

FINAL ACH Meeting Minutes
 Liver Building, Northern House, York

...ACH08/01 – ACH08/05...

Date:	13:45-16:50 on Tuesday 30th September 2008
Attendees:	<p>MANAGEMENT SIDE (MS): Stuart Draper (SD) Stewart Dew (S. Dew) Mick Green (MG) Gary Tremble (GT) Kelly Bradley (KB) - secretary</p> <p>STAFF SIDE (SS): Bob Rixham (BR) – National Officer, Unite the Union John Kelly (JK) – Rail Organiser, Unite the Union Grant Scott (GS) - Unite Rep Heaton Nigel Bendelow (NB) – Unite Rep Heaton Gary Wilson (GW) – Unite Rep Newcastle Central Nigel Jordan (NJ) – Unite Rep Neville Hill John Parkin (JP) – Unite Rep Neville Hill Alan Lingard (AL) – RMT Rep Neville Hill Colin Umpleby (CU) TSSA Rep Neville Hill</p> <p>APOLOGIES: John Golightly (JG) – TSSA Rep Heaton Ian Collins (IC) - Unite Rep Heaton Yvette Richardson (YR)</p>

ACH Action Reference		Action by / Date
ACH08/01	<p>BR said this meeting has been requested to discuss the elimination of ACH in line with the original restructuring agreement dated 1997. ACH has long been a problem for the workforce and a frustration to management. BR quoted the original agreement and referred to the Directors Report submitted by Northern to Companies House regarding improvements in business through Smart Productivity.</p> <p>SD said he has looked at the Directors Report and was unable to see reference to large cost/efficiency savings.</p> <p>BR said there is a practical reason for the company to eliminate ACH due to it currently not working. Staff side (SS) would want to reduce ACH over a period of time with the long term plan to eliminate. SS want the company to recognise the commitment shown by workforce.</p> <p>SD said the reason this has not been addressed is due to Engineering Harmonisation which ceased this year. Both SS/Management Side (MS) need to agree what will be reviewed such as productivity results, improvements in sickness, rising overtime etc. SD quoted paragraph from 19th June letter to BR from Northern re outcome of pay discussions that detailed that ACH changes would need to be self financing.</p> <p>BR said there is 11 years of history to look at in terms of improvements made and improvements in productivity that have already been achieved must be considered, not just any improvements going forward. Harmonisation had been drawn out and the staff side would not agree to an open ended review and whereas harmonisation could not be agreed an agreement on ACH is essential. A date needs to be agreed when the review will be completed and agree a small working group should be formed.</p> <p>SD agreed this should be resolved in a timely matter with the right information reviewed so the right agreement can be reached that benefits staff and company aspirations and suggested that a working group identify what should be reviewed and what that would look like for the future.</p> <p>BR understands Northern will not roll over but depending on what the company require in return</p>	

	<p>progress can be made.</p> <p>SD said we need to agree what is to be reviewed and reasons why. Then from a working group this could be actioned and a joint decision proposed to EEC by staff/management working together.</p> <p>SD said ACH for the former ATN depots and companywide Smart improvements will need to be discussed separately, as ACH does not feature in ex FMW conditions.</p> <p>SS asked for adjournment.</p>	
Adjourned 14:25 until 15:15		
ACH08/02	<p>BR said after discussions amongst SS, the following is required:</p> <ol style="list-style-type: none"> 1. Elimination of ACH over 2 year period from 1st April 2008 2. Review to take place and signed agreement by Jan 2009 3. 1st October 2008 = 1 hour reduction immediately 4. A half hour reduction every 3 months until April 2010 5. That whilst ACH remains would be recalculated on a week by week basis, <p>SD said he would commit to have the review by Dec 2008 and agreed that a small working group consisting of SS/MS would agree what needed to be reviewed and then collect the figures and put a proposal to EEC. No agreement can be reached until review takes place. A clear remit for working party is required.</p> <p>BR said important to SS that an hour reduction as a gesture from company is agreed today.</p> <p>MS asked for adjournment.</p>	
Adjourn 15:33 until 16:06		
ACH08/03	<p>SD proposed the following as a good will gesture</p> <ol style="list-style-type: none"> 1. Suspend 1 hour from next TMS period, 4 hours per period until working group reports back. 2. Working group set to create way of measuring productivity by December to work out if that hour is totally gone depending on finding from working group, then agree plan going forward 3. To go with FRI booklet and review conditions. Look at conditions and reviews to suit/fund things in future such as annual leave in hours and rostered annual leave etc 4. An agreement to be reached in Apr 09 either way <p>BR said SS are happy to look at conditions but they were separate issue's BR quoted paragraph on ACH from agreement booklet which refers to productivity</p> <p>SS asked for an adjournment.</p>	
Adjourn 16:10 until 16:35		
ACH08/04	<p>During the adjournment BR/Grant Scott asked for clarification as to why ACH could not be recalculated and signed off on a week by week basis rather than on a period basis. SD/MG clarified that if this were done it was likely to increase the payments due to there only being 4 hours per week, rather than 16 hours per period.</p>	
ACH08/05	<p>SD said final position as listed above (1-4).</p> <p>BR said by December 2008 we need a path of how we exit ACH. If a signed agreement is in place then can move on to look at booklet. Would have preferred one hour reduction full stop; however understand/recognise companies movement.</p> <p>SD agreed to working group including 9 Reps.</p> <p>BR happy for discussion to go ahead without FTO's, with facility to bring FTO's in if needed.</p>	

