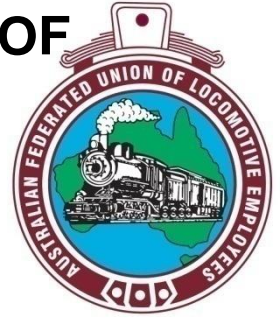


AUSTRALIAN FEDERATED UNION OF LOCOMOTIVE EMPLOYEES



Circular: 02/18

Ref: Training Compliance

17/01/2018

Traction and Route Competence Consultation Outcome

Dear Traincrew,

In July 2017 Aurizon improperly consulted the workforce over changes to traction and route competencies. The AFULE successfully disputed the consultation outcome that removed traction classes and concrete route competency timeframes.

In August 2017, Aurizon recommenced consultation, this time with the inclusion of Workplace Health and Safety Committees, depot union reps and your state office.

The proposed standard 11 – Training Compliance – removed the timeframe a driver was competent for a specific traction type, effectively never losing that competency. We successfully challenged this and the change has been made to a 3 year competency. If you have not driven a traction type for 3 years, you are now no longer competent and must be reassessed before operating.

The proposed standard 11 – Training Compliance – treated all classes of diesels and all classes of electrics as the same i.e. a 4000 class is the same as a 1700, qualified in one, qualified in all. We successfully challenged this and changes to the document have been made.

Aurizon now accept that classes of locomotives have differences, and as with traction, each class of locomotive now holds a competency of 3 years. Local depot technical specialists and subject matter experts will be engaged to develop what training is required for each class of locomotive in your depot.

The proposed standard 11 – Training Compliance – attempted to remove timeframes for route competency and instead handed this decision over to the 'line manager' to complete a risk assessment as to how long a competency should last for a section of track.

We successfully argued this was an unsafe process aimed at watering down safety benchmarks. Aurizon has now moved away from this position and has now fixed complex route competency to 12 months and non-complex routes to 36 months.

On 21/12/2017, after some 4 months of consultation, standard 11 is now effective and available to all employees to view. There have been some improved steps put in place regarding compliance, record management and route familiarisation/ route competency.

Aurizon, being their own Registered Training Organisation (RTO) must abide by the Australian Skills Quality Authority's (ASQA) principles of assessment. They being that learners are deemed as either Competent or Not Yet Competent (NYC). Where a learner is found to be NYC, upskilling and further training is to be administered and reasonable adjustments to training techniques may also need to be implemented.

Ultimately ASQA's Principles of Assessment requires that assessments must be Valid, Reliable, Flexible and Fair. If you feel that you have been involved in an assessment that has not fallen within these Principles of Assessment, please notify your local manager and your state office.

Traincrew representing Traincrew

If you have any questions, please contact our office on 07 3844 9163, email statesecretary@afule.org.au or find us on Facebook.

Yours fraternally

A handwritten signature in black ink, appearing to read "G. Smith", is written over a solid black horizontal line.

Greg Smith
State Secretary