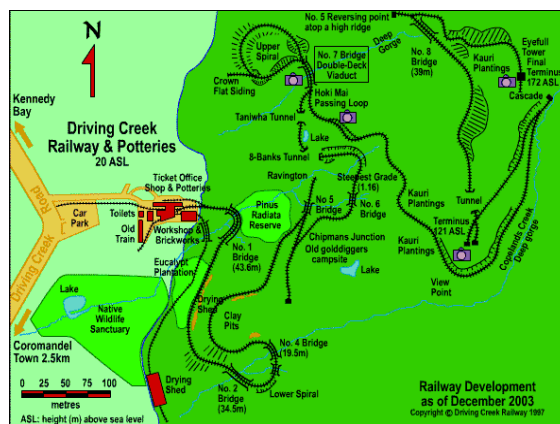
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## Industry Overview cont'd

This little 380mm gauge railway carries approximately 58,000 passenger pa  
Driving Creek Railway Coromandel



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## Industry Overview cont'd

**The NRS T&H operators are substantial, professional organisations**  
Mainline Steam Heritage Trust



## Industry Overview cont'd

**Taieri Gorge Railway**  
operates on the NRS  
and on 64km of its  
own track



## Industry Overview cont'd

**Weka Pass Railway is a good operator using only its own track**



## Industry Overview cont'd

**There are always new operators coming along**

**Rail Riders – Rotorua Branch Line  
Recently licenced**





## Regulatory Framework & Legislation

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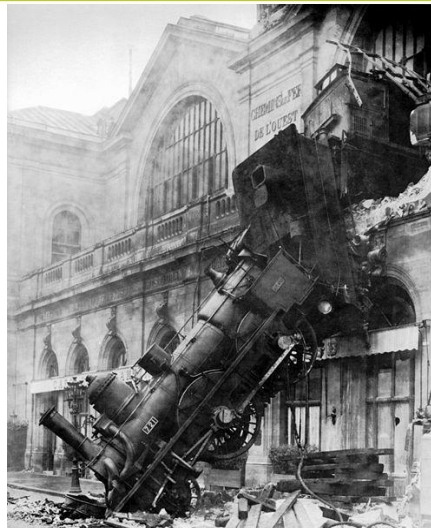
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## Regulatory Framework & Legislation

Why do we have it?

To prevent this



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## Regulatory Framework & Legislation cont'd

In July 2005 enacted as Railways Act 2005

Addressed Inquiry recommendations including alignment with HSE Act

Requires rail participants to take all practicable steps to ensure safety

Licenses access providers and rail operators

Continues quality systems co-regulatory approach

Expects continuous safety improvement

Requires notification of accidents & incidents

Requires approval of safety case and variations



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## Regulatory Framework & Legislation cont'd

Introduced general duties, offences and remedies

Incorporated rail corridor legislation

Licenses railways 550mm gauge or bigger

If a rail wheel turns on a rail someone has to have a licence (excl. forestry, mining, amusement devices and private cable cars)

Exemptions can be made provided all activities covered by other safety case and licence (e.g. contractors)

Requires regular ordinary safety assessments

Requires consultation with rail personnel reps (inc. unions)



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## Regulatory framework & legislation cont'd

Provides for special assessment, prohibit activities, temporary conditions, licence suspension, permanent conditions, licence revocation

Offences can be dealt with by the courts

Allows the Minister to make rules (hasn't been used yet)

Land Transport Management Act gives the NZTA power to investigate

Railways Regulations 2008 is brief (5 pages), mainly covers fees and exclusion of forestry and mining, but also includes two 380mm gauge railways

Legislation has worked well for last 6 years



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## Regulatory Framework & Legislation cont'd

Since the 2005 introduction there have been 4 amendments:

2008 – NZTA & Agency replaced LTNZ & Director

2008 – Police, not all sworn staff are enforcement officers

2010 – corridor access for utilities providers, focussed towards KRN

2011 – update to infringement notice provisions to align with Courts & Criminal Matters Bill

Latest consolidated version is 23 July 2011



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# Assessments

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## Railways Act - assessments

**Railways Act; sections 37 - 48**

**Why do we conduct safety assessments?**

- say what they are going to do, then do what they say
- safety system is in place to manage their business
- part of continuous improvement
- so we can understand their business and their compliance with their system

**Assessment checks compliance as a snapshot in time**



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## Assessments cont'd

We needed to:

- improve consistency and the effectiveness of assessments
- Improve management of conditions and recommendations

Assessment report template first issued late 2009 and updated April 2011

Key changes:

- mandating of 4 part closure
- conditions are rated high, medium, low
- focus on high conditions first
- need to respond fully
- response goes back to assessor for review



We are driving compliance with dates being adhered to

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## Assessments cont'd

Template is to provide good consistency

Railways Act; section 38 expects assessors to consult on draft report

Response date is given in report

Assessors won't be accepting responses without 4 part response completed – and neither will the NZTA

RIS

- underpins our management of assessment process
- records all conditions, safety recommendations, observations, due dates, responses, etc



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## Example - addressing conditions (the old way)

Reference: 10/05 C4 Training Records		Non-compliance grading <b>M</b>
Observation:	The training records were reviewed. It was noted that the records for Bob Smith and John Brown were not up to date.	
Action required:	All training records must be up to date.	
Response:	<i>The training records for Bob Smith and John Brown have been updated.</i>	

This condition is likely to repeat, as the root cause has not been identified thus no preventative action implemented

So to address a condition a 4 part approach is required:

1. identify the root cause
2. establish corrective action
3. establish the preventative action
4. provide evidence



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## Example - addressing conditions (going forward)

By following the 4 part approach, the response should look like:

<b>Response:</b>	1. Identify the root cause <i>The training records were not up to date as no call up system had been established</i>
	2. Establish a corrective action <i>All training records have been reviewed and are now up to date</i>
	3. Establish a preventative action <i>A call up system has been developed and implemented to ensure training records remain current</i>
	4. Provide evidence <i>A copy of the call up procedure and updated training records for Bob Smith and John Brown are attached as evidence</i>



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## Current Projects

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## Our current project focus

Conduct a series of industry seminars



Improve external communications



Review and improve RIS (the NZTA rail information system)



Continue with closure of TAIC recommendations



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## Our current project focus cont'd

Review assessor performance and effectiveness



Investigations of repeat accidents and incidents



Update licensing guidelines



Establish a system for annual safety performance reporting



## Questions

## Questions



Contact either:

John Freeman  
Manager Rail Systems  
[John.freeman@nzta.govt.nz](mailto:John.freeman@nzta.govt.nz)

OR

Adrian Douglas  
Senior Rail Advisor  
[Adrian.douglas@nzta.govt.nz](mailto:Adrian.douglas@nzta.govt.nz)

## Thank you

Thank you

Travel safely

