

# Infrastructure meeting only

## Engineering Company Council Meeting– 9<sup>th</sup> November 2005

Those present

Management Side Peter Rock, Malcolm Price, Roy Taylor  
Staff Side Charles Harding, Craig Freebairn, Stuart Lee, Mike Bobbett, Mike Redstone, Keith Robinson

Apologies Brian Stephenson

Mr Rock welcomed everyone to the meeting. Before moving into the agenda Mr Rock believed it was important to brief the group on the progress of project Dime

### Project Dime

- Of the 48 new posts, 28 have been filled by applicants external to the current infrastructure function. A number of these appointments have been made from displaced staff from other grades
- Mr Price explained that with existing vacancies, there were still some 29 positions available, particularly amongst the Southern gangs.
- A training programme was now underway to train and develop these recruits
- For the new activities the track gangs would be undertaking, methods of work and safety standards were being produced
- Mr Price briefed staff side on the current position for each of the gangs ( see attached summary )

Question	Response
There are a number of staff who may be displaced by the Central stores project. Will they have the opportunity to apply for the vacant positions ?	Yes
Out of the 29 vacancies, are there any Senior Track maintainer positions available ?	Yes

### Meeting Notes

Mr Harding expressed his disappointment that there were no formal meeting notes produced of the last meeting on 19 July 2005. It was agreed going forward that formal notes would be produced.

### On Call Arrangements

The key issues discussed in this area were as follows :-

Issue	Action
On call is a mandatory requirement of any new staff joining the infrastructure grades. This had been explained at interview and was outlined in the job offers individuals had received. Obviously, before an individual is able to go on call they require to be competent to do so	
The arrangements for on call gangs still need to be decided	Malcolm Price

Those individuals who are on call need to know who is the second line on call for advice & assistance	ATE to distribute the on call roster
Staff side expressed concern over control calling people out when there was no need. Mr Rock explained that it was company policy that in every instance of a derailment / alleged track fault then an infrastructure individual should attend the site. He encouraged individuals to question control in order to avoid unnecessary call outs	Peter Rock to speak to control in order to avoid unnecessary calls.
<p><b>Voluntary On call arrangements for 23 existing track inspectors</b></p> <p>Mr Price expressed his understanding of the agreement reached on 19/7/05 that the 23 current track inspectors retained their current voluntary on call arrangement in their current role. If they moved to another role, then the on call commitment would apply. Staff side advised that this was not their understanding.</p> <p>Following discussion the following was agreed :-</p> <ul style="list-style-type: none"> <li>• If an individual from the group of 23 current inspectors, moves to another senior maintainer role or a maintainers grade role, then they would retain their voluntary on call commitment.</li> <li>• If an individual from the group of 23 current inspectors, moves to a chargehand role or any other promotional role, then the voluntary on call arrangement would cease.</li> </ul>	

### **Health & Safety**

Staff side raised their concern that staff had had no involvement in the Risk assessment process. Mr Price explained the following :-

- Tony Rose & Ann Wilson ( from a project and safety point of view ) have watched all the tasks undertaken by the maintenance gangs and developed risk assessments. These risk assessments will be distributed to staff for their views in the next 2 weeks
- Tool Box talks have also been developed. These 1 page documents will cover How to do the job and the tools & PPE required to undertake the task.
- A copy of all the documentation required will be carried around in the mobile vehicles

Mr Harding explained that if staff had any concerns about the Risk assessments/ Methods of Work they should raise them with their Area Track Engineer or their local safety reps.

### **Road Vehicles**

Staff side raised the following concerns on road vehicles :-

- Lack of messing facilities on flat back wagons with nowhere for staff to hang their PPE
- Clearance of vans on ballast
- The suitability of the equipment for heavy lifting
- Lack of hand washing facilities with Vivaros

Mr Price explained that Mr Feary was collating feedback on vehicle requirements on behalf of all the Area Track Engineers. This feedback was being reviewed on 9/11/05 and the outcome

of this review would be communicated to staff.

### **Serious Incident / Breakdown & Recovery Payments**

Staff side outlined their view that as the company representative on site, they should be paid at the Team leader rate rather than the team member rate.

Mr Rock explained that the team leader payment was for those who supervised a team and had responsibility for that team at the incident. Given this he could not agree to this proposal.

### **Personal Protective Equipment**

Staff side expressed their concern over the bulky nature of their current waterproof clothing. They proposed lighter overalls with lining.

Mr Price explained the following :-

- With the internalisation of track maintenance EWS had looked at PPE requirements afresh
- The Jarvis catalogue has been used as a benchmark
- PPE will be issued according to the tasks undertaken - light weight gear will be part of this
- The revised PPE will be rolled out to all staff

### **Locker Facilities**

Staff side expressed their concern over the lack of facilities at some locations. Mr Price explained that the Area Track Engineers were currently looking at the storage & drying requirements within their areas

### **On Call Payment**

Staff side expressed their view that there should be an increase in their on call payment in line with the % increase in other engineering allowances. Mr Rock said he would review this payment and report back at the next meeting

### **Production Staff Patrolling**

Staff side expressed concern that production staff were now going to take away Track Inspector jobs and that this initiative would result in an increase in the number of track derailments.

Mr Rock reassured staff side that this would not be case and explained the following :-

- The initiative was to allow further internalisation into the company, in order to save production staff jobs
- Production staff would only patrol at their own locations within the depot confines. This would release track inspectors to inspect and maintain sites currently outsourced.
- Production staff would only patrol when trained & competent to do so
- When undertaking patrolling duties, production staff would come under the responsibility of the Area Track Engineer

### **Paperwork**

Staff side expressed concern over the amount & complexity of the paperwork being proposed for inspection. Mr Price explained the following :-

- The purpose of the paperwork review was to ensure EWS had all the data required in a standardised format.

- Whilst the documents were larger than currently, they worked on a tick box approach. Therefore the need to outline detailed descriptions would be removed.
- The standard format of the paperwork would help EWS move to an electronic data base of track information.

Mr Price invited staff side to express their views on the paperwork once it had completed.

### **Representation**

Staff side proposed that in order to better reflect the views of all the Infrastructure grades a chargehand representative be added to the council. This was agreed. Mr Harding would approach chargehands in the company.

### **Next Meeting**

8<sup>th</sup> February 2006