



# MEMBERS' BULLETIN

## RAIL TRAM AND BUS UNION

Bulletin No: 65/2009

30<sup>th</sup> September 2009

To all RTBU Members CityRail Stations

### NEW RECRUITMENT PROCESS

As most of you would be aware positions were recently advertised for Signallers and Area Controllers. These positions will be filled using a new Recruitment Process. The simplified version of the new recruitment process will be;

1. Submit an application
2. If the application is successful then you will attend an Assessment Centre.
3. You will be advised on the day your mark and if you passed or failed.
4. Once you have passed the assessment centre you will be either offered a position or placed on an e list.

### IMPORTANT INFORMATION

- At the time of the assessment centre you will be advised your score with an 80% pass mark on technical and 80% pass mark on non-technical
- You will not be advised where you rank as this information would not be available until all applicants have attended the Assessment Centre
- There are 3 bands for testing/ (Band 1 = Sig2 and Sig3, Band 2 = Sig4 and AC1, Band 3 = AC2 and AC3)
- RailCorp intend to only run Assessment Centres for the 3 bands every 6 - 12 months or as needed.
- If you have been placed on an E list as positions become available for the grade you applied for you will be offered these positions.
- RailCorp will not be running assessment centres every time there is a vacancy
- You do not have to accept a position when it is offered; you may elect to stay on the E list.
- The E list is valid for 12 months only.
- There is no interview

### HOW WILL THIS AFFECT ME?

Examples:

1. You are an AC3 Relief at Sydenham and want a Permanent position. At the time of the Job Advertisement there were no vacant positions available at Sydenham. 3 months later a Permanent AC3 position becomes vacant at Sydenham. This position will be offered to the person ranked 1<sup>st</sup> on the e list and the position will not be advertised.
2. You are a Signaller Grade 4 at Penrith and have been waiting for a position to become vacant AC2 Blacktown. At the time of the Job Advertisement there were no AC2 positions available at Blacktown so you don't apply. 2 months later a vacancy arises for AC2 at Blacktown Signal Box. This position will be offered to the person ranked 1<sup>st</sup> on the e list and the position will not be advertised.



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This means that if you work in Sydney and want a job in Newcastle but at the time of the Job Advertisement there were no positions available you may not have the opportunity to apply for the position. The position may be offered to the next successful candidate on the E list.

The Signallers executive did not agree with RailCorp about using the E list and requested that every position be advertised. Unfortunately RailCorp use this process to recruit for stations. The RTBU had previously taken RailCorp to the commission over the filling of positions that were advertised as Various Locations and using the E list, rather than advertising each vacancy as they arise. The RTBU withdrew from proceedings following comments made by the Commissioner which may have put our union in a worse position than it already was. The RTBU have gained an agreement with RailCorp for an extension on the AC3 positions that were advertised on the 4<sup>th</sup> September 2009 to Friday 2<sup>nd</sup> October 2009.

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