

# **RMS Salaried Unions Urgent Award Update**

**Friday, 15 July 2016**

## **Union Members Successful in Enhancing Rights, Pay and Conditions**

After a week of emergency negotiations between RMS unions and management, your unions this morning have secured an offer for a new award for RMS Salaried Staff.

The one year Award includes many wins for salaried employees including:

- A 2.5% pay increase from 1 July 2016 (to be back-paid);
- Enhancements to the Flexible Working Hours scheme that include no fixed core hours (replaced with a floating core), a 7am – 7pm bandwidth and protections for:
  - Paid overtime
  - Shift penalties
  - On call/call out payments
  - The ability to work family friendly hours;
- Requirement for RMS to consider internal skills before utilising independent/professional services contractors or labour hire arrangements;
- Enhanced consultation provisions (particularly relating to contracting out of work);
- Improved working from home arrangements;
- Commitments to discuss greater flexibility during the Christmas Closedown;
- Including a traffic commander specific clause
- Enhancements relating to the professional development of engineers;
- A commitment to work with APEA (Professionals Australia) to implement reforms to help attract and retain women engineers;
- Meetings with Maritime management to discuss labour practices;
- Career progression reforms to help those working in Maritime;
- A commitment to providing 10 days domestic violence leave to those affected by domestic violence.

In addition, your unions were successful in stopping significant changes to the IVR/EOI and Maritime section of the Award that would have resulted in a significant loss of conditions for Maritime workers.

Next week members will be sent a detailed list of changes along with a survey for members to vote whether to accept the hard won offer.

Your union officials would like to thank delegates, members and their fellow employees at RMS. Such a positive outcome could not have been achieved without your collective strength, and the powerful case you made together. When members unite they win.



**Should you have any question please contact your union Organiser or Delegate**