



ISCC Bulletin

Working for consultation

March, 1989

Bulletin No 10.

Important consultation and communication initiatives at tram depots.

Five tram depots are now participating in the tram depot consultation programme.

Special Depot wide committees have been established at Kew, Essendon and Camberwell, a report has been written on how the people at Preston view their communication situation and discussions with employees have begun at South Melbourne.

At the time of writing the Camberwell committee had not yet met and there have been interruptions to the Kew programme because of non availability of key personnel. Meetings however are planned and dates set.

The Essendon Committee, EDGIT (Essendon Depot Getting it Together), meets on a regular basis and is well attended by all parties at the Depot as well as representatives from Traffic Operations, Tram Maintenance and Engineering Maintenance and Construction who attend on a regular basis.

Other people attend as required. there have been representatives from Marketing, Traffic Engineering, RTA and MCC at some meetings to discuss specific issues.

A wide range of subjects has been discussed in a most constructive way and broad representation allows for informed discussion from all sides with many problems being resolved.

Understanding and trust are being established, people are listening to each other, respecting each other's knowledge, experience and point of view and contributing to a positive environment in the Depot.

EDGIT has developed its own bulletin which covers all aspects of the Depot. It is put out by a small editorial committee with ATMOEA, MOA and MTA representation.

We would like to hear from you

The ISCC's would welcome your comments about the newsletter and the information which it contains

The Coordinator of Consultation, Ann Polis, will be pleased to hear from you. Phone 619-2683 or 1 12683

New look Flinders Street Station on the way.

The Development of Flinders Street Station Project has three distinct parts - commercial development, station platform refurbishment and infrastructure alterations.

The commercial development will be constructed on top of a deck above the station platforms and integrated with the refurbished station building. This work will be done by a developer soon to be nominated by the Ministry as the result of a tendering process.

The station platform refurbishment will be carried out by a combination of in-house and contract labour.

A concept statement for this part of the project has been widely distributed within the Authority, to the Trades Hall Council, the relevant rail unions, the Melbourne City Council and other government agencies. It has now been finalised.

The infrastructure alterations will be done by in-house labour. The concept statement has been finalised and issued for sign off.

It is expected that construction will start later this year and would finish by early 1993.

Restructuring to improve service all round -- a constructive exercise.

The Met's Personnel Services Department has been reorganised.

The Staffing, Services and Increments sections have been amalgamated into one unit which is expected to provide improved service to its users.

Consultation with staff was integral to the amalgamation process. A working party was established with equal representation from each of the affected sections with an equal balance of Rail and Tram and Bus employees.

It is expected that, as a result of the amalgamation, there will be increased productivity, multi-skilling and improved career paths.

No positions have been lost and training has been built into the amalgamation process.

The main objectives of the section is to provide an efficient and effective service to the Authority and the general public by providing the most suitable person to fill a vacancy, maintaining accurate and secure records of person/salary details and providing accurate and helpful information and advice to management, employees and the general public.

The amalgamation has meant a constructive job design exercise which should result in not only better service but meaningful and varied work.

The progress of the new section will be monitored by three monthly reviews which will also have the capacity to look at the possibility of overlapping roles in view of the merging of some areas of the MTA and STA.



Consultation Bulletin

ISCC BULLETIN

FEBRUARY 1990

Consultation Survey results collated and analysed - now available.

The Consultation Survey conducted in June 1989 in V/Line and the Met has been completed and analysed.

The Survey was undertaken by the Interim Standing Committees on Consultation (ISCC) in V/Line and the Met to collect information on:

- how much communication is going on
- how satisfactory communication is
- how effective consultation is in terms of giving people a say and providing pertinent, dependable information
- how much information sharing exists.

A random sample of 4,000 surveys were distributed in V/Line and the Met and nearly 50% were returned.

A report on the survey is now available. This report not only summarises the results but also sets out tables and records all comments. A copy of the survey is included in the report.

The report goes into considerable analysis of the responses to the questions and relates the answers to one question to the answers to others. This makes for a very comprehensive picture of people's perceptions on consultation and communication.

The responses overall were much the same for V/Line and the Met. Where they differed is noted in the report.

Changes to the job, to work practices, to work arrangement and location, introduction of new equipment and training and development were issues which people felt it was important to be consulted about.

A large percentage of respondents took advantage to make comments. These are included in the report as Appendices 2 - 4.

Very broadly the survey results indicated that communication and information flow in the P.T.C. are not altogether satisfactory and need to be improved.

The Met and V/Line consultation committees have set up a sub-committee to study the survey report and to develop some recommendations for action. Sub-committee members are John Hearsch, General Manager V/Line Passenger, Steve Vosti, Employee Relations Officer, Commercial Division, Russell Atwood, Organiser M.O.A. and Frank Hussey, Secretary, A.F.U.L.E.

Copies of the summary of results of the survey are available from the Coordinator of Consultation, level 16, Transport House, 619 2683. Copies of the Report can be obtained from the Technical Library, level 9 Transport House, 619 4962.

Tech Change Agreement lodged with D.O.L.

The Public Transport Technological Change Agreement has been lodged with the Department of Labour.

This Agreement is the same as those which existed in the STA and the MTA.

The umbrella agreement, the Victorian Public Sector Technological Change agreement, specifies that agencies must establish Joint Technological Change Standing Committees to receive notification of technological change proposals and to ensure that procedures for consultation are being observed.

The P.T.C. Interim Standing Committee on Consultation (ISCC) has designated the V/Line and Met Consultation Committees as the bodies to act as the Joint Technological Change Standing Committees.

The V/Line Consultation Committee comprises six representatives from management and one representative from each of the following unions: AMWU, AFULE, APEA, ARPOA, ARU and ATOF.

The Met Consultation Committee comprises seven representatives from management and one representative from each of the following unions: AFULE, ARU, ATOF, ATMOEA, ETU, MOA, VBEF.

These committees meet approximately every five weeks.

The Technological Change Agreement provides a definition of technological change and looks at the stages involved in the process. It also puts forward criteria to be taken up in discussions on the introduction of new technology; these criteria deal with such matters as training and retraining, work measurement, classification and gradings, work organisation and work practices. A code for job security is also part of the Agreement.

Copies of the Agreement can be obtained from the Coordinator of Consultation, level 16, Transport House. 619-2683.

New Trains in the pipeline.

The government has given formal approval to the construction of new light diesel passenger vehicles and it is expected that the contract will be let in the next few months.

The form and design of the vehicles will not be decided until the contract is let. When this has happened a number of matters requiring consultation will come up.

A union management working party will be set up to look at where the vehicles are to be maintained. The cab design is another matter for discussion.

The tender specification requires that the Workshops Division be a major sub contractor but it will depend on the contractor as to what part of the job will go to the Workshops.

The project manager is Gerry Debont.

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