

Engineering Employee Council Meeting Minutes

Novotel, Leeds

EEC10/01 – EEC10/08

Date:	12:00-16:30 Tuesday 16th February 2010
Attendees:	<p>MANAGEMENT SIDE: Stuart Draper (SD) – Chair Yvette Richardson (YR) Mick Fletcher (MF) Gary Tremble (GT)</p> <p>STAFF SIDE: John Kelly (JK) – Full Time Officer, UNITE Anthony Stocks (AS) – Newton Heath, co-opted Roy Treggiden (RT) – Newton Heath, co-opted John Golightly (JG) – Heaton John Green (J.Gr) – Newton Heath John Parkin (JP) – Neville Hill Nigel Jordan (NJ) – Neville Hill – Chair Steve Issotta (SI) – Neville Hill Grant Scott (GS) – Heaton Alan Lingard (AL) – Neville Hill Colin Umpleby (CU) Neville Hill Nigel Bendelow (NB) – Heaton Neil Oldham (NO) – Newton Heath Gary Wilson (GW) – Newcastle - Secretary Ian Collins (IC) - Heaton</p> <p>APOLOGIES: Craig Neild (CN) - Manchester Piccadilly Vic Walsh (VW) – Full Time Officer, TSSA</p>

EEC Action Reference		Action
EEC10/01	<p>Introduction</p> <p>SD welcomed everyone to the meeting. AW was introduced to the council as the new Management Secretary for all Employee Councils in the business. All agenda item requests need to be processed to Andy going forward of which his contact details are:</p> <p>Tel: 01904 568573 Mob: 07920 857805</p> <p>Email: andy.ward@northernrail.org</p> <p>JK then congratulated SD on his appointment to Engineering Director and announce that a chair and secretary has been announced for the council. These are:</p> <p>Nigel Jordan – Chair</p> <p>Gary Wilson – Secretary</p>	

<p>EEC10/02</p>	<p>Agree Minutes</p> <p>It was agreed that the minutes were a true reflection of the meeting held on 11th November 2009.</p>	
<p>EEC10/03</p>	<p>Outstanding Actions</p> <p>The action list was circulated to all attendees prior to the meeting. The following updates/comments were made:</p> <ul style="list-style-type: none"> • FED's funding Update: <p>All the current FED's are being coordinated through Oldham College, all of these will be continued regardless of whether this comes through the college or from Northern.</p> <p>Future funding updates will follow as we are unsure on if funding will be available in the future, but we are expecting a favourable outcome.</p> <p>Staff side asked for a guarantee that funding would continue regardless of funding.</p> <p>SD said they will consider this.</p> <ul style="list-style-type: none"> • FED's minutes: <p>Not received by NB & GW – YR to send</p>	<p>YR / SD</p> <p>YR</p>
<p>EEC10/04</p>	<p>Overtime & Agency</p> <p>The overtime and agency figures were circulated for depots. SD apologised as there were a few gaps. These will be completed and are to be circulated. SD explained the costs are lower due to it being the Christmas period.</p>	<p>MF / PD</p>
<p>EEC10/05</p>	<p>Smart Thinking Update</p> <p>SD updated the group on the recent events and the plans for 2010 which included the following:</p> <p>Heaton – Plant maintenance, 180's and possibly Grand Central service improvements. Neville Hill – 158 B exams, service and fuel shed stores, engine drop process, stores process following the recent re-organisation. Newton Heath – 158 B exams, engine drop process, B exam process for all fleets.</p> <p>NJ asked for an update regarding an employee who has been in a SMART Mgr role for 3 years. Are you going to backfill the position and will the employee keep his rate of pay as per terms and conditions.</p> <p>SD said he will look into the employee's substantive role as it has gone on some time.</p> <p>JK stated that the secondment arrangements is a loose agreement, these people should keep the grade they are working in.</p> <p>SD stated that it will be looked into and an update will be given. Secondment lengths do need to be managed so the backfill arrangements can be made.</p>	<p>SD</p>

	<p>Staff side also rose that there were currently 3 employees claiming HGD at Heaton. GT is aware of these and will be going through the recruitment process soon for these roles.</p> <p>JK also raised issues surrounding the stores SMART event as they are currently going through a re-organisation and some depots have been told there processes are OK.</p> <p>SD explained that management believe the re-organisation will work and we will review the processes as processes can get duplicated sometimes. SAP has recently been introduced which wasn't a perfect implementation and SD thanked the staff for their help in working with the introduction of SAP.</p>	
<p>EEC10/06</p>	<p>Future Workload</p> <p>SD gave the following update:</p> <ul style="list-style-type: none"> • Grand Central Class 180s work at Heaton is ongoing of which many contractors have been used to help this with L6 overseeing the structure, this will be looked into if this is working effectively for us. • Trainer has been to Chester to put together a course for 180 training. Decisions will be made on who will go on this training shortly. • Further Grand Central work for their Bradford services are currently in negotiation. • Potential cleaning contract for Grand Central service at Foster Square. • Discussions are in place for fuelling to be carried out at Hull Botanic Gardens to Hull Trains services of which staffing levels will be reviewed dependant on the contract if this is agreed. • Situation regarding HLOS with respect to number of units, locations and classes of vehicles is still unknown. Agreement we currently have is that no units will leave Northern unless there is a replacement for them. Allerton is still within the HLOS plans as this has recently been acquired by Network Rail but this would be in 18 months time if it is to happen. • Tram Trains is not going as fast as it could be. A few stumbling blocks have been surrounding the price as many leasing companies schedule their purchases of units over a 40 year lease and not a 2 year trial. Sheffield to Rotherham is still the plan, subject to funding. <p>Staff side raised that we did not give a good service for the 180's last year.</p> <p>GT explained improvements can be made but looking at the MPC scores last year, they were top of the charts, so what work was done was sufficient. He went on to explain that recruitment shall be starting to help improvements.</p>	
<p>EEC10/07</p>	<p>Cleaning Update</p> <p>GT provided the council with an update on East Coast cleaning contract. He explained they have employed ISS staff at Kings Cross which has improved their NPS scores. ISS are targeting areas to that impact on NPS such as toilets.</p> <p>GT praised all the efforts of staff during the cold weather as we kept up our services we provide. There was a problem of salt treading into sets, of which a copy of agreement has been sent to Gavin Morrison for info.</p> <p>GT explained that he will expect East Coast to do a large review of their processes and services as they are now under the DfT.</p> <p>The cleaning of Liverpool Mess room has now gone back under Network Rail</p>	

EEC10/08c	<p>Re-org update:</p> <p>SD briefed that Mick Green had been round and briefed all the sites and we are now in the process of identification claims, all of those that are agreed will be wrote too.</p> <p>A Mock Selection Event has been planned for anyone interested in attending to help prepare for a selection event. This is taking place on 2nd March 2010.</p> <p>Staff side raised that it has been unclear about where we were with the re-organisation as letters had been received stating implementation is now taking place.</p> <p>SD explained that the structure has been consulted, and we are now going through the process to implement the structure. MS understand the risks that SS have raised but we believe the structure will work.</p> <p>SD confirmed consultation has now completed, this is not a negotiation. Employees who have been identified will be written too, all other roles will be advertised on an open/closed vacancy list for all displaced employees to apply for the roles.</p> <p>JK explained that they were not happy with this and shall be discussing with RMT as they will take this to an Avoidance of Dispute (AOD).</p> <p>SD asked JK to let him know what the AOD is about</p>	
EEC10/08d	<p>Adverse weather conditions:</p> <p>Staff side raised details of a fail to agree at Newton Heath on 12/02/2010 regarding employees not being able to get to work during the adverse weather.</p> <p>SD stated that he would investigate once staff side had sent details, of who they where, on what days and where the staff lived in relation to the depot.</p>	Reps
EEC10/08e	<p>Staff side meetings:</p> <p>Staff side requested a full day for staff side meetings as they are not getting enough time in a morning.</p> <p>SD explained that he believes the morning is enough. Many items raised still need to be dealt with locally so these need to be processed before bringing them to this forum.</p>	
EEC10/08f	<p>Super B's:</p> <p>MF briefed the Council regarding all the work that has been done to review extending the mileage of 144's. A discussion was had around winterisation and the struggles that we have had this winter.</p> <p>Management side explained that Kevin Vince, Performance Planning Manager is carrying out a review of our performance during the winter and find out what we did well and what needs development for future winters. All staff should discuss ideas with their managers to bring forward to the review.</p>	
EEC10/08g	<p>Payroll:</p> <p>Staff side raised issues surrounding ongoing problems with employees getting paid correctly 6 weeks in a row.</p> <p>SD asked for the names of the individuals who are having the problems and we will then investigate</p>	Reps

EEC10/08h	<p>Employee Survey:</p> <p>Staff side had asked for the results of the employee survey. MS advised that these should be posted at depots and will ensure they are and a copy is to be sent to GW as secretary to distribute to the rest of the council.</p> <p>YR shall also present the findings at the next meeting on 26th April 2010.</p>	YR
<p style="text-align: center;">The next Engineering Employee Council meeting will be held on 26th April 2010 at the <u>Novotel, Leeds</u></p>		