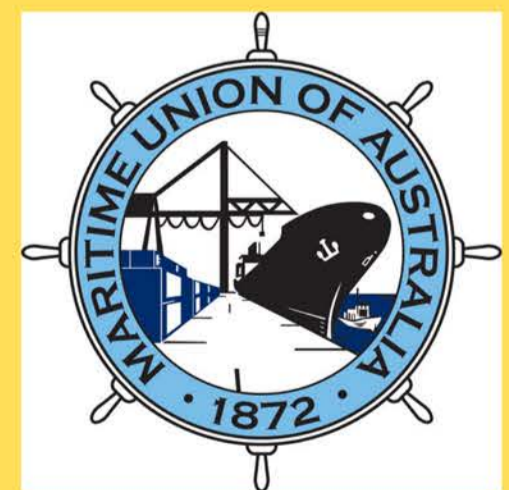


**TRANSPORT FOR NEW SOUTH WALES AND  
SYDNEY METRO SALARIES AND  
CONDITIONS OF EMPLOYMENT AWARD**

**ROADS AND MARITIME SERVICES  
CONSOLIDATED SALARIED AWARD**

**COMBINED TRANSPORT UNIONS  
LOG OF CLAIMS  
APRIL 2023**



## 1. General

- 1.1. **No reduction to current conditions** contained in both Awards.
- 1.2. **Recognition of institutional knowledge and expertise (objects clause):** Introduce an object of the Award to recognise that institutional knowledge, skills and education of long-term employees is an asset to the organisations and is important to the retention of employees. (see also Claim 3.1)
- 1.3. **Employee travel Pass** for all TfNSW, Sydney Metro and RMS employees.

## 2. Pay and related matters

- 2.1. **Pay increases that keep pace with CPI or higher and reflects productivity gains** for each year during the life of the Awards with the first increase from 1 July 2023.
- 2.2. **Recognition of institutional knowledge and expertise (annual increments):** Improvements to annual increments which recognises the expertise and institutional knowledge of workers and helps maintain long-term careers in the public service.
- 2.3. **Compulsory superannuation increases are paid on top of pay increases.**
- 2.4. **One-off payment of \$2000 for all operation staff that are unable to work remotely.** For example, ESO & BSO wear the cost of living and inflation daily.
- 2.5. **Broader options for salary sacrificing** including for mortgage payments, private health funds and car.
- 2.6. **Equalise pay scale** between the two awards to the higher amount. Currently, workers undertaking similar or same work side by side are paid differently.
- 2.7. **Introduce electrical safety allowance.**

### 3. Job security

- 3.1. **Transfer of services:** Ensure that any worker who is impacted by a transfer of services to Transport for NSW is entitled to maintain all favourable entitlements from their previous conditions of employment. This includes the restoration of conditions for Sydney Trains employees who moved to TfNSW specifically no forced redundancy, 64 weeks voluntary redundancy payment (for employees without the Rail Letter) and Employee Travel Pass (for all Legacy Rail employees across the state). (see also Claim 1.2 **Employee travel Pass**)
- 3.2. **Improve redundancy and redeployment entitlements** by bringing them on par with industry standards, the Rail Redundancy Deed.
- 3.3. **Labour hire data:** Meaningful audit and presentation of data to employees of labour hire ratio to permanent workforce
- 3.4. **Reduction of labour hire** to under 5% of total workforce.
- 3.5. **Reduction of use of fixed term contracts** for genuinely temporary engagements only and increase permanent positions
- 3.6. **Ability to do a secondment and not give up permanent role**
- 3.7. **Better mobility between agencies**, including option for people seconded from other agencies to be converted to permanent before 12 months.
- 3.8. **Improve equality and job security measures**

## 4. Working hours and employee flexibility

- 4.1. **Best practice flexibility provisions** including ensuring the right to working from home, hybrid working arrangements, and flexible locations of work.
- 4.2. **Protect and improve the entitlement to flexible working hours**, including lifting the carry-over credit cap under clause 19.2(k).
- 4.3. **Flex management working group**: Ensure the substantial continuation of the flex management working group.
- 4.4. **Night shift allowance increased from 10% to 20%**
- 4.5. **Coffee breaks for 12-hour shift workers**: Introduce entitlement to 2 x 10 minute coffee break in addition to existing breaks.
- 4.6. **Excess Travel for Surveillance Officers. Clause 2.4(a)** Excess travel for Surveillance Officers is paid and capped at grade 7. Our claim is the cap should be removed to include up to grades 8-10 with OT the primary payment for Excess Travel for SO.
- 4.7. **All overtime hours paid at double time**
- 4.8. **No forfeiture of flex time**
- 4.9. **Payment for excess flex hours**
- 4.10. **Improvements to access to TOIL/ Flex time**
- 4.11. **Audit and presentation of data on forfeited hours**
- 4.12. **Improvements to Christmas shut down provisions**
- 4.13. **Be able to bank closedown leave and take 6 flex days in a settlement period**
- 4.14. **Banked Christmas flex clearance period extended till end of February**
- 4.15. **Improve OT provisions in the TfNSW Award**

### **Short notice (shift already started) call out clarification**

- 4.16. **Reinstatement of our 8-hour working day with “24” minutes not classified as “overtime”** enabling employees to maintain entitlements of a monthly TIL day. The restriction and changes to these conditions have been unfairly imposed recently. In addition there needs to be an equitable and consistent process on the application of these entitlements.

## 5. Leave and Holiday Matters, Equity and Family-friendly Work

- 5.1. **Gender affirmation leave:** Introduce 20 days paid gender affirmation leave.
- 5.2. **Modernise and improve parental leave provisions,** including to ensure they are gender-neutral and give all parents (primary and secondary carers) the chance to build a meaningful relationship with children entering their home through birth, adoption, or kinship structures.
- 5.3. **Modernise family and domestic violence leave and support:** Model leave and support provisions for workers affected by family and domestic violence.
- 5.4. **Protecting against sexual harassment:** Ensure model provisions for the prevention of workplace sexual harassment.
- 5.5. **Breastfeeding and lactation:** Introduce a clause to support breastfeeding and expressing milk for working parents.
- 5.6. **Sick leave certification:** Increased uncertified sick days from 5 to 8.
- 5.7. **Increase maternity leave conditions to reflect loading**
- 5.8. **Improve leave loading**
- 5.9. **Improve cultural leave**
- 5.10. **Increased childcare allowances**
- 5.11. **Increase to carryover leave from 30 days to 35 days** for operational staff.
- 5.12. **Improve NSW public holiday provisions**

## 6. Union Matters and Consultation

### 6.1. Improve union consultation and change processes including by:

- a. Introducing a subclause entitling workers to input in codesign prior to change, and the obligation of the employer to meaningful integrate feedback.
- b. Recognising the impact that change and disruption can have on wellbeing, improve transparency and communication of change with enforceable timeframes.
- c. Specifying the employer's obligation to respond to feedback in a timely, detailed, and evidenced matter under clause 8.

### 6.2. **Online union notice boards:** In addition to obligations regarding physical notice boards, in recognition of modern remote ways of working, the employer shall provide an online union notice board for the display of authorised material in each workplace or specified work area in a readily accessible and visual location.

## **7. Career Progression and Pathways**

- 7.1. Improve recognition of professional engineering skills**
- 7.2. Improve professional development**
- 7.3. Agreed career pathways and expression of interest principles**  
between internal and external departments similar to that which applies to upper management.
- 7.4. No backfilling without an expression of interest process**
- 7.5. Training allowance for training new employees**
- 7.6. Improve Cadets, Graduate, and Career Progression programs**



## 8. Work Health and Safety

- 8.1. **Uniform and Personal Protective Equipment Allowance:** Insert a clause consistent with consistent with the allowance provisions under Clause 46 of the *Crown Employees (Conditions of Employment) Award 2009 (Reviewed Awards)*.
- 8.2. **Working in heat clause**
- 8.3. **Working in pollution clause** (also known as an air quality clause)
- 8.4. **Improve mental health and wellbeing** including improving provisions relating to fatigue, stress, and mental health
- 8.5. **Introduce the right for workers and union representatives to commence a review process** by presenting written notice. The employer will be obliged to present data relevant to the safety concerns raised in a timely matter (e.g. by providing the reported working hours of a department in the event excessive workload and burnout are identified as a hazard).
- 8.6. **Improve Emergency allowances, training and procedures**
- 8.7. **Insurance cover for travel to and from work**
- 8.8. **Improve medicals criteria**