

Combined Transport Unions

**Transport for New South Wales Metro Salaries and Conditions of Employment Award
2022**

Combined Log of Claims

WITHOUT PREJUDICE

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1 Operation of Agreement

- 1.1(a) All terms and conditions contained in the existing agreements will be maintained unless altered by a claim in this log.
- 1.1(b) Employees will not be moved from their existing conditions to inferior Award conditions by way of restructures, workplace movements or promotions across agencies.
- 1.1(c) The Award is to be varied.

2 Wages and Costs

2.1 Reasonable Increase to Pay and Allowances

- 2.1(a) 3.6% increase or as per CPI, whichever is higher, in pay and allowances each year for the life of the Award with the first increase from 1 July 2022.

2.2 Reasonable Superannuation Increase

- 2.2(a) The Employers will pay the 0.5% increase mandated by the *Superannuation Guarantee (Administration) Act 1992* without any impact on pay increases achieved through bargaining.
- 2.2(b) A further 1% increase in superannuation will be paid for all Employees above the amount mandated by the *Superannuation Guarantee (Administration) Act 1992* over the life of the Agreement.

2.3 Additional Items

- 2.3(a) Employee Travel Passes
- 2.3(b) Enhanced Recognition of service to retain and attract employees.
- 2.3(c) Recognition for employees who provide training on the job

3 Rostering

- 3.1 Rostering provisions to provide work life balance.
- 3.2 Rostering provisions to provide Improved fatigue management systems including consultation with specific work groups.

4 Job Security

4.1 Improved job security

4.2 Protection against Future Privatisation

5 Health and Safety

5.1 Provisions providing for improved work, health and safety, including general wellbeing in the workplace and a right to disconnect.

5.2 Provisions providing for Improved access to members when consulting on health and safety conditions.

6 Flexible Work

6.1 Enhanced flexible work practices and agreements, including better access.

6.2 Ensuring the protection of flexible working hours provisions.

7 Training and Development

7.1 Increased access to development, training and career progression

7.2 Improve professional recognition and development opportunities

7.3 Greater equality and transparency in opportunities

8 Consultation

8.1 Improved consultation provisions.

9 Award Modernisation

9.1 Modernise and update provisions whilst ensuring existing conditions are maintained, except where conditions are enhanced. A focus on but not limited to:

9.1(a) Improvements occurring sector wide;

9.1(b) Changes resulting from IRC decisions;

9.1(c) Changes that have occurred with ET and CFR; and

9.1(d) Changes to the landscape since COVID – 19.

10 General

- 10.1 Elimination of discrimination and bias.
- 10.2 Equality and improved parental leave provisions.
- 10.3 The Union reserves the right to raise other matters throughout negotiations that are to the benefit of employees.

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