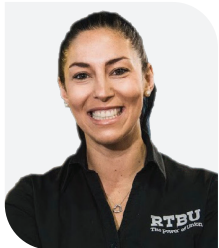


# RTBU EXPRESS

The Official Newsletter of the Rail Divisions of the RTBU Victorian Branch  
**VOL 9 | Issue 3 | Tuesday 5 April 2022**



**Luba Grigorovitch**  
State Secretary

## WORKSAFE TO ADD THEIR VOICE TO VIOLENCE & AGGRESSION ON PUBLIC TRANSPORT

Keep an eye out over the coming weeks as the latest campaign from WorkSafe and the Department of Transport is set to roll out.

Inspired by the WorkSafe campaign for emergency services workers, the RTBU has been advocating tirelessly with both the DoT and WorkSafe to have the issue of assaults on front line staff put firmly on the radar.

Recent discussions have turned towards the execution of the campaign across the transport network featuring firmer language and graphic imagery. This will roll out at prominent locations across the network and will form cornerstone of

the new messaging which builds on the recent yellow and black 'It's never okay' campaign we were successful in having roll out.

This development could not have been possible without the support of proactive members and HSRs raising these issues and continuing report incidents. We continue to remind members that all incidents should be reported as we continue to press for more action to be taken across the network.

Once dedicated campaign materials become available we will circulate them to members. When you see them around the network, please

share them with the RTBU and continue providing your feedback for this continued and ongoing campaign.

The RTBU will continue advocating for the continued rollout and development of this important campaign.

More info: [www.worksafe.vic.gov.au/itsneverok](http://www.worksafe.vic.gov.au/itsneverok)

**Luba Grigorovitch**  
State Secretary



**Vik Sharma**  
Industrial Officer/  
Organiser

## FRONT LINE ASSAULTS

Last week the RTBU hosted an OHS meeting for all front-line members to address ongoing violence and aggression across the network.

The meeting was well attended by members across all major public transport operators and provided good opportunities to share experiences and strategies to help advance the campaign to demand better safety standards from the operators.

Below we set out some of the key take-away points from the meeting. **The next meeting will be held via zoom at 11am on 12 April 2022** - to RSVP, please email [safety@rtbuvic.com.au](mailto:safety@rtbuvic.com.au)

### Key Outcomes

#### Common areas of weakness across the operators were

- Lack of support for staff to lodge incident reports

- Lack of feedback on reports lodged with employers
- Lack of support for staff to avoid dangerous situations
- Impossible KPIs/unreasonable or impractical policies and procedures
- Lack of consultation

#### Action to be taken:

- Report, report, report (no issue is too small)
- Raise issues in writing (no issue is too small!)
- Have your HSR issue a Provisional Improvement Notice (PIN) for any safety issues that remains unresolved
- All changes in the workplace that have the potential to affect your safety or change risks should be subject to a HSR risk assessment

- If you don't have a Health & Safety Representative (HSR) or need more coverage contact the RTBU to discuss elections - your Organisers will be helping to run more elections over coming weeks where required - please let us know
- Share all incident reports with the RTBU via [safety@rtbuvic.com.au](mailto:safety@rtbuvic.com.au) or through the incident report form. At the meeting members called for the RTBU to develop an online form to share incident reports. We have now created a portal for members to feed in relevant safety information. Simply visit <https://www.rtbuvic.com.au/incident-report/> and complete the form.

Got a burning question or simply seeking some advice on an issue, contact your Delegate, HSR or the RTBU office on 8630 9100. We're here to help!



## RIGHT TO INFORMATION

Finally, HSRs have a right to all information relevant to the health and safety of their workgroup. This includes but is not limited to reports, statistics, rosters, safety data sheets, policies & procedures amongst other things (speak to us to find out more). Acknowledging this right to information, the RTBU has recently developed this formal template letter to help HSRs request relevant information that supports your local safety issues and demands.

HSR's can access this template in the latest email sent to all members, or by emailing the union at [rtbu@rtbuvic.com.au](mailto:rtbu@rtbuvic.com.au)

We encourage all members to speak to their HSRs about requesting this information.



**Victor Moore**

Senior Branch Vice-President

## STATION VACANCIES

The RTBU Rail Divisions have recently launched a campaign demanding that Metro addresses the ongoing shortages of station staff across the network.

The first action took place at Reservoir station which is a clear example of the impact vacancies have on station rosters. Reservoir has over 17 vacancies, the majority from within the Reservoir station control group.

An RTBU Metro Delegate commented, "When these positions are filled, it ensures that we can keep stations open and working, we need these vacancies filled now!"

Over 100 positions have remained vacant due to Metro refusing to backfill the positions. All the while they have sought to cry poor and blame the pandemic for the vacancies, despite reports in The Age newspaper that Metro pocketed \$12 million in bonuses from the Victorian Government during the pandemic.

Several serious safety related concerns with Metro managements approach to leaving positions vacant have arisen.

These include:

**Fatigue** - from having rosters extended at short notice to cover a vacant position is one clear example. This fatigue is often reflected in increased sick leave which only feeds into a

ongoing scenario of the scramble to cover jobs and positions.

**Excessive hours** - often expected to be worked at short notice which may also result in basic mistakes been made of which management seems only too willing to become heavy handed and go down the road of disciplinary action rather than seeking to address the root causes.

**Rapid Patronage increases** - as we continue to see passengers returning to the network due to a drop off in COVID restrictions and increasing petrol prices, there are greater levels of abuse being thrown at station staff for many issues beyond their direct control. In some startling cases the abuse has escalated to becoming a physical threat or a direct assault the member concerned.

Management is continuing to send mixed messages across the network on the need for greater revenue collection and barrier closures but do not provide the staff required to adequately and safely operate barrier gate arrays across a number of major premium stations.

This campaign is an important step in holding management to account, we encourage all station staff to become involved as we move the campaign across the network to highlight vacancies and their impact on safety, passengers and staff.



### Contact us

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### State Secretary

Luba Grigorovitch

### Infrastructure Division

Secretary: Jon Saw

### Admin & Salaried Division

Secretary: Steven Kozmevski

### Rail Operations Division

Secretary: Darren Galea

### Workshops Division

Secretary: Paul Jumpertz

### Infrastructure, Workshops & Labour Hire

Organiser: Bryan Evans

Organiser: Joe Dennis



@rtbuvic



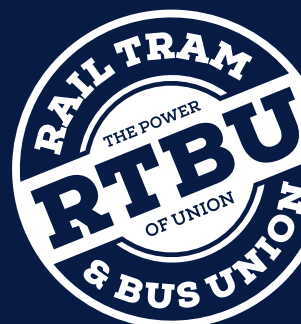
/RTBUVic/

### Industrial Officer

Amanda Swayn

### Branch Divisional Organiser Admin/Rail Operations

Vik Sharma





**Vik Sharma**  
Industrial Officer/  
Organiser

**Victor Moore**  
Senior Branch Vice-President

## YOUR RIGHT TO ACCESS PAID TRAUMA LEAVE

Trauma Leave clauses were re-negotiated in both V/Line and Metro enterprise agreements to provide greater coverage for frontline members who experience traumatic incidents at work.

We have identified there is a lack of understanding around the Trauma Leave provisions and often members are unsure about their eligibility and do not know how to go about accessing it.

Not surprisingly, management does not make it easy for members to access their rightful entitlement. In some instances, managers have informed the member concerned who is the victim of an assault to take sick leave which is clearly incorrect.

Trauma leave provisions provide for up to 5 days paid leave subject should a member experience a traumatic incident at work.

We encourage all members to access Trauma Leave should they end up in an unfortunate traumatic incident.

Any members with issues or concerns about accessing trauma leave can either speak to your RTBU delegate or Organiser.



**Joe Dennis**  
Organiser

## OUT AND ABOUT

### V/LINE INFRASTRUCTURE EA

V/line's Infrastructure agreement is coming up for negotiations and I have been busy speaking with members about what they need on the log of claims. The union will be holding online Teams' meetings for members to discuss the log of claims and get updates on the negotiation process. We will also be holding in person meetings with Delegates when the negotiations commence. I will keep you all updated on progress and commencement of bargaining.

### CORFAD

CORFAD, a civil company from NSW have made their way into Victoria. I have to say, after speaking with the owners and HR, I don't think they are going to last long here with their treatment of workers and hostility towards unions. This company have withheld members pay for over 4 weeks because they didn't want to process payroll more than once. However these members should be paid weekly. In addition, they also refused to speak with me, a union official, without proving I was an employee of the union. This company have gained the attention of several unions by paying members incorrectly

and providing unsafe working conditions. I look forward to speaking with members involved in their projects in the future and holding CORFAD to account.

### REGIONAL MEETINGS

I have been out in the regions in the last few weeks catching up with members from Projects, V/Line MPM, Tie Renewal and Resurfacing gangs. It's great to have the opportunity to see regional members and hear from them directly. In the coming months I will continue to focus on visiting as many regional sites as I can. I have already booked in visits to prestart meetings in Gippsland, Shepparton, Swan Hill and Bendigo.

If you have any issues or want to arrange a prestart or site visit, please call me on 0403 863 869







## Sally Van Bragt

Organiser



After spending almost a decade in the rail industry, I am excited to join the RTBU as an Organiser in the Rail Operations Division. Having worked my way up the ranks to Train Control with Metro and then the last two and a bit years at V/Line Train Control and also Number One Box, I have a firsthand understanding of what our members deal with on a day to day basis and I relish the opportunity to represent our membership.

I have been involved with the RTBU for as long as I have been in the rail industry. I have been a Women's Advocate, Delegate and most recently the Rail Divisions Convenor for RTBU Women. I am a strong believer in fighting for what is right and even though the outcome may not always be what we wanted, it doesn't mean it's not worth fighting hard for anyway.

With EA negotiations around the corner, I have come on board at a busy time. I will be working closely with Darren Galea, Vik Sharma and Victor Moore and I look forward to getting out there and meeting you, the members over the coming weeks, months, and years.

In the meantime, if you have queries, concerns or questions, I can be contacted on 0429 150 906 or by email at: [sally.vanbragt@rtbuvic.com.au](mailto:sally.vanbragt@rtbuvic.com.au).



## ANNUAL FRANK HYETT AWARD

This year will be the fourth year running of our annual award in honour of Frank Hyett, to celebrate his contribution to not only the Australian Railways Union, but the entire Union movement.

Frank Hyett was the father of our Industry wide union. It was his work that saw a move away from smaller craft or trade based unions to the formation of a state-wide railways union, The Victorian Railways Union. He went on to lay the foundation for a federated Rail Union bringing unity across the industry throughout the Commonwealth of Australia.

The Frank Hyett award will be awarded annually to one recipient who has made an outstanding and meritorious contribution to our collective. An RTBU member who has time and time again shown their dedication to the Union through hard work, persistence, comradery and leadership.

We have a set of criteria for the award whereby a member can nominate a member, or another person who has made a contribution to our Union which fits the criteria. Self-nominations will not be accepted.

Life Membership remains the highest honour for our Branch of course, but this medallion recognises outstanding leadership, comradery and Union values. Nominations will be accepted via email to [rtbu@rtbuvic.com.au](mailto:rtbu@rtbuvic.com.au) or posted to the RTBU, Level 2 365 Queen Street, Melbourne 3000 and addressed to the Branch Secretary Luba Grigorovitch.

**Nominations must be received via email or post no later than Wednesday 25 May 2022.**

### Contact us

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