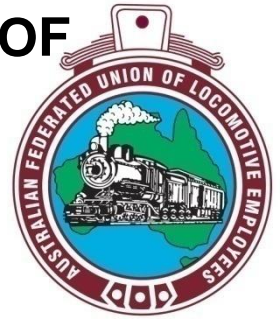


AUSTRALIAN FEDERATED UNION OF LOCOMOTIVE EMPLOYEES



Circular: 26/17

Ref: 2P Crew & Route Tuition - Toowoomba

16/03/2017

AFULE Secures 10 Hour Two Person Crewing and Assessed Competency Before Being Required to Perform Route Tuition

Dear members,

The AFULE through the Fair Work Commission has settled the disputes which have been on foot since early 2016 relating to route tuition and two person crewing.

In relation to dispute No 1 Route Tuition:

- a. Before being directed to perform route tuition locomotive drivers must have current assessed and recorded skills and competencies, including the successful completion of "On –Job Coaching for Route Tuition Checklist" demonstrating their qualification to undertake that duty.
- b. Locomotive drivers who do not have current assessed and recorded route tuition skills will be assessed by way of an in cab coaching session delivered by the Driver Trainer and an "On Job Coaching" checklist has been developed for the purposes of that session.
- c. Locomotive drivers who do not pass the coaching checklist will be provided with additional coaching if the Driver Trainer determines that the drivers inability was due to his or her lack of understanding.
- d. Drivers will be required to complete Rail Non-Technical Skills – Rail Traffic Crew Efficiency Test which includes the On –Job Coaching for Route Tuition Checklist. Efficiency testing occurs every 12 months as part of their retention of competency in accordance with the relevant Enterprise Wide Standard – Efficiency Testing.
- e. In the event of the locomotive drivers' inability to demonstrate the skills required to provide route tuition, he or she will be provided with further coaching where determined by the Driver Trainer.
- f. In the event that the Driver Trainer determines that a conscious decision was made to fail to demonstrate the correct behaviours, the driver will be manage in accordance with the performance and or conduct standards. A transparent and objective criteria must be used to determine whether a driver made a conscious decision to fail.

In relation to dispute No 2 Two Person Crewing:

Traincrew representing Traincrew

- a. From Saturday 15 April 2017, a crew configuration, consisting of a qualified Driver with route competence but without the current skills and competency to undertake route tuition including successful completion of “On –Job Coaching for Route Tuition Checklist”, rostered with a qualified Driver without route competence but with assessed route knowledge can work up to a maximum of 10 hours in a two person crewing configuration in accordance with clause 45.1.1 of the Traincrew and Transport Operations Agreement 2015.
- b. For the purposes of assessed route knowledge –
 - The knowledge component must be assessed by an accredited driver trainer against the relevant elements of competence as listed in the relevant specification which is currently SPEC 004.
 - Before being assessed the locomotive driver must have at least one observation trip, a locomotive driver may request an observation trip in daylight hours, the request will be considered in line with the operational requirements of the business, the Company will not unreasonably refuse such a request

A part of the settlement in relation to Toowoomba not coming into effect was the company argued that they needed time to put drivers through the On –job Coaching for Route Tuition Checklist. In relation to two Person Crew during the period between 15 March 2017 and 15 April 2017 before being rostered with a driver with route competence the second driver must have assessed route knowledge before being rostered in a two person crew configuration. This configuration can work to a maximum of 12 hours up until 15 April 2017.

If you require any further information, please contact 3257 1151 or statesecretary@afule.org.au

Yours fraternally



Greg Smith
State Secretary