

News - Network Rail- December 2014

Network Rail continues its ever shrinking property portfolio, vacating Kings Place, 90 York Way Euston, Meeting places are at a premium in London but the city is still the best place to do business with the Trades Unions.

1 Eversholt Street Euston is the new company registered office. The Quadrant Milton-Keynes, as we all know is not the easiest place to get to on the day of a meeting before 10:30 unless you are from Birmingham or the East Midlands. Likewise getting to Westwood by Coventry isn't easy either!

Change continues apace. This has been an exceptionally busy year as the company tries to push through a huge agenda for change based on the McNulty Report with ORR direction. As you are aware in April, Control Period 5 started and the chase to save money started. Network Rail spends £27 million a day on improvements to the infrastructure, but needs to save £250 million across the company over CP5. In September we became a nationalised company again, as the £33 billion of debt accumulated as a private not for "profit company was placed back on the countries balance sheet due to an EU ruling.

Lifesaving Rules & Fair Culture Agreement. The document is due to be signed by the three trade unions and Mark Carne, (Chief Executive Network Rail) at 0900, on Friday the 12th December 2014 in the Pullman Hotel on the Junction of Chalton St and Euston Road in London. Your representatives will be present along with Tony Murphy, Susan Murray and Colenzo Jarrett-Thorpe. This is the first time Unite has been included in this agreement

Productivity. The company seems to have given up trying to improve productivity! We still don't or probably never will get the 1% or 2% pay rise promised as part of Phase 2 b/c. But we never expected to achieve it, as we believed at the time it was pie in the sky!!

Work brain and the Payroll System. Some of our members have fallen foul of the codes used on the timesheets, be wary of what you enter on your timesheet you may not get paid what you expect, then when you complain it has become clear that the local administrators don't have a copy of the codes either!

New Discipline and Grievance Policies. This year we have been involved in July agreeing the changes to the Discipline and Grievance policies. The new procedures have just been published on this website under Useful Information, Company People Policies and Procedures; please ensure you make yourself acquainted with the content of these new policies.

Network Rail National Councils. The councils take place on a quarterly basis, for both Maintenance and Operations. We have just published minutes for the National Maintenance Council, Going back several years on this website, under "**Meeting Minutes**" "**National Councils**" we have also published the "**Unite Meeting Minutes**" of your national representatives meetings. The company has graciously consented to fund travel and release for two meetings a year, which we have been holding in June and December, we will be trying to get at least four meetings per year in the next 12 months.

Joint Working Group. We had the first attempt to save the £250 million on the Joint Working Group in early June. The company wanted us to help them to save money and expected us to join them in their attempt. We met with the company at our senior representatives meeting on the 1st July and came up with some good suggestions. However the RMT Executive decided not to engage the company, effectively walking away from collaboration with the company, which as ever left us high and dry, hence the pay talks on the 15th October! Which has lead us into the Pay negotiations, or not, as the case may be!

Pay Negotiations. The company managed last year to align the pay anniversaries of both Operations and Maintenance last December just before the death of Bob Crow. We met the company on the 15th October when we were told there was no money and we had to self fund our own pay increase. The attitude expressed by your senior representatives last week in Holborn (4th December 2014) was that we should sort out our membership lists and addresses for a ballot. We believe it is the company's responsibility to find sufficient funds to finance at least a cost of living rise going forward. The next company meeting is in the afternoon at East Anglia House on the 17th December 2014, more to follow. Please note you pay claim is on this website under the "**Operations &**

Maintenance heading. There is no sign of a no redundancy agreement either as the last one terminated in April 2014.

Christmas & New Year-Rates of Pay. The company has issued the rates for Christmas and New Year Working, to the TU representatives, but again this year have yet to formally distribute them through the route HR business partners.

NISC -Unite- National Industrial Sector Council. These are councils set up and based upon members elected from the regions. Our sector is Docks, Rail, Ferries and Waterways. You have three representatives from Network Rail Maintenance holding seats on the National Council. The council is chaired by Bobby Moreton, an ex-docker from Liverpool. Tony Murphy as our Rail National Officer is just about to take charge of the rail sector meeting of the NISC. The next meeting on the 8th January 2105, will be held with two sub meetings initially, one for Rail and the other for Docks, Ferries and Waterways. The purpose behind this is to allow the Rail to talk things "Rail" prior to joining with the Docks, Ferries and Waterways group.

Railway Pension Scheme Network Rail Committee & Network Rail Pensions Trustee Company Limited. One of you senior representatives has been appointed as a member of the RPS Network Rail Committee, and also appointed as a Trustee Director of Network Rails Pension Trustee Company Limited, with responsibilities for the CARE, NRDC and Railway Pension scheme, he has signed confidentiality agreements and as such cannot give advice or guidance on things pensions.

The 10 point plan. The company plan was introduced to National Maintenance Council on the 13th February 2014, containing all the information about the headings of Safety Conversations, Driving, Learning from Incidents, Safe Teams, Frontline supervisors, Fair Culture, Technology Interventions, Roles and Responsibilities, Control of Work & Safe Contractors. Several things also included in the 10 Point plan are the use of E mapping, Sentinel 2, Safe Work Supervision Role Change (SWL), Simpler Communication, More effective Planning of work, Technology E- Permitting, Fair Culture, Safer Contractors and Contingent Labour. This was really the work load and the work streams for the company for the year of 2014 extending into 2015 and beyond.

Establishment Review. Presented to the Trade Unions on the 8th April 2014, then updated on the 16th June 2014. This review of the company establishment was to see if we have enough staff to run and maintain the railway system across the UK. The exact results are still confidential, and, as such "exacts" cannot be shared with you, but numbers are set to fall to just under 1k in OPEX.

Depot Project. This is yet another work stream presented to the Trades Unions on the 21st May 2014. The Depot Project is about planning and delivering maintenance in a safer, simpler and standard way. It aims to make sure everyone knows what they are responsible for and can focus on doing it safely. It aims to provide a foundation bringing together all maintenance improvement projects into a single integrated programme umbrella at Delivery unit, while clarifying key responsibilities, letting people get on with the task they are given, removing bureaucracy from section managers. Share existing best practice between a depot / DU to another across the country. Enable safer and simpler working on / near the line by supporting the behaviours that underpin the safety programme 'Planning and Delivering Safe Work' (Safe Work Leader Again). A reduction in duplication and rework by having a single visible plan for delivery of work. Build a planning community with forums, improved training and a planning handbook, supported by technology. Provide tools to help you do your job more effectively. Using technology to allow frontline staff to access work packs, review and update work Orders. Introduce a standard electronic rostering process for maintenance consistent with existing T&C and roster principles to give visibility of who is working when, to provide increased ability to cover operational demand. There will be more likely an assault on your T&Cs.....

Skill Assessment Scheme and Assessment in the Line. We were initially presented with this in early June 2014; the change as ever is enormous. The company wants to get rid of the existing AiTL Coordinators and replace them with "Competency Delivery Specialists", this job jumps from band 7 to band 5. The Aitl Coordinators will not have the sufficient skill set according to the company to apply for these new posts. The TSSA are again responsible for these members of staff, but we are involved as the Skill Assessment Scheme part of the consultation. Network Rail have been told by the ORR (Office for Rail Regulation) that the current Aitl process is

too onerous and should be compacted, to produce a system that is more easily run and can manage skills easier than the current process. A lot of the skills testing will be hugely reduced. Some skills will only need to be trained once in an individual's career, while others will still be trained regularly but on a less frequent basis. A meeting was held on the 4th December which one of our representatives attended, the trades unions have challenged the amount of training that will be required. We have another meeting lined up on the 14th January 2015 already; Watch this space as this gathers pace!

Sentinel Lone Worker Consultation. The presentation is dated the 1st July 2014, it is included on this web site under "**Safety & Procedural Change**" sub folder "**Sentinel Lone worker App**" this is the full presentation given and is better explained there.

Corporate Rostering Tool. Look for this on this website under "Safety and procedural change" this was presented on the 4th July 2014, Rosters are close to all members hearts and this is what is going to be used by the company going forward.

Sentinel Site Access Consultation. Consulted on the 19th November 2014, our opinion was that we should be using Sentinel 2 as the basis for the management of fatigue, the company agreed to take that away to look at it. You can only be on site for 12 hours plus an hour at the beginning and an hour at the end of your shift for travel to a home for rest, this will have to be declared on your log in and log out with sentinel. This will manage working hours which in this day and age is sensible. Presentation is available on this website under "**Safety & procedural change**" sub folder "**Sentinel Programme Site Access Project Consultation**".

Expenses policy. A shock arrived on the 1st November 2014 with a proposed new expenses policy. It has definitely put a warning shot across the bows. A meeting was hastily arranged for the 8th December in the Cotton Centre, London Bridge. All three trade unions attended, support for the company new expenses policy was not forthcoming from any trade union present. To cut a long story short, the summing up at the end from the company representative said "this meeting is the first in a series of consultation meetings. The current issued document is totally useless. Some items were lifted directly from the old expenses policy and there is a lack of research.

Most contentious issues were the withdrawal of breakfast and lunch allowances, the company is taking that away. Some surprise was expressed that employees are using personal vehicles on company business, unless called out. Most times a hire vehicle should be supplied to the employee for company business. The mileage rates for private use should be sensible so as not to deter or cost the employee money in case of emergency use of their private vehicle.

The company would like our input as to what the meaning of "reasonable" is? There is a lot of typo errors in the original document supplied, which is considered merely as a starting point of consultation.

We need to furnish a name of who will join the expenses sub group, as part of the consultation process. Consider yourselves briefed that Expenses are a "Consultation in Progress"

Needless to say the current procedures remain in place.

Well as 2014 draws to a close, Merry Christmas and a Happy Hogmanay (New Year to the Sassenach's amongst ye all!!) Good luck for 2015 stay safe!