Certified Agreement Negotiations
Summary of Settlement Offer No. 2

1. Overview

The package offer set out below is made in settlement of all matters arising in relation to a replacement certified agreement for the following employees employed pursuant to the current certified agreements outlined below:

1. Queensland Rail Network Enterprise Agreement 2011
2. Queensland Rail Rollingstock & Operations Enterprise Agreement 2011
3. Queensland Rail Administrative, Professional & Technical Enterprise Agreement 2011
4. Queensland Rail Transit Services Enterprise Agreement 2011
5. Queensland Rail Customer Service Enterprise Agreement 2011
6. Queensland Rail Train Control Enterprise Agreement 2011

2. Single Replacement Agreement

Employees employed pursuant to the current enterprise agreement outlined in section 1 above will be employed pursuant to a single new replacement agreement entitled “Queensland Rail Certified Agreement 2014”.

3. Term of Certified Agreement

The term of the replacement certified agreement will be three years.

4. Remuneration

An increase in remuneration of 1.5% per annum on base wage rates, with the first increase effective from the first day of the month in which in-principle agreement is reached.

5. Other matters

Health Failure Scheme

Queensland Rail will commit to a health failure process as outlined below:

- Step 1 – Queensland Rail is to consider reasonable adjustment to an employee’s substantive role in order to accommodate permanent restrictions identified by a health practitioner pertaining to a work related injury.
- Step 2 – If no reasonable adjustment can be undertaken, the employee will be deemed a “Health Restricted Employee (HRE)” and will be provided with case management support in order to attempt to seek alternative employment in Queensland Rail.
- Step 3 – Following 3 months from the date an employee is deemed a ‘HRE’, Queensland Rail may terminate the employee’s employment (subject to Workers’ Compensation and Rehabilitation legislative requirements).

Health Assessments

Where at the discretion of the business or through the operation of the National Standard for Health Assessment of Rail Safety Workers, an employee is required to undertake a health assessment, Queensland Rail will pay the cost of the health assessment/s up to determination of the employee’s fitness for duty or where diagnosis is identified.

Where ongoing medical treatment is required, this will be at the employee’s own expense.
rail passes

Queensland Rail will commit to maintaining a Rail Passes procedure throughout the life of the agreement.

6. Productivity Initiatives

The remuneration increase and other matters outlined in sections 4 and 5 are offered in return for the following productivity initiatives:

<table>
<thead>
<tr>
<th>No.</th>
<th>Initiative</th>
<th>Details</th>
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</table>
| 1.  | Extension of core, standardised provisions. | Specifically this involves replacing current differing certified agreement provisions with new standardised core provisions in relation to:  
- Hours of work;  
- Rostering / Roster changes;  
- Standby and call out arrangements;  
- Overtime arrangements;  
- Meal and rest breaks; and  
- Travel and accommodation.  
See attachment 1 for a copy of the draft provisions and a list of the clauses from each current agreement that will be replaced. |
| 2.  | Greater flexibility to direct annual leave to be taken. | Excess annual leave will be considered to be leave accrued beyond one year’s accrual. The employer and employee may agree to an alternative definition of excess leave.  
Step 1 – The employer and employee attempt to mutually agree on the timing of leave via a leave roster. Leave requests by employees should not be unreasonably denied by the employer.  
Step 2 – Following step 1, with 28 days notice in writing, the employer may direct an employee to take any accrued leave beyond one year’s accrual (excess leave). Within the 28 day notice period the employee and employer may develop an alternative leave reduction plan.  
The parties agree that the implementation of Step 1 will occur within three months of the certification of the agreement and therefore Step 2 cannot be implemented until after Step 1 has been implemented. |
| 3.  | Flexible part time employee hours. | The employee and employer will agree on the minimum hours and the pattern of these hours (days/time) to be worked. This pattern may be changed via mutual agreement.  
An employees agreed minimum hours will be in the following bands: |
Certified Agreement Negotiations  
Summary of Settlement Offer No. 2

<table>
<thead>
<tr>
<th>Initiative</th>
<th>Details</th>
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</table>
| Band 1 - 20-35 hours per fortnight  
Band 2 - 36-50 hours per fortnight  
Band 3 - 51-70 hours per fortnight  
Any additional hours worked by an employee up to the limit of their band, will be paid at ordinary time. Overtime will only be payable when an employee exceeds their band limit hours. |

4. Standardised definition of 'shiftworker'.  
A 'shiftworker' means either of the following:  
- an employee who participates in, and rotates through, a roster where at least 2 shifts types (as defined below) are rostered seven days a week; or  
- an employee working permanent night shifts.  
Shift types:  
- Afternoon shift – means a shift which commences before 1800 and concludes at or after 1830.  
- Night shift means a shift which commences at or between 1800 and 0359.  
- Early morning shift – means a shift which commences at or between 0400 and 0530. |

Network

<table>
<thead>
<tr>
<th>No.</th>
<th>Initiative</th>
<th>Details</th>
</tr>
</thead>
<tbody>
<tr>
<td>5.</td>
<td>Rolling up allowances</td>
<td>Individual disability allowances (with the exception of First Aid) rolled up and paid as a single guaranteed $750 payment per year.</td>
</tr>
<tr>
<td>6.</td>
<td>Buy-out of project recreational days</td>
<td>Project recreational days will no longer apply and a one-off payment of $1500 will be paid to employees currently in receipt of project recreational days.</td>
</tr>
<tr>
<td>7.</td>
<td>Buy-out of migratory allowance</td>
<td>Migratory allowance will no longer apply and a one-off payment of $2000 will be paid to employees currently in receipt of migratory allowance.</td>
</tr>
</tbody>
</table>

Rollingstock and Operations

<table>
<thead>
<tr>
<th>No.</th>
<th>Initiative</th>
<th>Details</th>
</tr>
</thead>
</table>
| 8. | Energising and moving of City Network Rollingstock Fleet | Rollingstock maintenance staff performing the duties that are currently undertaken by train crew when the unit is located within the CRM Maintenance Shed. Activities Include –  
  - Uncoupling/Coupling;  
  - Testing for tractive power/braking;  
  - Traction Interlock;  
  - Rotation Test;  
  - Moving the unit to correct stands;  
Rollingstock maintenance staff performing other duties such as:  
  - Moving the unit into the UFWL if it has been |
Certified Agreement Negotiations
Summary of Settlement Offer No. 2

<table>
<thead>
<tr>
<th>No.</th>
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<th>Details</th>
</tr>
</thead>
<tbody>
<tr>
<td>9.</td>
<td>Energising and moving of CTT Power Cars and RTT Consist within specifically designated areas of Regional.</td>
<td>Portsmouth To remain with current status which is moving Loco's as required within Maintenance area. This includes in/out of sheds however only between points. Gracemere To remain with current status which is moving Rockhampton Tilts as required within Maintenance area. Diesel Tilt New requirement to be able to move the Diesel Tilt within Maintenance area both inside sheds and outside between points only. This will include the Electric Tilt and Loco's (to cross points we would require a Driver).</td>
</tr>
<tr>
<td>10.</td>
<td>Competent internal depot employees performing maintenance activities in relation to toilets (CRM and TRM).</td>
<td>Trade competent mechanical maintainer II will perform: Fault Finding; Repair; Replacement; and Root Cause identification; on all toilet systems on the city train fleet. A plumber or plumbing service will be required to overhaul all toilet systems once the unit has been removed.</td>
</tr>
</tbody>
</table>

Onboard Customer Service

<table>
<thead>
<tr>
<th>No.</th>
<th>Initiative</th>
<th>Details</th>
</tr>
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<tbody>
<tr>
<td>11.</td>
<td>PSS &amp; OBST operating club cars on Westlander &amp; Inlander</td>
<td>PSS &amp; OBST to operate Club Cars on Westlander &amp; Inlander.</td>
</tr>
<tr>
<td>12.</td>
<td>Combine Group 1 &amp; 2 employees (Tourist train) into one category that merges Onboard with station activities.</td>
<td>Group 1 and 2 employees’ conditions to merge and align.</td>
</tr>
<tr>
<td>13.</td>
<td>Create an: 1. Onboard set of conditions; 2. Off Train set of conditions; and 3. Tourist Train set of conditions.</td>
<td>Operational, Catering and OBST conditions to merge and align. Off Train and Regional Stations conditions to merge and align. Tourist train conditions as per item 12.</td>
</tr>
</tbody>
</table>

ASPT

<table>
<thead>
<tr>
<th>No.</th>
<th>Initiative</th>
<th>Details</th>
</tr>
</thead>
<tbody>
<tr>
<td>14.</td>
<td>Higher grade payment to align with state public service standard.</td>
<td>Alignment with public service standard (Directive 4/11) - Higher Grade payable only after more than 3 consecutive working days. An exception to this would be where the business has...</td>
</tr>
</tbody>
</table>
Certified Agreement Negotiations
Summary of Settlement Offer No. 2

<table>
<thead>
<tr>
<th>No.</th>
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<th>Details</th>
</tr>
</thead>
<tbody>
<tr>
<td>15.</td>
<td>Increment progression freeze.</td>
<td>Movement within classification levels will cease for the life of the agreement.</td>
</tr>
</tbody>
</table>
| 16. | Removal of special payments.                                               | One off payment of $500 to remove the following schedule provisions for those employees who have previously had access to the special payments:  
- Resleepering and Resurfacing 20% Special Provisions;  
- Network Special Provisions;  
- Rollingstock & Component Service Special Provisions;  
- Operations Special Provisions;  
- Rollingstock Maintenance Gainsharing Scheme;  
- Pay Rate/Classification (2% & 2.33%). |
| 17. | Remove certain allowances.                                                 | The following allowances will cease:  
- Working in tunnels  
- Wet places  
- Soiled seat covers  
- Sanitary servicing  
- Exceptionally soiled material. |

Train Control

<table>
<thead>
<tr>
<th>No.</th>
<th>Initiative</th>
<th>Details</th>
</tr>
</thead>
<tbody>
<tr>
<td>19.</td>
<td>Coupling of boards.</td>
<td>Where it is safe to do so the employer may request coupling of boards due to SCA closures, public holidays and other shifts where there are reduced train movements/traffic tasks.</td>
</tr>
<tr>
<td>20.</td>
<td>Utilisation of casuals for relief purposes.</td>
<td>Casuals will be utilised for relief purposes to cover leave and other operational requirements. This will assist with succession planning and transition to retirement options.</td>
</tr>
</tbody>
</table>
| 21. | Review rostering restrictions on public holidays.                          | Amend existing clause 53 with the below to enable greater flexibility in rostering for public holidays:  
*The employer may have either three or four shifts on a particular day depending on operational needs.* |
| 22. | Mandatory medical certification requirement when accessing illness/injury leave on training days, before and after time off. | Mandatory medical certification requirement when accessing illness/injury leave on training days, before and after time off (RDOs, leave etc.). |
| 23. | Change compulsory book off arrangements.                                   | Compulsory book offs will occur when an employee works more than 12 shifts (as opposed to days) in a 14 day period. These book offs are not paid. |
7. Agreement Simplification and Modernisation

In addition to the above items, the replacement certified agreement is to be simplified, where conditions are streamlined as much as possible.

The replacement certified agreement will reduce or remove existing provisions that do not offer any substantive meaning and/or are prohibited by legislation. Modern, contemporary language and structure will be the basis for the replacement certified agreement.

Queensland Rail commits to those simplification/modernisation amendments identified and agreed to by the parties during negotiations and reflected in the record of discussions notes.

8. Leave reserved matters

Queensland Rail reserves the right to provide a supplementary offer in respect of standardised shift allowances.

9. Term of this offer of settlement

This offer of settlement will remain available until 5pm, Friday 8 August 2014.
PROPOSED STANDARDISED PROVISION

HOURS OF WORK

Average Hours - The hours of work for full-time employees will be an average of 38 hours per week across the roster cycle.

Rostered ordinary hours - Ordinary hours may be rostered to be in accordance with the following:

Ordinary hours - Ordinary hours may be worked on no more than any 5 in any 7 days or any 10 in any 14 days. The exception to this provision is where alternative rostered block shift workings are in place as at the date of certification of this Agreement or where employees and the business mutually agree otherwise.

Minimum ordinary hours shift length - The ordinary rostered hours on any day will not be less than 4 hours.

Maximum shift length - The business can roster all employees on ordinary hours of work on shifts up to 12 hours.

Breaks between shifts – Breaks between shifts will be in accordance with the Fatigue Management Standard in place at the time.

If on the instructions of the business an employee has not had 10 consecutive hours off duty between ordinary hours shifts, the employee will be paid overtime rates, as per Clause X (Overtime) until the employee is released from duty for 10 consecutive hours off duty.

The 10 hours may be reduced to 8 hours:
- for the purpose of changing shift rosters; or
- where a shift is worked by arrangement between the employees themselves; or
- working on trains (Onboard Customer Service employees); or
- laying overnight in a depot other than an employee’s home station.

Where broken shifts are worked, the two broken shifts will be taken to be one shift for the purposes of this clause.

Broken Shifts - Employees may be required to work broken shifts that involve working two shifts over a maximum span of a 12 hour period.

Leisure Days Off - Where the arrangement of ordinary hours work provides for a leisure day off (LDO) they can be substituted for another day or accrued to be taken within the 12 month period. LDO’s owing to the employee will not exceed an accrued number of 5 unless agreed by both parties.

Should an LDO be changed; at least 7 days notice will be provided. However where the employer and the employee are in agreement, the notice period may be reduced.

The employer and employee will consult over when accrued LDOs are to be taken however the employer will have the right to make the final determination as to when accrued LDOs are to be taken provided at least 7 days notice is provided.

Report for Duty as Rostered - If an employee reports for duty as rostered, then the employee will be entitled to a minimum payment of 4 hours, at the rate applicable to the day.

ROSTERING

Master Rosters

Work team master rosters will be developed with due consideration to achieving an appropriate level of skills availability to achieve the predicted workload. Within this master roster, both the employees’ time and workload will be organised to accomplish the required business output while taking into account workforce “quality of life” as far as reasonably practicable.
Employees will be provided the opportunity to have input into the development of Master Rosters, however the business retains the right to make the final determination.

**Operational Rosters**

Where possible, operational rosters will be developed in line with the Master Roster. Operational rosters will include and provide the starting and finishing times for ordinary hours and the employees days off in that cycle period.

Rosters will be made available in writing and displayed on notice boards where appropriate. Employees will only be issued with individual rosters when there are significant alterations.

Preparation for work and cleaning up of the employee's person will be in the employee's time except where the employee undertakes very dirty work or works with hazardous or toxic substances.

**Operational roster changes** - When the operational roster for a work team needs to be changed after posting, the employer will have the right to make the required changes to the roster. Changes will be implemented with a minimum notice period of 4 days in writing except:

- under extreme circumstances (e.g. cyclones, floods, train derailment etc.); or
- where events arise which cause changes to train timetabling or normal customer service;

where as much notice as possible will be provided at the Business's discretion.

For circumstances where changes to rosters occur within the 4 days notice referred to above, the following will apply (unless it meets the exceptions also referenced above):

**Shift deferred**

When an employee is notified 2 hours or more before the start of a rostered working shift, that their start time has been changed to a later hour, the employee will be paid one hours pay.

If the notice is less than 2 hours, the employee will be paid 2 hours pay.

The one or two hours pay will be calculated at the rate applicable to the particular day the deferment occurs and will not be taken into account for the purpose of calculation of overtime.

**Shift brought forward**

The Business will provide employees with at least 24 hour's notice or before the end of the previous shift, of a change to the employees next day's rostered work, bringing the start time forward to an earlier hour, without attracting a penalty.

Where the required notice outlined above has not been given, the following payment will apply:

- employees will be entitled to passive payment at ordinary rates for all previously rostered hours not worked in the changed shift with a minimum payment of 1 hour and maximum payment of 2 hours.

The 24 hour notice time period will be calculated from the time of the notification to the time of the changed start time.

For the purpose of shift deferred/brought forward, an employee has been 'notified' where the employee receives written or verbal advice for which the employee acknowledges receipt of such advice. Employees are to ensure that they are reasonably available to be notified.

**Fatigue considerations**

All rosters are required to comply with the Fatigue Management Standard in place at the time.

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### PROPOSED STANDARDISED PROVISION

**STANDBY – CALL OUTS**

**Standby/On Call**

Any employee, who after finishing duty for the day is required to remain contactable and available at short notice will be paid a minimum of one hours pay at ordinary rates.

Provided that an employee who is required to remain contactable and available at short notice for a Saturday and/or Sunday and/or public holiday will be paid a minimum of two hours pay at the rate applicable to that day.
Call Outs
If an employee is called out at any time and attends for duty then such an employee will be paid a minimum payment of 2 hours at overtime rates (applicable to the day) for each hour (defined as any part of an hour) actually worked:

Payment for call outs will be computed from the sign on for actual work performed (including remote login, etc). Where the employee is required to attend a call out at a location that is not his/her usual place of work, they will be paid from the time they leave their residence until their return (with minimum pay of 2 hours at overtime rates (applicable to the day).

Telephone Advice
Employees who have been placed on standby / on-call, or employees who are called by their supervisor, and answer the telephone on authorised work related matters such as determining the extent of a fault and/or to organise work without reporting to the depot, are paid as follows:

For each telephone call received between ceasing time and 10 hours prior to their next rostered shift, they are paid for the actual time involved at the ordinary rate of 100% provided the telephone call exceeds fifteen minutes. The maximum payment is 2 hours in 24 hours regardless of the number of calls.

If the employee is required to answer the telephone for the above mentioned purposes within 10 hours of their next rostered shift, they are entitled to a payment of 2 hours (less any payment already made in x above) at the ordinary rate of 100% in any given 24 hour period regardless of the number of calls.

Such telephone calls are not taken into consideration as having interrupted continuous off duty hours for the purposes of calculating ten-hour break provisions.

PROPOSED STANDARDISED PROVISION

OVERTIME

Payment – With the exception of overtime worked on public holidays, all time worked in excess of, or outside, an employee’s ordinary rostered working hours will be paid at the rate of time and a half for the first 3 hours and double the rate thereafter. Overtime will be calculated on a daily basis. Overtime worked on public holidays will be paid at the rate of double time and a half of the ordinary rate.

Time off in Lieu – An employee in the AS or PT classification stream may, at the employer's option, be granted time off at a mutually convenient time equivalent to the number of hours worked in lieu of payment for such overtime. All other employees may mutually agree with the business to be granted time off at a mutually convenient time equivalent to the number of hours worked in lieu of payment for such overtime.

The employer and employee may agree to bank up to a maximum of 38 hours TOIL. If an employee’s TOIL bank has 38 hours they must be paid overtime (as opposed to accrual of further TOIL). Where agreement has been reached, such accrued TOIL must be taken within 12 calendar months of the date on which the first TOIL was accrued.

Any accrued TOIL not taken within 12 calendar months will be paid for at overtime rates.

Overtime after Ordinary hours - Nothing in this clause prevents employees being expected to work a reasonable amount of overtime in excess of the ordinary hours of work. Overtime can be reasonable so long as the following things are taken into account:
- any risk to health and safety from working the extra hours;
- the needs of the business;
- the employee’s personal situation, including their family responsibilities;
- if the employee was given enough notice that they may have to work overtime.

Cancellation Of Overtime Shifts - If an employee's rostered overtime shift is cancelled with 12 hours' notice or less, such employee will be paid 1 hour's pay at the rate applicable to the day. Such payments will be stand alone and will not be counted for overtime purposes.

PROPOSED STANDARDISED PROVISION

MEAL BREAKS

Meal breaks available to be taken by employees will be unpaid meal breaks or, where required by the business, paid meal breaks. The following arrangements will apply for unpaid or paid meal breaks.

Unpaid meal breaks
Where unpaid meal breaks occur, employees will be entitled to an unpaid meal break of a minimum of 30 minutes and a maximum of 60 minutes duration. These breaks are to be taken after the completion of the third hour on duty and prior to
the commencement of the 6th hour on duty. However meal times of various groups of employees or individual employees may be staggered.

Where there is agreement between the employer and employee concerned, meal breaks may be altered to be taken outside the hours stipulated in clause x above and will not be subject to the penalties in clause x below.

Unless otherwise provided for in this clause, if an employee has not commenced an unpaid meal break after 5 hours 30 minutes on duty of an ordinary hours shift, the employee will be paid at the rate of 100% in addition to the rate applicable for the day, until a meal break period has commenced or the shift ceases.

**Paid meal breaks**
The business may provide employees with a paid 30 minute meal break for each shift of rostered ordinary hours they work. The meal break will be regarded as part of the employee's ordinary working time.

The business is to ensure the paid meal break is to be taken by the employee at a time and manner which does not interfere with the continuity or safety of the work environment or the fatigue of the employee. However where practicable, the meal break will be taken between the completion of the third hour on duty and prior to the commencement of the 6th hour on duty.

No penalty will apply if the paid meal break is not taken between the completion of the third hour on duty and prior to the commencement of the 6th hour on duty. The employer is to ensure employees have an opportunity to consume a meal prior to the 6th hour on duty.

The meal times of various groups of employees or individual employees may be staggered to meet business needs and safety requirements.

**Overtime meal break**
Employees will be provided with a meal break of 20 minutes for each period of 4 hours overtime performed. Whether the overtime meal break will be a paid meal break or not will be determined based on the continuity or safety of work considerations as per clause x 'Paid Meal Breaks'.

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**PROPOSED STANDARDISED PROVISION**

**REST PAUSES**

Employees will be entitled to a paid 10 minute break in the first half and in the second half of the day. Rest pauses are to be taken at times that will not interfere with the continuity of work where the business considers continuity is necessary, taking into consideration fatigue management and heat stress principles. These arrangements will not apply in the following circumstances;

- where ordinary hours are 4 hours or less, an employee will not be entitled to a rest pause
- where ordinary hours are worked for greater than 4 hours and less than 5 hours 30 minutes one 10 minute rest period will be allowed to be taken at a time within the hours worked.

Rest Pauses combined - Where an entitlement to 2 rest pauses exists and there is agreement between the business and the employee concerned, the rest pauses may be combined into one 20 minute rest pause.

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**PROPOSED STANDARDISED PROVISION**

**TRAVELLING AND ACCOMODATION**

*Long distance travelling:*
This clause does not apply to Onboard Customer Service employees – refer to specific Travelling Spare and Laying Off provisions.

Where an employee is required to work away from home overnight or longer, the Travelling, Living Away from Home and Camp within Australia Specification will apply.

Where an employee is required to work away from home overnight or longer, the minimum standard of accommodation should be of a 3 star standard. Where 3 star standard is unavailable at the job location, the nearest standard of accommodation to 3 star shall be provided.

Accommodation should be in the form of a well-maintained, air-conditioned motel/hotel style room with an ensuite bath and/or shower with toilet facilities. Fridge, radio, television, basic cooking facilities and access to a telephone and data access (e.g. QR intranet, appropriate personal emails), all with functional reception will be provided where possible.
Accommodation will be one employee per bedroom. Shared arrangements with a maximum of 2 employees to a room will only apply in the event of a natural disaster (e.g. cyclone, flood) or where there is a high occupancy demand (e.g. mining and construction project towns.) Rostering and room allocation will be planned before commencement of travel where applicable.

All employees travelling long distances (in excess of 75 kms from their nominated usual place of work) to or from their duties will be allowed 8 hours’ pay for every 24 hours’ travelling. If travelling 8 hours or less they will be paid for actual time travelling. This will be regarded as passive time, and will not be included in the day’s work for overtime purposes.

Employees who have travelled for 6 hours or more from time of signing on to time of signing off who have not been provided with sleeping accommodation whilst travelling, and are called upon to work without having had 8 hours off duty after arrival at their destination, will have the whole of the first shift worked as a result of taking up such duty paid for at overtime rates.

**Localised travelling:**
All employees (excluding casual employees) will have a nominated usual place of work. This nominated usual place of work may be changed subject to consultation and a minimum 2 weeks notice.

Employees may be required to travel, via their own means, to commence and/or finish their shift at any location within a 75km radius of their nominated usual place of work.

In addition to the above, any employee required to use their personal vehicle during a working shift will be entitled to payment in accordance with the Motor Vehicle Allowance Specification.

### CLAUSES IN CURRENT AGREEMENTS TO BE REPLACED

| Rollingstock & Operations | 61, 62, 68, 70.1-70.25, 71, 72, 74, 75, Schedule 1 1, 2, 3, 4, 5, 6. Schedule 4 6. Schedule 6 4.4, 4.5, 4.6. |
| Onboard Customer Service | 64.2, 64.3, 64.4, 65.3, 65.4, 65.6, 65.7, 66.1, 66.2, 66.3, 66.4, 66.5, 66.8, 66.9 Schedule 1 1, 2.5, 3.4, 3.5, 3.6, 3.7, 3.8, 3.9, 3.10, 3.11, 3.12, 4.2, 5.13, 5.15, 5.16 Schedule 2 2.1, 2.3, 2.4, 2.5, 2.6, 2.9, 2.10, 2.11, 2.12, 3.1, 3.2, 3.4, 3.5, 3.6, 3.7, 3.8, 3.9, 4.1 Schedule 3 3, 4, 5, 6.1, 6.4, 6.5, 6.6. |
| ASPT | 59, 60, 72, 73, 74, 76, 77, 78, 79, 82, 83, 84, 88.1-88.11, 90 Schedule 2 2.1 and 2.4 Schedule 3 |
### Certified Agreement Negotiations
#### Summary of Settlement Offer No. 2

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<th>3.1, 3.2 and 3.3</th>
<th>Schedule 4</th>
</tr>
</thead>
<tbody>
<tr>
<td>4.1.</td>
<td></td>
</tr>
</tbody>
</table>

**Train Control**

Certified Agreement Negotiations
Summary of Settlement Offer No. 2

Attachment 2

<table>
<thead>
<tr>
<th>Current TC Classification Levels</th>
<th>Current Positions</th>
<th>Proposed Classification Levels</th>
<th>New Positions</th>
<th>Comments on progression</th>
</tr>
</thead>
<tbody>
<tr>
<td>TCS</td>
<td>TCS</td>
<td>TCS</td>
<td>TCS</td>
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<tr>
<td>Trainer</td>
<td>Trainer</td>
<td>Trainer</td>
<td></td>
<td></td>
</tr>
<tr>
<td>TC5</td>
<td>Mayne: UC1-10 Boards RC1: West Control Board</td>
<td>TC5</td>
<td>Mayne: Minimum of 5 boards RC1: Minimum of 4 boards plus planning activities</td>
<td>Mayne/RC1: there are minimum requirements for an employee to be able to be assessed to be a particular level – assessment occurs 12 monthly at which point a merit list will be created by management - Appointment to roles subject to availability.</td>
</tr>
<tr>
<td>TC4</td>
<td>RC1: Far North Coast Board Townsville: Far South and Near South Boards</td>
<td>TC4</td>
<td>Mayne: Minimum of 4 boards RC1: Minimum of 4 boards OR minimum of 3 boards plus planning activities Townsville: Far South and Near South Boards</td>
<td></td>
</tr>
<tr>
<td>TC3</td>
<td>Mayne: Assistant Controller RC1: Network Support Officer Townsville: Far West and Near West Boards; Network Support Officer</td>
<td>TC3</td>
<td>Mayne: Minimum of 3 boards RC1: Minimum of 2 boards plus planning activities Townsville: Far West and Near West Boards; Suburban, North Control; Network Support Officer</td>
<td></td>
</tr>
<tr>
<td>TC2</td>
<td>Mayne: Freight Facilitator RC1: Far West, South West and Miles West Boards Townsville: Suburban, North Control and Central Highlands Boards</td>
<td>TC2</td>
<td>Mayne: Cert IV Qual and minimum 1 board RC1: Cert IV Qual and minimum 1 board plus planning Townsville: Cert IV Qual and Central Highlands Boards</td>
<td></td>
</tr>
<tr>
<td>TC1</td>
<td>NB: Employees who are NC1 and have board competence will transition to TC2 in the initial transition only (without the need for Cert IV qual.)</td>
<td>TC1</td>
<td>All Centres: Trainees</td>
<td></td>
</tr>
</tbody>
</table>

Transition arrangements for Mayne and RC1
Any person currently appointed to a role between TC3 and TC5 will remain at that level for a maximum period of 24 months. After 24 months it will be expected the person has achieved the level of competency required of the role (e.g. Mayne TC5 will be expected to be competent in 5 boards). Should the relevant competency not be achieved after 24 months, the employee will revert to the appropriate role including pay classification.