

CASE STUDY

Brunt Road Level Crossing Removal Project



**CULTURE IN
CONSTRUCTION**
Time for Life. Wellbeing. Diversity.

Delivery

Contract TBA

Project Owner

Level Crossing Removal Project –
Major Transport Infrastructure Authority

Main Contractor

Fulton Hogan

Contract Value

Contract TBA

Contract/Delivery Model

Contract TBA

Project Overview

Communities in Beaconsfield and Officer will soon benefit from an elevated road bridge at Brunt Road, removing the dangerous and congested level crossing and boosting safety in Melbourne's south east.

Removing this level crossing will improve safety, reduce congestion and allow more trains to run, more often. The boom gates at Brunt Road are down for up to 20% of the morning peak, when 24 trains run through the crossing, causing significant traffic delays for the 8400 vehicles that use the crossing each day.

A shared use path and separate pedestrian path along the road bridge will provide new local connections for the growing community. The boom gates will be gone for good in 2025, when the Pakenham Line will become level crossing-free.

Project Initiative

Industrial relations engagement on a 5 day work week.



“Conversations were positive and the Union was keen for the project to make sure they were serious about sticking to the 5 day calendar.”



The Approach

The strategy used by the project was:

Current EBA provides mechanism for 5 day working weeks via Protected Alternative Leisure Time:

- Clause 37.6 Alternative Leisure Time Protected.
- Clause includes calendar of RDOs .
- 50 hour general standard week.
- 50 hours work is not guaranteed for any individual and lesser weekly program of hours may be scheduled.

Modelling of 5 day working week scenario's:

- Whilst total hours paid is higher with Scenario 6, the team decided to retain the existing RDO calendar at this time and move towards advocacy surrounding Scenario 6 based on research outcomes.
- Scenario 4 proposed.

| Scenario | Details | Daily Paid Hours Worked | | | | | | No Days Worked p.a. | Total Hours worked p.a. | Total hours paid p.a. | Ave Hours worked per day | RDOs | Annual Leave Days | Public Holidays | Picnic Days |
|----------|---------------------------------------|-------------------------|-----|-----|-----|-----|----|---------------------|-------------------------|-----------------------|--------------------------|------|-------------------|-----------------|-------------|
| | | M | T | W | Th | F | Sa | | | | | | | | |
| 1 | 6 day - Standard 54 hr week with RDO | 10 | 10 | 10 | 10 | 8 | 6 | 257 | 2,306 | 2,900 | 9.0 | 26 | 8 | 12 | 1 |
| | | | 10 | 10 | 10 | 8 | 6 | | | | | | | | |
| 2 | 6 day - 52 hr week with RDO | 9.5 | 9.5 | 9.5 | 9.5 | 8 | 6 | 257 | 2,222 | 2,732 | 8.6 | 26 | 8 | 12 | 1 |
| | | | 9.5 | 9.5 | 9.5 | 8 | 6 | | | | | | | | |
| 3 | 5 day - 50 hr week (No Sat, incl RDO) | 10 | 10 | 10 | 10 | 10 | 0 | 214 | 2,140 | 2,568 | 10.0 | 26 | 8 | 12 | 1 |
| | | | 10 | 10 | 10 | 10 | 0 | | | | | | | | |
| 4 | 5 Day - 50 hr + 6hr Sat on RDO week | 10 | 10 | 10 | 10 | 10 | 0 | 236 | 2,272 | 2,832 | 9.6 | 26 | 8 | 12 | 1 |
| | | | 10 | 10 | 10 | 10 | 6 | | | | | | | | |
| 4.1 | 5 Day - 50 hr + 8hr Sat on RDO week | 10 | 10 | 10 | 10 | 10 | 0 | 236 | 2,316 | 2,920 | 9.8 | 26 | 8 | 12 | 1 |
| | | | 10 | 10 | 10 | 10 | 8 | | | | | | | | |
| 5 | 5 Day - 47.5 hr + 6hr Sat on RDO week | 9.5 | 9.5 | 9.5 | 9.5 | 9.5 | 0 | 236 | 2,165 | 2,618 | 9.2 | 26 | 8 | 12 | 1 |
| | | | 9.5 | 9.5 | 9.5 | 9.5 | 6 | | | | | | | | |
| 6 | 5 day - 50 hr week (No Sat, NO RDO) | 10 | 10 | 10 | 10 | 10 | 0 | 240 | 2,400 | 2,880 | 10.0 | 0 | 8 | 12 | 1 |
| | | 10 | 10 | 10 | 10 | 10 | 0 | | | | | | | | |

Open discussion with other alliances (consistent messaging):

- Other Alliances part of LXP are also looking at 5 day work weeks.

Present concept to CFMEU.

Refine and provide submission to CFMEU:

- Project proposes to operate a 5 day work week project calendar.
- The Project sites will operate Monday to Friday with Saturdays only worked on those weeks where the Monday is a Rostered Day Off.
- Essential works such as road tie-ins, rail occupations and the like will operate outside the standard 5 day working week calendar but this is seen as the exception. Roster yet to be finalised for essential works.
- Looking to implement similar arrangements across the program.

Brief HSR and workforce:

- Have aligned blue and white collar calendars where possible.
- Not removing flexibility for those that already work Mon-Fri. Those working on the RDO, work at an alternative location to the project office.
- Saturday rotations can continue.
- No changes to employment contracts.
- No push back from subcontractors/suppliers.
- Road show underway to other projects within the program of works.



Outcomes and Achievements



Work 21 days less/year



Gross annual wages near equivalent to current, scenario 1



Aligned blue and white collar calendars

Contact us

For more information or to get involved in shaping the Culture Standard, please contact us: