

SERVICE CONTROL



ISSUE 4, MARCH 2009

COBURG ST SO4 SHOCK!

The JWP met again in February, management advised staff side that not one SO4 had progressed to SCL2 training, we found that amazing, it was raised at company council and it has been agreed that two staff side members would assist in writing the initial assessments as they are obviously too hard.

Current agreements have been submitted to the Company Council and Ratified subject to agreements being kept!

Any SO4 or indeed any other grade who feel they have been

treated less favourably than others contact one of your reps who will make representations on your behalf.

Current SOI staff will be moved into the new LIS role

transferring to Highgate and Osborne House respectively, a preferencing exercise will commence shortly.

JOB LOSSES

The District Line reserve is being reduced by 4 as LUL feel staff on the relief covered the East London and the W & C and are no longer justified. These cuts will come from natural wastage and all transfers to the district cabins have been frozen.

With the imposition of the LIS grade on the Bakerloo, Central and Jubilee Lines, fewer SCL2's will be required as they currently perform the information role, management have made assurances that all losses will come from

natural wastage, talks are being held at local level to plan this transition.

In the current economic climate staff side are sceptical that management can honour promises on natural wastage, this obviously also has wider implications on staff awaiting transfers to the above locations.

IT SHOULD BE NOTED THAT THIS UNION HAS NEVER AGREED TO THIS CHANGE!

2009 Pay Talks

Pay talks are at a stalemate, LUL have offered RPI + 1% for 2 yrs with basic RPI for the remaining term in a five year deal.

Once the RPI figure is announced in two weeks a firm offer will be made. This could even result in a pay cut!

Sickness Know Your Rights

Illness should not be an issue for discipline so long as a certificate shows that you are genuinely sick you should not be punished but LU disagrees and has an unfair and punitive policy.

This is guide from your union reps on your rights. Please use it.

While you are off sick

Arrangements for contact should be agreed between you and your manager. Your manager should not phone you on your emergency contact number without your explicit permission.

You are entitled to self-certify your sickness for the first seven calendar days after seven days you need to send a medical certificate

You are entitled to be accompanied by a union rep to any meeting with management when you are off sick- whatever it is about or whatever it is called. Please use this.

Management may ask to visit you at home. You can refuse and ask to meet elsewhere e.g. at work or in a neutral venue. Wherever it is held you are entitled to a rep being present.

Most people are entitled to company sick pay for 39 weeks. It can be suspended but RMT believe it can only be permanently legally withdrawn by a decision at a disciplinary hearing

If a manager mentions medical redeployment or termina-

tion contact your rep straight away

Returning to work

Management should hold a return to work interview with you before you undertake in any safety critical duties. If you are still not 100% fit management should consider reasonable adjustments to your working conditions.

If you have to go sick shortly afterwards for the same condition e.g. the illness “flares up” again the two absences should be linked and considered as one item of sickness.

Disciplinary action

If you fall short of LULs harsh attendance standard (see company policy) your manager will review your attendance

Non attendance for these reasons should not be counted against you:

- If a manager sends you home because you are ill and you return to work the next day
- Customer incidents/ accidents resulting in trauma

- Accidents at work (make sure these are recorded)
- Assault on duty
- Assault while travelling to or from work in uniform
- Urgent medical treatment including minor invasive surgery, requiring a visit to hospital, medical practitioner or dentist; waiting for hospital treatment; convalescence
- Infectious diseases
- Sickness in anyway related to pregnancy

If you have infringed LULs policy but had no absences in the year before there should be no action against you.

Your manager has the option not to call a Local Disciplinary Interview (LDI) but instead talk informally. When deciding they should consider your efforts to minimise your non-attendance.

You are entitled to a union rep at LDI tell your rep as soon as possible.

Your manager must give you seven days notice of the LDI and relevant paperwork five days in advance. Give your union rep the info as soon as possible. You are entitled to time to discuss your case so make sure you are given enough.

If you do not have a current warning the LDI may result in a warning for up to 26 weeks. If you already have a warning it may be up to 52 weeks. If you already have a second warning you may be referred to Company disciplinary interview (CDI) Any warning must be dated from the last day of your non attendance.

You have the right to appeal any sanction given and are encouraged to do so.

Long term sickness

If you are expected to be sick for more than 28days management can ask to meet you. They must provide reasonable notice and you have the right to ask a rep to attend.

If you have a medical condition that affects your attendance management may contact LUOH for advice, they may call a case conference. You are entitled to a union rep for these too.

Medical termination is a last resort and can only be considered when all other options are exhausted. You have the right to appeal against that and your union rep will support and accompany you in this process.

PRP

At the Functional level of the machinery staff side raised the issue of staff not being appraised or being issued letters regarding Performance Related Pay.

Service Controller and Service Managers are remunerated within a banding pay structure, the only way to rise up the band and reach the top or catch up to your colleagues is to be awarded a pay rise based on performance in addition to the Annual Pay Rise.

If management do not carry out this process it makes a mockery of the bands and everyone should be on a spot rate!
It is also potentially illegal under equality legislation.

Can any staff affected please contact one of your reps!

NEW REPS

The RMT have four new local reps:

Level 1

Michael Livingstone—
Earls Court Signallers
Billy Hurley—Coburg
St Signallers

Tier 1

Ian Grainger—SSR
Hayley Gaskell—
Coburg St Signallers

A new grade has been agreed on the Waterloo and City Line .

- **Waterloo and City Line Controllers**
- **A standalone 7 person roster**
- **A spot rate of £40k backdated to April 2008.**

No implementation date has

CONTACTS

Functional Council

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Peter Quirke 07595236691
Michael Smith 07850237186
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Local Reps

Bob Gillman - District Line
Billy Hurley - Coburg Street
Peter Quirke - Met Line
Neil Lai -W & C Line
Esmond Syfox - Earls Court
Michael Livingstone - Earls
Court

H & S Reps

Tony Crump – Earls Court Signals
Kebba Jobe – JNP
Charlie Pitt– BCV
Ian Grainger—SSR
Danny Bralant - W & C Signals
Sean Whelan - District Signals
Richard Smoothy - Met Signal
Gaskell— Coburg St Signals

