

# GOONYELLA RIVERSIDE

## DOWNSIDES OF A 7-7 ROSTER

**Dear Members,**

At the last monthly meeting the issue of a 7-7 roster was discussed at length. A number of potential negative impacts were identified and discussed.

Members in attendance suggested the executive should ensure all members understand the potential negatives around a 7-7 Roster, given the company would be singing it's praises.

Here is an outline of the negatives - read on for the details:

### DOWNSIDES OF 7-7

- 1. FATIGUE/ JOURNEY MANAGEMENT**
- 2. POTENTIAL HOURS OF WORK CHANGE**
- 3. SEVERELY REDUCED POTENTIAL FOR OVERTIME**

### **1. FATIGUE AND JOURNEY MANAGEMENT**

#### **WHO PAYS?**

In case there was any doubt, if you have an accident on your way home from work and are traveling outside your Journey Management Plan (JMP), you'll be up the proverbial creek without a paddle.

In simple terms, you and you alone will be up for incurred due to your accident, no workers compensation to help out, no insurance company payouts,

An accident traveling to or from work outside your Journey Management Plan could be your financial ruin!

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## Downsides of a 7-7 Roster

### INCREASED RISK

Thinking you haven't had an accident yet and your not about to start? Did you know with the addition of seven night shifts to a roster cycle your risk of fatigue jumps from "Medium potential" to "High to extremely high potential for fatigue" according to "Queensland Guidance Note 16 for Fatigue Risk Management (QGN16)"[1].

What additional controls are you planning on implementing, because your risk just increased. A history of no accidents will count for nothing going forward without additional precautions (at the very least a four hour camp after your last shift).

### CRASH STATISTICS

If you can't remember that many accidents on the roads traveling to and from work and think they're uncommon, lets look at the data. Queensland Government Transport and Main Roads statistics[1] captured between January 2001 and May 2023 paints a bleak picture[2].

There were 1275 single vehicle (single vehicle accidents suggest a high likelihood of fatigue) crashes in the Issac Region in the last 23 years. That's 76 crashes a year, or to put it another way, a crash every 5 calendar days. Of those crashes, 547 people were hospitalised, meaning they're off work (hope your not living pay check to pay check – no workers comp or insurance remember).

Unfortunately, 65 people never made it home to their families. That's 3 people every year for twenty three years.

## 2. POTENTIAL HOURS OF WORK CHANGE

There are a number of key aspect of our hours of work identified in the enterprise agreement. These clauses provide the rules, if you like, around what the company can and can't do. Clause 11.1 (a) identifies the minimum hours we can work:

### 11.1 Ordinary hours of work

(a) The ordinary hours of work will be an average of 35 hours per week averaged over a roster cycle.

1. [https://www.resources.qld.gov.au/\\_data/assets/pdf\\_file/0004/240358/qld-guidance-note-16.pdf](https://www.resources.qld.gov.au/_data/assets/pdf_file/0004/240358/qld-guidance-note-16.pdf)

2. <https://www.data.qld.gov.au/dataset/crash-data-from-queensland-roads>

Note: As with all statistics the devil is in the details. These numbers are for the Isaac Region only so the real numbers would be worse as people traveling to Mackay, Townsville, Emerald, etc.. are only accounting for about an hour of their travel time. The data was also filtered to crashes at 80km/hr or higher to exclude any accidents that happened in the towns within the Isaac Region

The above clause set the minimum hours, or the ordinary hours of work for our roster. The current lifestyle roster is working 12.5 hour days, or 175 hours per month. That is broken down into 35 hours per week for four weeks, equalling 140 hours ordinary time and 35 hours of overtime. It's the daily overtime that boosts our pay.

**Clause 11.1 (b) identifies as shift length.**

b) The ordinary working hours on any shift will be no less than six ordinary hours and not more than twelve ordinary hours provided that with appropriate notification the Company may determine the shift length up to ten ordinary hours. Shifts longer than ten hours (whether or not the shift contains overtime) can be introduced with the agreement of the majority of the affected Employees required to work the shifts.

As you can see from the above the company can choose to alter shift length, providing it's to 10 hours or less.

***A DOWN TURN IN COAL PRICE***

So if we are working a 7-7 roster and the price of Coal price dropped significantly, the company could reduce shift lengths from 12.5 to 10 hours with one crib break. That would average out at 35 hours per week.

***HOW WOULD THAT AFFECT YOUR PAY?***

Our current overtime rate is \$95.01, and depending on which department you work in you at you would lose at least 2.5 hours pay every day. That equals to \$109.02 for each day worked, or \$3,325.35 per 4 week roster cycle.

We estimate that going back to 10 hour shifts would be a loss of \$39,904 per year.

That's a big gamble!

***3. SEVERELY REDUCED  
POTENTIAL FOR OVERTIME***

A lot of members have recently started taking full advantage of the ability to do overtime. And who doesn't like to have a bit extra in your kitty to take your family away on a well deserved holiday or even just to have the toys you enjoy.

That all disappears if you vote up the proposed roster, according to the fatigue policy you will be only able to do one overtime shift a month after day shift swing. To add insult to injury it will have to be in the middle of your days off, if you travel that means more time away from your family. Currently on the lifestyle roster you can do three a month just something to consider when you are voting on the 7/7 next week.