

FftF 2 Weeks On: Training Crisis Leaving Stations without Qualified Staff

★ Threat of Further Mass Displacements Remains

★ Some Progress on Reps & Machinery of Negotiation

★ Latest on Rosters

Since FftF went live on 3 April many sub-surface stations have been running without qualified supervisors. Unless a CSM takes control of the station in these circumstances this means the station is operating without the legally required minimum numbers.

In many cases, CSS 1s are supervising stations but have not been trained in the control room and do not yet have the mandatory staff supervision permit for the grade.



Untrained CSS1 in Control Room? What could possibly go wrong?

RMT safety reps are raising these issues with the Office of Road & Rail and we have demanded an urgent meeting of the LU company safety forum.

Anyone who carries out safety critical work for which they know they have not been fully trained is taking a huge risk with their job. Make a mistake and we know from past experience that LU will hold you accountable. Every member of staff has a legal responsibility for their own safety and that of other staff and passengers.

It is essential that you put any training needs you have in writing to your Area Manager. RMT Tier 2 safety reps have distributed a pro forma memo that you can use for

this. You should provide your local H&S Rep with a copy.

Control Room Training

Area managers are telling CSS1s that all they have to do to be qualified as CSS1 is do an ezone learning unit on-line and sit with someone qualified in the control room for one day. This is nonsense. It is outrageous that LU allows employing managers to put out this sort of dangerous rubbish.

LU has now put training requirements in writing but they remain inadequate. The company says that to qualify for control room you must:

- Complete the ezone unit as a preparation for training
- Complete a one day training course in control room systems
- Complete between 2-10 days live learning in the control rooms you will work in. The number of days will be published for each area

This is better than what is happening on the ground but a one day course is hopelessly inadequate. When LU first briefed the TUs on their plans there was to be a five day course. It seems the company is happy to scrap this just because they've left themselves without enough staff to cover the necessary training.

LU also says ANY member of staff with a control room license will be responsible for signing off the training of a CSS1. Even a CSA with a control room license could be asked to sign off their supervisor's training. This is ridiculous and is not acceptable to RMT.

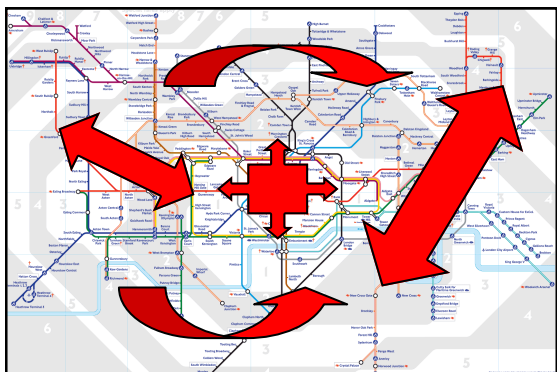
Remember: LU has committed to provide further training if you need it

Whatever your grade, if you need more training on the POMs, lifts or escalators, supervision or any other new role you've had to take on then you must ask your Area Manager to arrange this. It will not affect your grade, they cannot demote you for asking for training.

- For latest on Displacements, Machinery and Rosters see over

Transfer & Promotion: Threat of Further Mass Displacements

Management are struggling to give us a clear proposal on an interim Transfer & Promotion policy, which will guide how members can be moved from cover down and OE positions into substantive



positions.

The original proposal was incendiary and raised the possibility of members being

moved several times within a six month period. Then LU came back with a far more sensible proposal to run another 'filling the gaps' exercise and then ask all members whether would want to preference a move to any specific areas in their substantive grade. The only moves that would take place while this was done would be moves into a substantive position or a higher grade of cover down. Following these exercises further discussions were to take place about the need for more displacements.

Yet, this week, the company has suggested that sideways displacements from one cover down/OE position to another WILL go ahead after all.

RMT refused to accept this position and LU is now considering our response and will present their latest proposals at a further CCSG (Company Council Sub Group) meeting.

CSS2 Promotion to CSS1 made simpler

LU has accepted RMT's argument that CSS2s can get trained as CSS1s and join waiting lists for jobs without taking a pre-assessment.



This would mean that anyone who passes the SS core training could elect to be trained on control room and staff supervision and then join waiting lists for CSS1 jobs. There would be no

interview or pre-assessment before training can be undertaken.

RMT is pressing LU to allow this ASAP in order to allow all those currently in CSS2 grades to preference CSS1 locations in the forthcoming location planning.

Who is my Local Rep Now?

RMT has argued that the arrangement of one rep for each employing manager should remain. This would mean one rep for each area.

LU responded with a proposal to slash RMT representation on stations from 52 to 37. Needless to say, this was rejected in the strongest terms by RMT Regional Organiser, John Leach.

The company has now agreed that all current reps will continue to be recognised while we discuss the issue further. Management have also agreed to release any L1 rep for scheduled L1 meetings even if the rep is no longer on the cover group they represent. Again, this will allow further talks to take place. This represents some important progress on the issue of representation and the machinery of negotiation but there s still a way to go.

All current L1 reps should continue to represent the cover group that replaces their old group.

Where reps have moved or stations

are rearranged into different cover groups RMT branches and the Regional Organiser will discuss how best to organise our representation.

Until you are told otherwise, by your union, your local rep is whoever it was before Fit for the Future.



Rosters

RMT SFC reps will be meeting LU in a regular forum to further look at rosters, in particular but not only, to review weekend rest days. Local reps have been asked to refer particular problem rosters to SFC reps.

In addition local consultations will soon begin in every area to allow those actually working the rosters to express local preferences on issues such as whether to work 12hour Sundays, start/finish times, positioning of rest days and how the roster rotates.

Please speak to your local RMT rep if you want to have an input into your local consultation.

At Company Council level RMT is continuing to fight for additional staff to meet the needs of security checks and to facilitate a better work/life balance on rosters.

Your RMT Stations Functional reps

Jared Wood 07739 869867

Maria Atkins 07748 760261

Paul Schindler 07850 231839

Norman Thompson 07853 288184

Mick Crossey 07931 570521

MacMackenna 07801 071363