

## News - Network Rail- December 2013

**2013.** Well this was a relatively quiet year after 2012, the Olympics and the introduction of the working practice changes (AKA Phase 2b/c) in April 2011 in the Maintenance organisation. Electronic Vehicle License checking was being explored at this time but we were not aware of the consequences due to a clerical mishap. Changes were being introduced but at a relatively slow pace, the company were digesting what if anything they had gained out of Phase 2 b/c and the Working Practice Changes. There was a lot of background grumbling from senior route management, saying phase 2b/c was a bit of a flop, putting it mildly. By the end of this year after a hectic four or five years of the Joint Working Party (JWP) and the company trying to harmonise pay and conditions, followed by Phase 2 b/c, we felt things were a bit quiet, and to be frank, it made us think what is coming next??

**Work Brain Payroll System.** The new payroll system to replace the old PSE system was introduced for maintenance. The main reason behind this was Network Rail was the last company using the PSE Payroll system, and, the system provider wanted to switch it off and use its servers for something else. We were notified on the 28<sup>th</sup> February 2013 that there would be a weekly pay summary for employees after we complained that our people would have a difficult time keeping track of overtime and working hours, we were told the weekly summary would not be fully calculated, only on the 4th or the pay week. It should have started in April but didn't fully get underway until week 29 during November 2013, by that time they had sorted most of the glitches, this system reports in real time to HMRC thirteen times a year!

**Fair Culture.** The lifesaving rules development got up a head of steam on the 19<sup>th</sup> March 2013. A list of consequences for breaching the Lifesaving Rules went live. However Unite were not included in this so we just used to tell people it doesn't apply as we didn't sign up to them. Sir David Higgins the Chief Executive at the time pushed the process along, before heading off to HS2.

**Inaugural Unite Network Rail Representatives Meeting.** This was relatively new for the Rail membership of Unite in Network Rail. The first meeting held in Holborn was poorly attended due to the company not releasing people. Lessons were learnt about the process, when the request is made for release and travel by the national officer to the company, all the representatives are emailed with the details of date time and venue, a room is booked with the national officers secretary and a buffet for approximately 20 is ordered, this allows the representatives time to get their tickets and badger local managers to get release for the day. The second meeting in December of 2013 was well attended, and a great success.

**Network Rail Consults in Route Managing Directors.** On the 24<sup>th</sup> July 2014 the company consulted the addition of Route Managing Directors to take control of their own route empires, this was a formal consultation process in line with the collective bargaining agreement, as Bands 1 to 4 posts they are the TSSA's sphere of influence. We would like to do away with spheres of influence and give us a clear shot at the whole pitch!

**Phase 2 b/c Post Implementation Review Concluded.** This was held late due to the Olympic Games period in 2012. The details of this have been included in the new "**Safety & Procedural Change**" folder under "**Phase 2b/c PIR**" should you want to know more background information.

**Business Critical Rules.** The business critical rules program got under way, and was presented to the Trade Unions on the 2<sup>nd</sup> October 2013. This program has a lot to do with the changes to Assessment in the Line, and, the so called 10 point plan, which includes "everyone home safe everyday" This subject is included in the "**Safety & Procedural Change**" folder under "**Business Critical Rules**".

**Fatigue.** This has been bubbling along under the surface for a long time. Your representatives have raised fatigue risk and On Call fatigue for several years at the National Maintenance Council, for the first time on the 11<sup>th</sup> Nov 2013, this was presented as a proper subject for discussion and not just as Any Other Business (AOB), more information on fatigue is to be found in the Folder **“Safety & Procedural Change”** under **“Fatigue”**.

**ORBIS and Hand Held Technology.** This news subject was introduced to the National Maintenance Council on the 12<sup>th</sup> November 2013, Technology introduced under this set up is the I pad, I phone, Sentinel card, Vehicle Trackers, Blackberry’s and Mobile Phones. We have had to adopt a wait and see attitude as to what the total end result will be however there are loads of specialist Apps for I pad and I phone, with lots more under development. These Apps contribute towards safe work and running of the railway. More on Sentinel and ORBIS Hand Held Technology can be found on this website under the **“Safety & Procedural Change”** folder under **“Sentinel”** and **“ORBIS Hand Held Technology”**.