



The Association of Professional
Engineers, Scientists &
Managers, Australia

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23 October 2012

Mr Peter McIntyre
Managing Director
TransGrid
PO Box A1000
SYDNEY SOUTH NSW 1235

Dear Peter

Removal of 9 Day Fortnight for Head Office Staff

I refer to TransGrid's response to our correspondence of 28 September concerning the removal of the 9 day fortnight from Sydney Office staff.

At our about the same time that the organisation was providing its response, we conducted a number of meetings of engineers engaged by the organisation to discuss this matter. The meetings were extremely well attended indicating the level of concern that is felt in relation to this issue.

During the meetings the following resolution was unanimously passed by your engineers:

"We call on TransGrid to immediately cease the implementation of the new standard hour only positions. APESMA maintains that this represents a breach of the Enterprise Agreement. We further call on TransGrid to respond to Gordon Brock's letter of 28 September and to engage in meaningful consultation on the efficiencies proposals as outlined in Peter McIntyre's email of the 4th of October."

In our letter of 28 September we ask TransGrid several questions:

- Why is the organisation seeking this change?
- What are the specific business needs that now require employees to be appointed to standard hours?
- Where does the current Agreement provide the organisation with an unfettered right to remove the 9 day fortnight from positions?
- Why was this matter not tabled for discussion during the negotiations for our current Agreement?
- What impact do you think this change will have on the recruitment and retention of employees to the Sydney Office?

In your response you have failed to address every one of these questions. I am well aware of the current provision concerning the hours of work in our Agreement. I am also well aware of how it has been applied previously at TransGrid and elsewhere within the NSW energy industry.

Attempts to remove the 9 day fortnight from positions are not new to APESMA or the other industry unions. However, what distinguishes your attempt from the others is its global nature as well as your refusal to provide any justification for the change.

We again ask you to provide a detailed response to the above matters. In the meantime, I call on the organisation to cease the implementation of the proposed removal of the 9 day fortnight from any position that is covered by the TransGrid Agreement until this matter is appropriately resolved.

If you would like to discuss this matter further with me I can be contacted on 0413 746 431.

Yours sincerely,

Per: Beth Manning

Gordon Brock
Senior Industrial Officer