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**Date:** 22 October 2014

Dear Member

## Dispute: Barracks Allowance

Below is the latest correspondence between your Union and PN over barracks allowance and the removal on the 1st November 2014.

Members are encouraged to email [bruce.mackie@rtbu.com.au](mailto:bruce.mackie@rtbu.com.au) with their feelings over the proposed loss of barracks allowance and how the company has advised you of the decision if in fact they have.

*Dear Belinda,*

*It has come to our attention that Pacific National intend to remove the barracks allowance in its entirety for employees laying over at Dysart and Coppabella.*

*The RTBU has grave concerns with this move for the following reason:*

- 1. Pacific National have not consulted with employees in a meaningful way over the loss of this allowance.*

*Pacific National put forward a proposed new Roster Code of Practice (RCOP) to employees after being advised by the WIF and SHE committees that consultation over the RCOP must occur on a workplace-wide basis and that consultation with the WIF and SHE committees alone was insufficient when introducing a change of that magnitude. However, it was not discussed with either the WIF or SHE committees that the loss of the barracks allowance was a feature of the proposed new RCOP. It only became apparent to our members that the loss of the barracks allowance was a feature, only came to light when people began to read the document in its entirety. We further understand that employee-wide consultation has not begun yet members on the ground are being told by their supervisors that they will lose their barracks allowance as of the beginning of November.*

*This is a completely unacceptable way for an employer to consult with its employees and not at all in line with the comments of Logan J in Communications, Electrical, Electronic, Energy, Information, Postal, Plumbing and Allied Services Union of Australia v QR Limited [2010] FCA*

- 2. Pacific National proposes to remove the barracks allowance entirely without any consideration given to whether the barracks allowance is actually for meals or not.*

*Some employees who were participants in the negotiations for the agreement advise that they were not of the understanding that the allowance is for the purchasing of meals. A number of members advise that the allowance is compensation for being away from home and for expenses that arise as a result of the member needing to be away from home for an extended period of time.*

3. *The meals that have been provided to employees at both the Dysart and Coppabella Mac camps are very inadequate.*

*We have been advised by employees that the selection of foods available is poor at best. We have had a number of members report that they have been presented with 3 options, none of which are gluten-free, vegetarian or low in fat/ salt/ sugar or meet any specific dietary requirements that the drivers may have. None of our drivers have been asked about their specific dietary requirements.*

*Further, the hours that the members have access to the dining rooms at these camps (from 4am-8am and 4pm-8pm) does not fit with the times that they arrive and depart the camps. This means that the drivers may be placed in the unfortunate position of either having to break their sleep to eat in the dining room or they have to eat the poor choices of food provided in the camps. The option to purchase their own meals based on their specific dietary requirements has been taken away from them with the barracks allowance.*

4. *Given that the amounts contained in the agreement are fixed, we do not accept that they can be unilaterally removed by way of an external document such as the RCOP.*

*Additionally, this move is disturbing to the RTBU given that it was mere months ago that Pacific National sat down with our members and gave a commitment to pay these allowances and only 4 months after the agreement comes into force, Pacific National moves to reduce its financial obligations under the agreement. This is an underhanded move that has been carried out in the most underhanded of manners.*

*The RTBU proposes that the resolution to this dispute is for Pacific National to maintain the barracks allowance as it stands in the agreement.*

*Kind regards,*

*Carla Jones*

Members will be kept up to date on the response from Pacific National.

**Unity is Strength**



Bruce Mackie  
**Queensland State President**