

Rail, Tram and Bus Union



All Business Divisions *General Information 2007* **RTBU - PacNat Member's** *Newsflash! 1* February 26, 2007.

Driver Sacked At SFT.

How many times have you done the 'right thing' by the Pacific National even though both you and management know it is not strictly by the book? Then management suddenly puts all of the responsibility on to the employee, sometimes with devastating consequences, when something goes wrong!.

Are there common practices in your depot that are not performed strictly to the letter of Pacific National policy? Are management aware of those practices and choose to ignore them because it gets the job done more efficiently? If so, **BEWARE!** When something goes wrong **YOU** will become the scapegoat.

A very good example of this is what has happened at the Sydney Freight Terminal recently. A driver who had only just come out of his traineeship has had his employment with Pacific National terminated on the basis he did not follow Pacific National policy on shunt movements. This is a prime example of a common practice everyone is aware of and yet nothing is said or done until there is an incident.

Even more importantly, members are strongly encouraged to follow these procedures to the letter. You cannot be disciplined for following the policies and procedures of the company. You can be disciplined for not following them to the letter, and as this example shows, you **WILL** be disciplined when something goes wrong.

A copy of the Pacific National policy and procedures used against this member is included below for your information. Please take the time to read it carefully. Please pay particular attention to the paragraphs highlighted by the RTBU in ***bold italics***.

General Rules for Shunting

*Boarding or alighting from moving locomotives or wagons is **PROHIBITED**: Always wait for the movement to stop before you attempt to join or alight from the locomotive or from an approved wagon.*

Riding on locomotive or wagon side steps is PROHIBITED:

Unless riding within a designated operating station or other enclosed space specifically designed and approved to protect persons during the movement of rolling stock.

Note: Following the imposition of a Prohibition Notice, by the NSW Transport Regulator (ITSRR), banning the riding on rolling stock, Pacific National has introduced a nationwide prohibition on riding on:

The footplate of locomotives (such as the 48 class and PL class locomotive).

Riding on wagon end steps is PROHIBITED:

Unless riding within a designated operating station or other enclosed space specifically designed and approved to protect persons during the movement of rolling stock.

Riding on or in wagons is PROHIBITED:

Unless riding within a designated operating station or other enclosed space specifically designed and approved to protect persons during the movement of rolling stock.

Gravitational or Loose Shunting is PROHIBITED:

*Shunting movements must always be attached to and controlled by a locomotive or other approved traction device such as a purpose built tractor as used within a workshop or maintenance facility.
The air is to be through the locomotive and wagons at all times whilst undertaking shunting movements.
Under no circumstances are wagons to be uncoupled from the locomotive or from other wagons whilst they are in motion.*

Communications during Shunting:

To ensure the safety of any 2nd driver (or any other person) who may temporarily leave the locomotive cab or be in another locomotive cab in the same consist, no movement is permitted until the driver has communicated with the other person/s and has received an assurance that those persons are in a safe place.

Employees controlling shunting movements must remain in continuous communication with the Locomotive Driver(s) in accordance with the Pacific National Radio Voice Protocol Generic Procedure.

Employees controlling shunting movements must communicate with the Locomotive Driver at least once every 10 seconds. If this does not occur the Locomotive Driver must immediately stop the movement and check with the employee controlling the shunting movement.

Propelling Shunting Movements

A competent employee, who is in constant communication with the locomotive driver, MUST precede all propelling shunting movements.

Employees controlling propelling shunting movements must be in a position where the propelling movement is fully observable for both sides of the leading wagon in advance of the shunt movement.

Employees controlling propelling shunting movements must not remain inside of any motor vehicle while the shunting instructions are being given to the locomotive driver.

Protection of Personnel:

Employees controlling shunting movements must ensure that, prior to any movement being made, they confer with all relevant personnel and agree about planned movements.

Employees controlling shunting movements must ensure that all personnel on or about the track are warned about intended shunting and that it is safe to shunt. All personnel not involved in shunting must stay clear of moving vehicles.

Employees controlling shunting movements should not:

Stand on or walk on rails;

Stand too close to points levers. Locomotives or wagons may pass over the points causing the points lever to move unexpectedly potentially striking persons nearby.

Maximum Speed for Shunting Movements:

The maximum speed at which trains / wagons can be shunted within Pacific National yards, terminals and sidings is 15 km/h. Each yard, terminal or siding location may impose further restrictions on this maximum speed.

Movements over Points:

Before giving the signal for a shunt movement to pass over any points, in either the facing or trailing direction, the qualified worker shall ensure that points are correctly set and are secured for the intended movement.

All non-interlocked points must be sighted and physically checked before any movement is commenced.

Prior to reversing any movement through non-interlocked points, the facing points must be checked to ensure they are in the correct position for that movement.

Note: Interlocked and non-interlocked points MUST NOT be trailed through (with the exception of hold down points).

Where considered necessary, point clips may be used to secure non-interlocked points for intended movements.

Movements over Level Crossings:

Unless road and pedestrian traffic has been stopped, a shunting movement must stop before and clear of a level crossing. The shunting movement over the level crossing must not commence until the qualified worker, in control of the movement, has ensured that it is safe to do so.

Shunting into Dead Ends:

Where trains / wagons are to be shunted into dead-end roads the employee controlling the shunting movement shall precede the movement and shall stop the movement no less than two (2) locomotive lengths short of the dead-end and then continue the movement slowly and under caution.

Securing of Unattended Locomotives / Rolling Stock:

Where locomotives or wagons are to be left unattended they are to be secured by applying the required minimum number of handbrakes in accordance with Pacific National Generic Procedures – Securing Locomotives with Park Brakes and Securing Trains with Park Brakes.

Following the securing of locomotives and trains, that are to be left unattended, special attention should be taken to ensure that braking effort has been appropriately applied and that brake piston travel is not excessive.

If a single wagon is to be left unattended, the following additional precautions are to be taken to ensure that it does not roll away.

The wagon handbrake is to be fully applied;

The employee is to check to see that the brake shoes on both sides of the wagon are applied to the wheels.

Wagons / rolling stock are not to be left foul of any road, clearance points or siding block joints and must not be left outside of protection devices such as derailleurs or catch points.

Carding of Defective Rolling Stock:

Wagons with identified defects shall be carded with either “Red”, “Green” or “Danger” cards in accordance with the procedures within the Pacific National - Train Inspection Manual. These cards have the following meanings:

Red-carded wagons are NOT to travel;

Green-carded wagons may travel in accordance with any restrictions placed on the card;

Danger-carded wagons may travel provided a ‘Shunters Hazard’ is faxed to the train destination and a copy is issued to the working out train crew.

Coupling and Uncoupling

When coupling or uncoupling locomotives and/or wagons, the person performing shunting duties MUST make sure that locomotives and/or wagons have stopped and that the Locomotive Driver has acknowledged the stop command, prior to going in between rolling stock.

The coupling of wagons shall be performed by following the steps below:

Make sure the coupler heads of the automatic coupler are aligned;

Lift the release lever that opens the automatic coupler on one of the wagons so that at least one knuckle is open when the two couplers come together;

Stand clear and signal the Locomotive Driver to couple up;

*Make sure that the release pins of both couplers have fully dropped after the couplers engage. If you are not sure that the coupling is secure, ask the Locomotive Driver to perform a stretch test;
Couple the air hoses.*

When not in use, air hoses are to be connected to a dummy coupling to prevent dirt getting into the brake pipe and to prevent damage to the hose coupling. Missing dummy couplings must be reported.

Wagons with a 'Shunters Hazard' must be appropriately carded and where the wagon will be travelling with the defect an 'Advanced Shunters Hazard' warning notice must be faxed to the next destination terminal.

No attempt is to be made to couple up to the knuckle of a wagon that is fitted with an SBU as this can result in the SBU being damaged.

The uncoupling of wagons shall be performed by following the steps stipulated in Pacific National Generic procedure 6.2 – Detaching Wagons from Locomotives or Trains.

Unfair Dismissal

Without going into the finer details of this case (to do so would be un-necessary and lengthy) members are advised the RTBU is currently going through the processes of running an unfair dismissal for the member dismissed in Sydney.

The policies and procedures detailed above are in the Pacific National SHE manual and are dated **December 2006**. The RTBU has received advice from a number of members at the Sydney Freight Terminal that they were unaware of any updated policies and procedures and are unaware whether or not the updated procedures are any different from the previous procedures. It is important to note the company has taken the view these procedures relate to ALL employees, not just Terminal Operators.

The importance of this Newsletter is to alert you to the likely consequences of not following these procedures to the absolute letter.

Further Information.

If you have any questions or queries regarding your Agreement you should contact your local delegate, your State Branch or the National Office.

Newsflash!@Home.

If you would like to receive future information to your personal home email please email Greg Harvey at gharvey@rtbu-nat.asn.au with your name, your location, your classification and your email address and you will be added to the email list.

YOUR RIGHTS AT WORK..... WORTH FIGHTING (AND VOTING) FOR!!

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