

TransGrid EA 2020 - Master Issues List

Status	Raised By	Category	Topic	Content	Additional Detail	Response
Open	Employees	Auxiliary	Certification	The unions seek a clause that recognises both RPEng and CPEng as methods of achieving engineering status. Further the unions seek that no preference will be shown to either status by TransGrid and the choice of provider will remain with the engineer. Once a member has achieved either RPEng and or CPEng TransGrid will provide that engineer with an allowance of \$2000 per annum to cover the cost of achieving and maintaining their registration. By maintaining we also refer to the CPD requirements of both RPEng and CPEng	Engineering registration, if making engineering decision, assessment done, then to Board, recognise both, \$ application fee, membership fee, not forced to become member of any particular one, pa allowance	CI 39.3 covers this, follows legislation, will cover fees as required Management to consider further
Open	Employees	Auxiliary	Consultation	Unions to be the default reps for consultation and "will" be notified	Way TG operates, not being notified of consultation taking place, any consultation of any changes, notify unions, delete "if any" (CI 5.1), if significant change, employees and union. Query model clause being appended	Roll over from management, current clause remain as is, reviewed previously Revisit this clause in any event for compliance / undertakings / model clause Suggestion to take this offline, correct wording
Open	Employees	Auxiliary	Dispute settlement procedure	DSP to take in all matters pertaining to the employment relationship	CI 35, limits ability to resolve issues in the workplace, all matters pertaining to the employment relationship	Reviewed previously, for a roll over to remain as it Suggestion to take offline
Open	Employees	Auxiliary	IFA	Removal of OT rates & A/L arrangements from IFA clause	CI 10, use elsewhere to cut wages and conditions	12 IFAs current, would restrict flexibility available to employees, not aware of any abuse, can always withdraw Employees have requested changes to annual leave re phased retirement, accrue overtime as time in lieu No change
Open	Employees	Auxiliary	Legislation	The unions seek to ensure that TransGrid will conduct itself in accordance with any current or future engineering legislation and or regulatory requirements	Contractors and TG, to conduct per legislation, use of contractors in accordance with legislation, how TG will review legislation and is in compliance with it comes in More about consultation about implementation of legislation	TG strong stance on compliance, will comply with legislation A continuing discussion point re implementation
Open	Employees	Auxiliary	Registration	The unions seek to ensure that if an engineer is required to or seeks to achieve their engineering registration that this will be encouraged by TransGrid at no cost to the member	Combine with certification above, not dependent upon legislation being in effect	Refer above

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Open	Employees	Auxiliary	Skills development program	Skills acknowledgement when obtained for acting in site managers/inspectors. Stay on same pay grade. Members must be able to revert to old role after secondment term unless appointed to Higher Grade / Secondment role. Progression for workers is near impossible. Need to fix this. Skills being obtained but not recognised. Should be acknowledged in the Skills Development Program as a type of Recognition of Prior Learning. Expected skills to be acquired during the placement to be identified at the time of Acting/Secondment offer.	When return to underlying role, recognise skills, not working currently, existing job not lost, line workers and fitters, prove competencies and get paid, acting at higher SP range, rewarded when return to substantive role Skills on higher duties also be recognised	Complex piece, suggest commitment to a committee, with the right people in the room Related issues for professionals Some dates in it
Open	Employees	Conditions	Conditions	No loss of conditions	Key objective	Noted
Open	Employees	Conditions	Vehicles	Private use vehicles - (no forced carpooling otherwise business absorbs private use costs – EA states reasonable use when working away – Forced carpooling is not reasonable)	C19, contributing to personal use, reasonable use referenced in EA	Not an EA issue, manage fatigue, less vehicles on the road
Open	Employees	Labour	Contractor	The unions seek to limit the number of short/middle term contracting arrangements in the all areas of TransGrid. The unions are of the position that the use of 24-month contractors is limiting the progression engineering knowledge and productivity of union members	24 mth contractors, rather than full time, progression and permanency, lack of job security, keeping IP in house	Number of fixed terms, employed under EA, 2017 x 60 employees, 2020 x 68 employees, periods range, YTD 2020, x 62 employees promoted internally (40%). Lot of roles are backfilling roles Fixed term are counted as FTE, for project work, encourage internals to go for project roles, need that flexibility Advertised internally, flow on effect, successful internal, their underlying role needs to be backfilled for same period If internal, a secondment, backfill is fixed term
Open	Employees	Labour	Contractor	The unions are of the position that if a vacant role is ongoing, that position should be filled by a full-time employee before consideration is given to an external contractor	Preference for full time over a contractor	As above Not always fixed term, full time roles as well
Open	Employees	Labour	Outsourcing	The unions seek to limit the use of outsourcing in relation to the design engineering work undertaken by TransGrid. The unions are of the position that engineering design work should be completed in-house to ensure high standards, regulatory compliance and to ensure engineers are able to gain the experience necessary to review external work. The unions are of the position that before engineering work is outsourced it must be reviewed in line with clause 14 of the TransGrid EBA in consultation with the relevant unions	Refer above, design engineering, primary role becoming renewing outsiders work, use it or loose it, per CI 14 Not been consulted about packages of outsourcing design work Not done by TG internal staff	Is a design panel in place, all concept designs are done internally, a lot of run of the mill is sent to design panel members to get through the amount of work, if unique or an IP skills, we will always insource that, emergency or maintenance work in house, established framework in place for internal and external, able to maintain their skills
Open	Employees	Labour	Trainees	Minimum Apprentices, Cadets/graduate engineers and Trainee numbers. The unions to present to them during induction process	Continue to engage. Unions to be included in induction Been actively stopped from participating	Past 5 years, exceeding requirements, look to continue, apprentice x 7 average, graduates x 14, x 10 yesterday, recruiting for 2021, numbers not an issue for the EA, support development pipeline
Open	Employees	Leave	Family violence	Definitions of Family Violence to be inserted into the FV clause and be as per the ACTU model clause	CI 31, lacking, more than definition, major rewording per ACTU model clause	To consider model clause provided
Open	Employees	Leave	Parental leave	Improvements to parental / paternity leave	Increase payment to 18 wks, surrogacy leave, lactation breaks, into the EA instead of policy	To consider issues advised via email

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Open	Employees	Redundancy	Application	No forced redundancy	Key objective, keep their jobs, Campaign across whole sector	TG position is for a roll over from last negotiation. Trajectory of growth, major projects picking up business, no plans for mass redundancies, clause remains as is Over last years, average has been 25 pa, not much different before that, not having mass redundancies, don't see a significant change in that
Open	Employees	Redundancy	Cap	VR Uncapped	Increase incentive to go VR	On basis of pursuing a roll over, no change to cap
Open	Employees	Remuneration	Allowances	Allowances to be all purpose	All allowances to be impacted / escalation with annual increase	Refer as part of salary discussion
Open	Employees	Remuneration	IEA	The right to revert to the EBA to be extended at all those on an IEA. Any reversion should be at a comparable salary point. No negative changes to the IEA's regarding who they apply, the terms of the IEA itself and retain the right to revert	Extend to all, if confident employees like them, offer to all	Not agreeable to above SP 35
Open	Employees	Remuneration	Overtime	All overtime at double time		Refer as part of Saturday overtime discussion
Open	Employees	Remuneration	Salary	Fair pay rise	Key objective	Noted
Open	Employees	Remuneration	Shift allowances	Shift allowances to be paid on all types of leave for shift workers, a breakdown on the annualised shift allowance.	Most talked about, offline and discuss with shift workers, sick, LSL etc for all paid leave, analysis to substantiate shift allowances	Separate discussions offline with operators and bargaining representatives, to report back
Open	Employees	Remuneration	Stand by allowance	Increase of stand by allowance to: i. weeknights (exclusive of public holidays) - \$60 ii. Saturdays, Sundays and Public Holidays - \$100 Casual rates for those not on the Roster will incur the above rates on a per-day (or part thereof) basis	Way behind the industry, extend to casual	Will consider
Open	Employees	Remuneration	Superannuation	If the Federal Government mandated superannuation level increases, the unions are of the position that TransGrid's additional contribution should also rise in unison to ensure that the EBA superannuation level remains higher than the legal minimum at the current differential. Contributions to the funds should return to weekly	TG base to rise in line with current over contribution level	Not consistent with a roll over
Open	Employees	Remuneration	Sustenance rates	TransGrid will pay The Australian Tax Office (ATO) Reasonable Allowance Amounts based on Table 1: Employee's annual salary - \$124480 and below. This reasonable allowance amount will be at the ATO Rate as determined under TD2019/11 and will remain at that rate for the duration of the agreement	Most talked about, lock in rates in alignment with most recent determination, in line with ATO each year (USU)	Will consider

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Open	Employees	Working arrangements	LAFH	Living away from home? How long for? Open discussions on how long members are away for. Is EBA clause being abide to?	Statistics. Short term notice of changes. Cl 18 & cl 33.5. Reasonable notice	Suggest refer topic to discussion at Level 2 consultative, able to be escalated if needed to Level 1
Open	Employees	Working arrangements	RDOs	Increase of RDOs stored. The unions will not accept any loss of conditions regarding the 9 Day fortnight.	Currently 3 days, increase in working from home, up to 5 days, problematic running jobs	Not consistent with a roll over
Open	Employees	Working arrangements	Rosters	Rosters are published in full 3 months in advance, Roster changes between 2 weeks and 96hrs prior to the shift are to be mutually agreed between TG and employee, Roster changes up to 96hrs prior to shift start are payable at OT rates	Per shift allowance, operators, refer off	Per above, refer offline with oeptrators
Open	Management	Compliance	Clarification and ambiguity	There will be some minor changes needed to comply with the undertakings to the Fair Work Commission for the EA 2016, and any other compliance matters identified. These changes are to ensure compliance with the Fair Work Act and are not intended to change employee entitlements		For tabling
Open	Management	Conditions	Leave without pay	We propose all periods of leave without pay to not count as service		Parental leave must count towards service Purchase of leave as an option If so, consider the position
Open	Management	Process	Excess travel time	Travelling – working at temporary headquarters and merging overtime: travel outside of ordinary hours will be claimed, based on actual time spent travelling in excess of individual's agreed home to depot travel time.		Some examples, ie a case study of some examples and how it would apply in practice Amount needs to be the same Existing practice regarding extended travel to continue unchanged
Open	Management	Process	Pay cycle	A fortnightly pay cycle would provide more time for payroll to be reviewed and checked for accuracy		Declined Zero appetite for fortnightly pay Remote work impact
Open	Management	Remuneration	Salary	Percentage increase in salary to be negotiated Current all purpose allowances to be maintained at current rates		Discuss as part of salary claim
Open	Management	Remuneration	Annual leave on termination	We propose that on termination, leave is paid pro rata, based on your annual leave accruals, equivalent to 7.69% accrual per week		Examples of what happens, what it looks like current vs future state
Open	Management	Remuneration	High grade work	If an employee is on approved leave during a period of higher duties (including secondments), they will be paid at the higher grade		Want employees paid leave for higher grade Skills recognition for same work is part of it
Open	Management	Remuneration	Saturday overtime	We propose all Saturday overtime paid at 1.5 times for the first two hours, and at 2 times after that		Not a roll over Counter claim double time Further discussions
Open	Management	Working arrangements	RDOs	Seeking to clarify that TransGrid can adjust the set Major and Minor day on a team basis if required operationally		Mon and Fri RDOs preferred days If employee wants a Wed RDO, OK, can't be forced into it