

SERVICE CONTROL



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JOINT WORKING PARTY

Meetings have been ongoing regarding staff migration post upgrades, salient points :-

1. The Jubilee fiasco continues the date for reducing staff numbers has been put back until summer 2010.
2. Staff side have requested when the Victoria line is moved to Osborne House , SO4's are absorbed into the Northern Line.
3. The SO1-SO3 nomination list will remain open however preference will be given to displaced SO4's.
4. Management requested that a new priority date is set so that staff who joined Coburg St after the protection date can be afforded some protection and security, discussions ongoing.
5. There is no limit to the number of times staff can sit the knowledge check at Coburg Street.
6. Coburg St SO4's can defer core training once, if it is turned down a second time management will look at their second preference , discretion will be observed.

SCL1 PAY DISPARITY

Staff at the Baker St SCC recently submitted a collective grievance regarding pay disparity, they feel particularly aggrieved that they earn less than lower grades.

It was requested that a spot rate at the top of the band would go someway towards addressing this issue.

However the director concerned has decreed that no problem exists,

furthermore it was stated that moving from SCL1 to SO4 is a sideways move and not promotion, PRP is the established means for

determining pay progression , management are not prepared to move on this issue and remain intransigent.

It follows SO4 must be able to transfer into SCL1 and vice versa.

Pay Increase

- The 2009 pay award of 1.5% should be in the February salary.
- RPI is currently running at 2.4% if this stays the same in February the pay award of RPI + .5% will result in 2.9%.
- The CSS bonus currently stands at £250,

EMERGENCY SERVICE OPERATOR'S

Management have implemented a scheme whereby non service control staff are being trained to operate equipment in 'unforeseen circumstances'.

In affect it means staff will be given basic training to operate signalling desks, then they will be expected to famialrise at least twice a year, training will be a mix of hands on desk experience supplemented by the signalling simulators.

No OPT will be required!!How does this affect us?

Trainers will be expected to train and monitor these ESO's to comply with Competence Assurance.



ESO's could be used to cover shifts and reduce the need for staff working overtime.

It also follows that if management genuinely believe a few weeks training is adequate for operating signalling equipment there could be a major dumbing down of the role and current training standards.

All the unions oppose this development, it currently sits within the H & S machinery as it has been exhausted in the industrial machinery.

ESO's consist of duty managers, project staff, centurions basically anybody without a conscience.

TRAIN IN A CABIN TO BE A CSA!

Last year a group of ex -apprentices and another group of staff on secondments in the cabins were informed that their services were no longer required and that they were surplus to requirements. They were given positions of CSA's , this decision was draconian and short-sighted management were informed that the cabins would need staff in the near future, that advise was ignored.

- Now however the unions have been notified some positions have become available and a closed listing process was being developed to try to bring some of these people back into service control
- The trade unions strongly advise anybody originally disadvantaged to ensure that they are given every opportunity to apply

Remember staff are been summarily dismissed and under the current climate no body's job is safe! Ring a rep at the first sign of trouble!

KNOW YOUR RIGHTS

Sick Leave

Whilst on sick leave contact is to be by mutual agreement , make arrangements to phone in when it is convenient for you!!!

Pay can only be deducted in a formal disciplinary process i.e. LDI or CDI management should not deduct pay for any other reason.

Right to be accompanied

All staff have a right for a rep or workplace colleague to accompany them to a fact finding, disciplinary or grievance interview management may dispute this however if you have been stood down or there is a chance of disciplinary action they have no choice, if in any doubt contact a rep.

DISTRICT LINE INCREASED WORKLOAD

Staff on the district line feel that with the introduction of Working Timetable 8 their workload will increase.

A submission was made at Functional Council and questions were asked how management would address this issue?

As the impact of the change is unclear it was proposed that a workload analysis is undertaken following the introduction of WTT8, this matter will be raised again once we have a clearer idea of the plans at Whitechapel and consequent changes.

Overtime

LUL are trying to replace overtime payments with a day in lieu, you have no obligation neither contractually or morally to accept a day in lieu, even if you ever got to take it (coverage problems)

Nb the union opposes overtime, if additional work exists more staff should be employed and redeployed staff re-engaged in the grade.

Remember overtime is not compulsory!!! If you have child care commitments or are suffering fatigue go home.

SCAC Collective Grievance

A grievance was submitted by Service Control SCAC's for a spot rate to take into account all the duties performed. Management believe that grading and remuneration adequately reflects the role!

Modern Apprentices

In a shameful and sneaky way apprentices who had been promised positions in Service Control were cast aside, surplus to numbers, this situation arose because Human Resourcing in a particularly incompetent moment decided they needed additional staff for the SSR upgrade and took on a tranche of seconded operators, because of metronets demise the additional staff were not required and the apprentices were shipped out as CSA's.

Prior to this the apprentices fell under the auspices of the Service Control Functional Council, Management deliberately moved the apprentices to be covered by the MATS council who

with the greatest of respect are the wrong group to represent them.

As earlier reported some may be offered positions which further demonstrates managements total lack of foresight, incompetence and arrogance, these are after all the staff of the future.



