



Interislander / RMTU Industrial Council (IIC)

6 December, 2012

Introduction

Members of the Interislander / RMTU Industrial Council (both employer and RMTU) need to be aware that behind the activity of the Council there are underlying health and safety as well as industrial factors. Various legal obligations exist for both parties of the IIC to consult, discuss or resolve a range of matters in an employment context. The parties agree that the IIC will be deemed to enhance the general obligations to consult and to act in Good Faith under the Employment Relations Act 2000.

1. Interislander / RMTU Industrial Council Terms of Reference

The IIC will be the formal discussion group for matters involving passenger, shunting, terminals, CT terminals and associated activities therein.

The Council will effectively be an ongoing joint working party between Interislander and the Rail & Maritime Transport Union.

The general purpose of the group will include:

1. Building an appropriate framework for the future
2. Enhancing discussion and consultation at local level
3. Providing leadership and direction necessary for local committees developing, trialling and implementing agreed outcomes
4. Counselling constituents on how local projects (modelled on the Interislander 'big picture') can be jointly developed, trialled and implemented
5. Ensuring the maximum possible local participation in any debate and project work
6. Review all relevant code, training, rule reviews and updates
7. Providing a joint (RMTU/Interislander) national overview of the 'big picture'
8. Sharing all information, data and ideas at all levels as appropriate
9. Dealing with the "exceptions", local quirks
10. Provide a national overview and processes for the development, trial and introduction of new technology and work processes
11. Overview of local H&S Action team minutes and escalation point for unresolved issues

2. Interislander / RMTU Industrial Council Agreed Configuration

The following configuration and concept is agreed:

- Managers representing Interislander from each terminal
- Managers representing Interislander Head Office, minimum two
- RMTU Inside / Outside Wellington representatives
- RMTU Inside / Outside Picton representatives
- RMTU 1 Industrial Officer / Organiser, minimum one



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- Other attendees as invited and / or requested

The Chairperson will rotate between Interislander Senior Management and an RMTU Official.

The IIC will meet quarterly or more often as required. Ongoing discussion and liaison between meetings should occur to assess progress and focus.

3. Role of the IIC RMTU Representative

The representative is an elected role from among the constituent terminal members of the RMTU.

As with all RMTU representatives they are bound by policy and rules set by various conferences and formal RMTU bodies.

Currently the occupational groupings include:

- Inside / outside reps from Picton and Wellington
- Reps are elected for a two year term.

You are required to not just represent the interests and concerns of your terminal or designation. During the course of your involvement you will receive a lot of information, both written and verbal. While the majority of this is important to distribute and get out to members you represent you need to remember that some aspects of the information will be confidential and this must be respected if we are to continue to have access to it to help us understand our roles and decision-making.

There will be issues of not just legal personal privacy under the Privacy Act but common courtesy dictates that some material is confidential to named individuals. This 'personalised' information does not need to go out to members and **should not** go out. While the majority of material is for distribution you must be aware of your responsibility to respect private information. If you have any doubts, ask first.

You will be required to contribute and debate the introduction of new technology, restructurings proposed and contribute to negotiation on rates of pay and conditions that may arise from any of the above. Any outcomes agreed at IIC level on these issues will generally require formal endorsement by the RMTU nationally and some outcomes may be required to be incorporated into the Collective Employment Agreement via variation clause requirements.

You must be made available by your manager to attend IIC meetings and consult with members as required.

Examples of specific items and issues with which you should make yourself familiar, monitor, review and provide reports to the IIC on are:

- i. Promote meaningful employment relationships based on respect, trust and good faith
- ii. Provide feedback to areas in your region on IIC issues and decisions
- iii. Report to the IIC on local relevant issues.

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- iv. One of the key objects is to actively work to improve and enhance occupational safety of all members represented,
- v. Educate members on agreed outcomes: e.g. PPE compliance
- vi. Monitor and report on hours of work, continuous shifts and time off in line with agreed Collective Employment Agreement Clauses.
- vii. Assist members and delegates with the Interislander/RMTU Injury Management Programme
- viii. Participate in IIC Projects and put the views of your region (e.g. NZQA training, Site Safety Procedures development, safety observation systems, etc)
- ix. Raise at the IIC any specific site related issue that needs national input
- x. Ensure the roster consultation and rules process is adhered to by both parties (i.e. Interislander and RMTU)
- xi. Enforce the wearing of personal protective equipment (e.g. safety boots, appropriate hearing protection, safety glasses)

You are entitled to access to any information that comes across the IIC table. Don't hesitate to ask for background material from the IIC Chairman if you are unsure.

If unsure on any matter or simply seeking advice, contact the IIC RMTU Industrial Officers/Organisers.

6. Management Responsibilities

- Provide leadership across all areas of IIC coverage
- Ensure adequate and appropriate communication is achieved
- Promote meaningful relationships based on respect, trust and good faith
- Represent Interislander for all topics of discussion involving Interislander Operations
- Facilitate the necessary processes and initiatives to achieve IIC agreed outcomes
- Provide relevant and accurate information at the IIC to encourage discussion on trends etc.

7. Communications

Minutes from the IIC will be placed on the terminal notice boards



Thomas Davis – GM Interislander



Wayne Butson - National Secretary RMTU

DATE

23 April 2013