

Engineering Employee Council Meeting Minutes

Novotel, Leeds

...EEC08/26 – EEC08/35

Date:	11:10-15:00 Wednesday 16 th July 2008
Attendees:	<p>COMPANY SIDE: Ruud Haket (RH) Yvette Richardson (YR) Phil Davenport (P.Dav) Gary Tremble (GT) Kelly Bradley (KB)</p> <p>STAFF SIDE: Bob Rixham (BR) – Full Time Officer, Unite the Union Grant Scott (GS) - Heaton Nigel Bendelow (NB) - Heaton Gary Wilson (GW) – Newcastle Central Anthony Stocks (AS) – Newton Heath, co-opted Roy Treggiden (RT) – Newton Heath, co-opted John Golightly (JG) – Heaton Neil Oldham (NO) - Newton Heath Nigel Jordan (NJ) – Neville Hill John Green (J.Gr) – Newton Heath John Parkin (JP) – Neville Hill Alan Lingard (AL) – Neville Hill Craig Neild (CN) – Manchester Piccadilly</p> <p>APOLOGIES: Julie Hilling (JH) – TSSA John Macdonald (JM) - RMT Colin Umpleby (CU) Neville Hill Ian Collins (IC) - Heaton</p>

EEC Action Reference		Action by / Date
EEC08/26	<p>ITEM 1 – INTRODUCTION</p> <p>RH thanked everyone for attending. No further introductions were given.</p>	
EEC08/27	<p>ITEM 2 - AGREE MINUTES</p> <p>It was agreed that the minutes were a true reflection of the meeting held on 23rd April 2008 subject to the following amendment:</p> <p>Minutes from 23/04/08 stated 'EEC08/35.5 – YR and small group of reps to meet and go through all paperwork relating to FEDs. YR to publish terms of engagement for FEDs', it should have read 'EEC08/35.3' (error in action numbering).</p>	
EEC08/28	<p>ITEM 3 - OUTSTANDING ACTIONS</p> <p>The action list was circulated to all attendee prior to the meeting.</p> <p>All actions were reviewed. The following additional comments were noted:</p> <ul style="list-style-type: none"> • 05.06/1.7 – Action now closed • EEC/35.2 – A rep from RPMI will attend next EEC, KB to add to next agenda in October. Smart Pensions Roadshows will commence next month • EEC08/13b – On going, Jane English dealing with 	

EEC08/28a	<ul style="list-style-type: none"> • EEC08/15e – On going, local meeting took place at Newton Heath, awaiting formal feedback from reps • EEC08/21.1- Closed • EEC08/21.2 - Northern Rail obtained the best available deal at the time, discounts vary throughout the year, action now closed • EEC08/25.1 – Closed • EEC08/25.2 – Closed <p>Smart Pensions agenda items next meeting – If there is anything specific aspect you would like RPMI to discuss please emails items to Yvette Richardson or call and leave a message on 07920 857732.</p>	Reps
<p>EEC08/29</p> <p>EEC08/29a</p> <p>EEC08/29b</p> <p>EEC08/29c</p>	<p>ITEM 4 – OVERTIME & AGENCY</p> <p>Overtime and Agency spreadsheets were issued prior to the meeting.</p> <p>Neville Hill to include reasons for overtime, to be rectified by next EEC.</p> <p>BR said the overtime at Newton Heath seemed high and asked if this was due to the level of secondments and lack of staff replenishment.</p> <p>P.Dav stated there are very few vacancies at this time. However due to recent retirements getting staff in to these roles has not been as quick as desired.</p> <p>P.Dav to separate heavy maintenance and routine maintenance on the overtime spreadsheet.</p> <p>BR said Outstations seem to be doing excessive overtime and asked if there are staffing issues.</p> <p>RH said that outstations have always done a lot of overtime by choice. However RH would address this if staff side required, overtime could easily be reduced if requested.</p> <p>P.Dav to look at overtime at Outstations and report back at next EEC.</p>	<p>MF</p> <p>P.Dav</p> <p>P.Dav</p>
<p>EEC08/30</p> <p>EEC08/30a</p> <p>EEC08/30b</p>	<p>ITEM 5 – MORALE IN ENGINEERING</p> <p>The Morale in Engineering report was circulated prior to the meeting.</p> <p>RH gave a brief introduction as to why Instil were asked to interview various staff at central support and in the districts, which was a result of the Employee Survey. Instil were unable to attend this meeting to present their findings, however they did provide RH with a presentation for the group and a report for the EEC. RH offered for Instil to attend the next EEC or KB/RH could forward any questions on to Instil regarding the presentation/report.</p> <p>Morale in Engineering report - Reps to feedback any questions they may have for Instil regarding the report/presentation to KB, who will collate all questions and forward to Lissa Kershaw of Instil.</p> <p>After the Instil presentation RH gave a brief overview of the actions to be taken as a result of the report. The presentation will be circulated with these minutes which include the actions.</p> <p>BR said that he has observed across the industry (not specifically Northern) there is a lack of communication where local reps do not take ownership; they prefer to pass to company council reps. There is no formal process for local reps to feedback to EEC reps.</p> <p>GS said Heaton already have this process in place.</p> <p>BR said it would be beneficial for the process at Heaton to be rolled out to NL/HT</p> <p>RH said that not at all locations. Local reps are in place at the moment with EEC reps stepping in; it would be beneficial to split these rules as per the procedure.</p> <p>DMM's to look at communication for rep/staff side.BR was pleased the company are trying to refocus Engineering, but suggests the company to be careful in seeking to apply a back to basics policy in respect of housekeeping and personal behaviour. BR suggested local groups of TL's and reps meet to address issues.</p> <p>BR was very supportive of improving the working environment and attempting to raise morale in</p>	<p>Reps</p> <p>DMM's</p>

	<p>Engineering and said he had noticed significant improvement in the repair shed at Neville Hill on a recent depot visit. However Northern needs to address long standing issues such as ACH before the Engineering workforce can move forward</p> <p>RH agrees back to basics will need to be introduced carefully. There will be levels on how certain aspects of the action plan will be introduced. The focus groups will have a good mix of Team Leaders, Managers, staff and reps.</p> <p>RH confirmed that the staff were randomly picked by Instil with no influence from the company.</p> <p>BR believes to a degree the report does reflect the problems within Engineering but the underlying issues need to be addressed first. The staff side will be happy to support initiatives designed to improve morale in Engineering.</p>	
<p>EEC08/31</p> <p>EEC08/31a</p>	<p>ITEM 6 – SMART THINKING UPDATE</p> <p>Quite a few events have taken place, RH gave the following updates:</p> <ul style="list-style-type: none"> • Wheel Lathe event at Neville Hill – great solutions reached • Newton Heath engine change (final implementation is still taking place) <p>Wheel Lathe at Neville Hill - MF to confirm blocking units at Wheel Lathe is risk assessed.</p> <p>RH confirmed that the wheel lathe event outcome come would have been briefed to staff via staff briefs or the depot newsletter.</p> <p>RH reminded staff side that staff input in the Newsletter is always welcomed.</p>	<p>MF</p>
<p>EEC08/32</p> <p>EEC08/32a</p> <p>EEC08/32b</p>	<p>ITEM 7 – SMART THINKING PRODUCTIVITY REWARDS</p> <p>During wage negotiations staff side raised 2 issues; ACH and Smart Thinking Reward. Tricia Riley and Dave Welham asked for these issues to be raised at EEC rather than wage negotiations.</p> <p>RH said ACH would be discussed only with the North/East reps as ACH only affects their T&C's. However if there is a consequential effect then it could be raised at EEC.</p> <p>KB to arrange ACH meeting for RH/Reps in North/East. KB: Meeting arranged for 30th Sept 08</p> <p>BR said Smart Thinking has developed over the past 2 years and there is strong evidence that Smart Thinking has been financially beneficial for Northern. BR quoted a statement from Company House report submitted last year and a published article by external consultants Simpler.</p> <p>RH explained that the article published by Simpler was not approved by Northern; it contains incorrect quotes and data/figures. Once again RH confirmed that Smart Thinking efficiencies was not designed to reduce headcounts, it was designed to cut waste time and increase touch time for units primarily.</p> <p>Staff side asked for a meeting to be arranged to discuss a productivity reward system.</p> <p>RH said in all T&C's it states that staff will take on new systems introduced by company. RH agreed to meet EEC reps to discuss a parallel productivity system; however certain changes might need to be made to current T&C's to enable this. As staff side will recall a reduced working week (37 hours to 35 hours) was in the Harmonisation proposal to share productivity improvements.</p> <p>BR said Northern cannot rely on an agreement made in 2001.as "Lean" operating was a million miles from previous productivity agreements. Staff side asked for a short adjournment.</p> <p>BR said the staff side has debated Harmonisation and Smart productivity. And in light of RH's comments had considered withdrawing support from future "Smart Thinking" events""", however to move forward EEC needs to meet to discuss the Smart Thinking productivity reward system as soon as possible. In the meantime the Unions will continue to support the Smart Thinking processes at all locations.</p> <p>KB to organise the Smart Thinking reward system meeting (duration 4 hours, location York or Leeds). FTO and elected EEC reps to attend. KB: meeting arranged for 9th October 2008</p>	<p>KB</p> <p>KB</p>

EEC08/35a	<p>BR confirmed he will respond to letter formally.</p> <p>3. SECONDMENTS</p> <p>BR said company do not seek new staff early enough to fill vacant positions.</p> <p>RH said if there is a genuine vacancy then the company do their utmost to fill the position as soon as possible, other solutions are found for secondments.</p> <p>4. RETIREMENTS</p> <p>Staff side asked if anything is done by Northern for long standing staff when they retire.</p> <p>RH confirmed all staff when retire are formally invited to a loyalty & retirement luncheon where Heidi Mottram and various directors (inc. RH for Engineering staff) will thank the staff individually for their service.</p> <p>Staff side asked if staff who retire due to ill health will be invited to the luncheon.</p> <p>YR to find out if staff who retire due to ill health will be invited to the retirement luncheon. (After the meeting YR has had it confirmed that staff who retire due to ill health will be invited to the luncheon)</p> <p>5. DISCIPLINARIES</p> <p>BR said there were two at Neville Hill recently but no feedback has been given regarding companies findings.</p> <p>RH said regarding the Siemens investigation, Northern are still awaiting the formal findings and the second accident was miss use of Jacks.</p> <p>6. PAYSLIPS</p> <p>Staff side said there are a lot of mistake being made on payslips with incorrect data being put on them.</p> <p>RH updated the staff side on what actions are currently being taken by payroll department. RH said it is a priority to get any issues rectified.</p> <p>7. OUSOURCING OF HEAVY MAINTENANCE - IC</p> <p>RH confirmed a brief has been circulated; only two units were outsourced to solve the problem that had arisen at the time.</p> <p>RH thanked everyone for attending.</p>	YR
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The next Engineering Employee Council meeting will be held on Wednesday 8th October 2008 at the Novotel Hotel, Leeds