

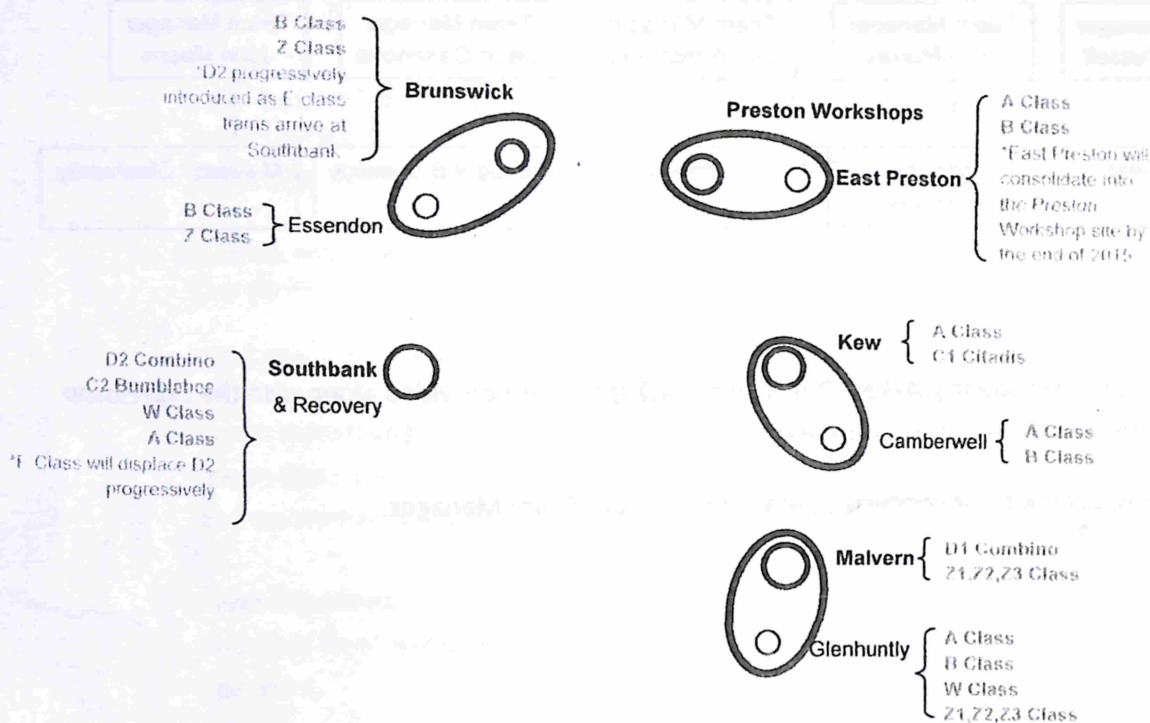
# Rolling Stock

## Rolling Stock Decentralisation – Information Sheet

The Rolling Stock decentralisation strategy was communicated to staff in September 2013 during roadshows presented by Emmanuel Sorin and Chris Stinchcombe.

The below diagram shows the new regional decentralised model and the tram types that will be based at each depot at January 2014. This will evolve as part of the Yarra Trams cascade plan.

The vast majority of preventative maintenance (servicing) and reactive /corrective maintenance (defects) for trams within a region, will be carried out at the depots within that region.



### What does the decentralisation strategy mean for you?

Decentralisation will mean re-distribution of work across the regions.

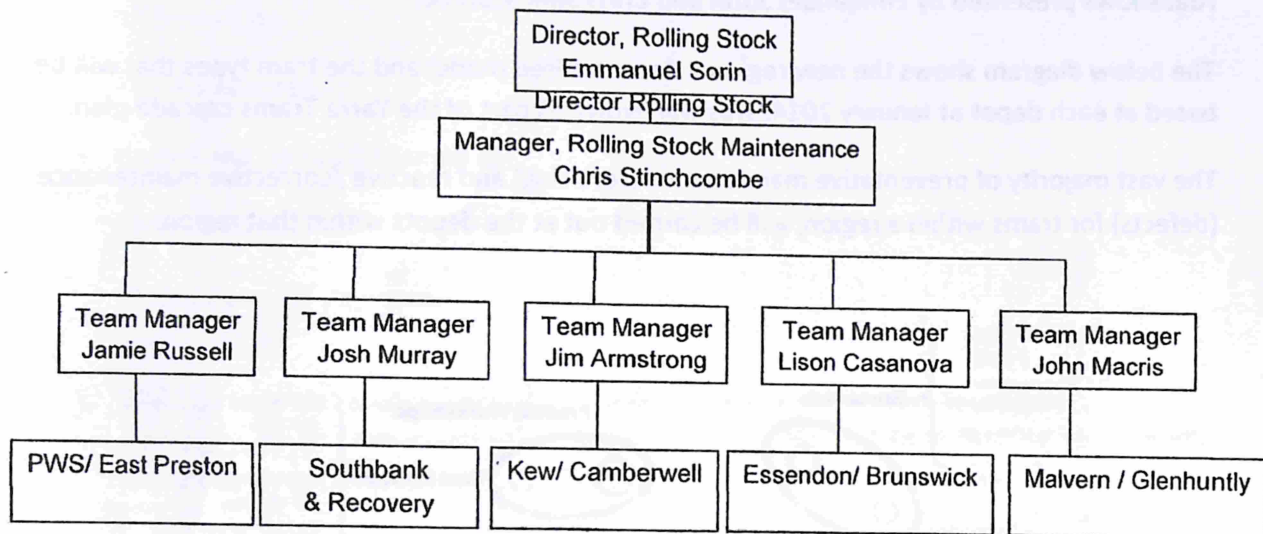
To support this work, Rolling Stock maintenance people will also need to be re-distributed across our network to support the preventative, corrective & reactive maintenance requirements.

We are asking for your *expression of interest* in working at the **Premium** depots (in bold), *Affiliate* depots or Preston Workshops as depicted in the diagram above. The **Expression of Interest** form is attached.

# Rolling Stock

## Introduction of Team Managers, Maintenance

The *Team Manager, Maintenance* roles within Rolling Stock have now been appointed to support the decentralised maintenance strategy.



Please refer to the **Frequently Asked Questions (FAQ's)** that are provided along with the *Expression of Interest* form and these Information Pages.

If you have any questions or concerns, please talk to your Team Manager.



# Rolling Stock

**5. Will I be paid for relocating?**

Under the **Yarra Trams Enterprise Agreement 2012 – Rolling Stock, Infrastructure, Clerical, Administration, Technical & Professional** a relocation allowance may be payable on transfer where additional one way travel is involved between your home and your new depot. The allowance is:

Up to 5 kilometres	\$0
Over 5 and up to 20 kilometres	\$750
Over 20 kilometres	\$1,500

This is a one-off payment.

**6. Will I be paid travel allowance after I have moved to a new work locations?**

As people will be transferred to a new work location they will be entitled to the relocation allowance as detailed above (question 6), and not be paid travel allowance.

**7. Is there any change in the management structure?**

Last week we have finalised the *Team Manager* roles for Rolling Stock Maintenance.

The team is as follows:

**James Armstrong – Kew and Camberwell**

James (Jim) has joined us from the Country Fire Authority, and previously held supply chain and maintenance engineering roles with Qantas Airways.

**Lison Casanova – Brunswick & Essendon**

Lison has been working with the Rolling Stock organisation as our Continuous Improvement Specialist.

**John Macris – Malvern & Glenhuntley**

John has previously held roles as Team Leader and Supervisor in various Rolling Stock project and maintenance areas. He was most recently the Maintenance Supervisor in Malvern.

**Josh Murray – Southbank & Recovery**

Josh has joined us from Virgin Australia Engineering and has a background in maintenance planning, powerplant & component overhaul and supply chain.

**Jamie Russell – Preston & East Preston**

Jamie has been managing the Preston Workshop maintenance operation including tram overhaul, major collisions and bogie maintenance & overhaul.



# Rolling Stock

## *Frequently Asked Questions (FAQs)*

In September 2013 during the Rolling Stock strategy briefings, the following questions were asked by you and your colleagues at the sessions held at Preston Workshops, Essendon, Malvern, Kew, and Southbank. Please find answers to all these questions. We will continue to update and circulate this list as questions and answers are generated.

**1. Why decentralise maintenance?**

Tram maintenance is being decentralised to:

- optimise maintenance work
  - improve availability and reliability
- minimise tram transportation
  - tram transports within a region, not across the network

**2. Who is paying for it?**

KDR is investing \$5.74 million to improve running shed maintenance facilities. This is in addition to State funding associated with the new E Class tram and the tram cascade plan which includes the upgrade to Preston Workshops.

**3. What does decentralisation mean?**

It means that most of the maintenance requirements including servicing will be performed within the decentralised region.

**4. What happens to me?**

Some employee relocations will be necessary to ensure the right number of people and mix of skills are located at each depot and/or within each region.

Rolling Stock employees will be given an opportunity to submit an expression of interest with their top three work location preferences.

A list of proposed transfers will be developed by Yarra Trams based on the business needs. Wherever practicable employees will be given one of their preferences.

Where an employee fails to get any of their preferences they will be given an opportunity to have the decision reviewed by their Team Manager.

If an employee feels they are being treated unfairly the decision will be reviewed by their Manager once Removed (MoR) – in most cases this will be Chris Stinchcombe.





# Rolling Stock

Changes which have already taken place within the Rolling Stock leadership team are:

- recruitment of Chris Stinchcombe to the new position of Manager, Rolling Stock Maintenance
- recruitment of Brett McConnell to the new position of Manager, Rolling Stock Availability & Schedule
- appointment of Colin Kingham to the new position of Manager, Rolling Stock Transformation and Projects
- appointment of George Litchen to the new position of Principal Advisor, Asset Management, High Floor Fleet
- recruit of Dan Davies to the new position of Principal Advisor Asset Management, Low Floor Fleet

## 8. What else is in the plan?

The plan also includes changes in:

- maintenance planning;
- maintenance optimisation through:
  - new maintenance standards
  - optimising management
  - optimising supply chain logistics
- fleet strategy:
  - new trams
  - tram retirements
  - tram overhauls
  - life extensions

## 9. When will it be implemented?

The decentralised model has commenced with the maintenance facilities and amenities refresh at Glenhuntly. All depots are planned to be complete by January 2014. PWS is due for completion by the end of 2015.

## 10. Does this change impact on the competencies and classification structure work currently being done?

The work being done on competencies and classification structures will need to take into consideration the impact that a decentralised maintenance arrangement has on skills availability at every Depot.

## 11. What happens to my current supervisor?

The Supervisor role will remain in our structure reporting to the Team Manager. We have several vacancies at the moment and will be recruiting soon.



# Rolling Stock

**12. Will there be any loss in jobs and if so redundancies?**

Decentralising of maintenance does not involve any staff reductions. It is a process of ensuring that we have the right number of people with the right mix of skills at each maintenance facility.

**13. Will there be a change to my roster?**

At this stage we are only looking at the numbers of people and the skill mix needs. The initial plan is to use the current Depot rostering arrangements as they currently exist. We are looking at when the work is performed and this may involve future roster changes. Rolling Stock staff will be consulted with before any changes are made to the rosters.

**14. When does the Preston Work Shops (PWS) re-development works start?**

Work has already started for installation of the E Class tram simulator. Next will be work on the Plate shop starting in November. The works will be completed in 2015.

Every shop at PWS will be altered in some way, with the exception of the facades which are heritage protected.

**15. Does the Preston Work Shops re-development include running sheds and an operational depot?**

Yes. The plan is for East Preston depot to be relocated to PWS.

**16. How will the work move across from East Preston to PWS – all at once or bit by bit?**

This is a piece of planning work which has to be done in the future

**17. Is there any investment by KDR in the PWS re-development?**

Nothing planned at this stage. The PWS re-development work is being funded by the State of Victoria.

**18. What happens to the PWS wheel lathe?**

The wheel lathe at PWS will be retained. It is likely however that there will be a period of time during the re-development works where it cannot be used.

**19. What happens to the fibreglass shop?**

There are currently no plans to change the fibreglass shop scope of works.

**20. How does the plan improve reliability for a fleet that is getting older than the people who maintain them?**

A project group called the Reliability Taskforce has been established to review the highest impacting reliability issues with a view to developing new solutions and fixes.





# Rolling Stock

**21. KDR is investing in Rolling Stock facilities, but what about training?**

The decentralisation plan includes a process to identify skill gaps within the regional areas and develop training plans to fill the gaps to ensure that the region is able to do the work.

**22. Will the apprentices be kept on?**

The apprentices are not Yarra Trams employees, but it is clearly our intention to offer jobs to those apprentices who have good skills and value the work that we do.

**23. What's happening with the classification restructure?**

A huge amount of work has been done by an internal working group of supervisors and tram maintainers and KANGAN TAFE to detail all of the work done in Rolling Stock. This has been given to KANGAN who have "mapped" the work done in Yarra Trams to the National Metals and Engineering competency standards, plus a number of other areas not covered by the Metals framework. That work was shared with your unions on Friday 6 September. They have taken the work away and are reviewing it. Further meetings will be held in the near future to progress this issue. The unions indicated that they would be meeting with members over the next few weeks to update you further.

**24. What's happening at Malvern?**

Refer to slide nine (page 3) for a description of the upgrade works. Maintenance work will be consolidated into the Southern Shed (ex Combino shed).

**25. Do we get paid the Disruption to Work allowance during the facility upgrades?**

The Disruption to Work allowance will be paid in line with the Enterprise Agreement during the facility upgrade. People who cannot be relocated away from the disruptions of the works will be entitled to payment of the allowance. The allowance is currently \$0.62 per hour. If you are temporarily relocated to another Depot during the facility upgrade, you would not be paid the disruption allowance, but you may be eligible for travel time per the Enterprise Agreement.

**26. Is recovery for the Network being centralised at Southbank?**

The plan at this stage is to do the co-ordination and administration of recovery from Southbank, and not physically relocate all recovery capacity to Southbank. However, we are looking at our recovery operation and this may involve future changes.

**27. What is the first stage of the tram cascade plan for the E Class?**

As the E Class trams become available they will go to Southbank, and the D Class go to Brunswick.

**If you have any questions please pass them onto your Supervisor or Team Manager and we will update the FAQs on a regular basis.**