

Report from the Talks

Stations & Revenue 23.4.15
Functional Council



Displacement & Review of Locations: RMT Secures Improvements but Risk Remains that Computer Says No!

RMT reps met with LUL this week to discuss the disastrous outcomes of their ill conceived "location matters". This latest chapter in the FftF saga involves a simultaneous regrading and displacement of workers all round the combine.

Now, two weeks after the outcomes were announced, the extent of the damage has become clear and LU have admitted to fundamental errors in the process that have created so many problems.

They concede that the system has confused certain station codes and in turn displaced staff from areas they weren't actually at. All Existing supervisors at St Johns Wood and Swiss Cottage were given roles on the east end of the district line because the computer thought they were at Stratford!

In many other areas the existing staff have been moved only to be replaced with same grade, or cover down staff from other areas. This is contrary to the assurances given to make sure that most staff would stay on their current areas.

LU have said that anyone who is shown to have been displaced when the correct operation of the model would have left them in their current position will be allowed to return and that this may result in double manning of some positions and that no one will be forced to move to help rectify mistakes.

If necessary staff will be held above the establishment numbers on an area in order to rectify mistakes. Should you be told that a mistake has occurred and that you should not have been moved out, then you must

What do I do in the Review?

- If you are happy with the location you've been given and have a substantive role there you do not need to do anything. You cannot lose the position you've been given if you do not review it.
- If you will be covering down in a location where you would like your substantive role to be then enter the review but only tick the location you've been given. Write in the comments that you want a substantive role there. You will not be moved anywhere else
- If you want to change the location you've been given then enter the review and tick ANY other areas that you would like to work at. You will not be moved to an area unless you chose it. You are unlikely to get a location covering down if you have been allocated a substantive role already. You are more likely to get a move if you preference areas that have substantive roles at your new grade.
- If you think you've been moved from your current location in error (seniority/30 mins/ model mis-applied) then tick the box for this on the review form. We advise you not to list any preferences until LU respond to you and tell you whether they accept this as a mistake. You will have time to preference once you know. If they accept that you should have been left at your current location then ONLY preference this location (unless you want to move anyway).

LU Will Open the Review Process within Days

Speak to your local RMT rep for advice

Displacements and Failure to Put More Jobs into Stations could lead to Further Industrial Action in Weeks & Months

only preference to remain at your original location.

Seniority has been miscalculated in some locations as the program worked from a common seniority date of 2003 when the SAP system came into being. Whilst in some areas they have managed to input the correct date in location, this basic error has caused fear and confusion for many members as the system could not identify the senior person, meaning that many who were expected to stay were moved.

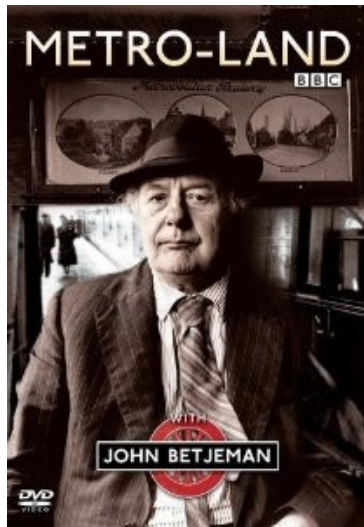
We are aware too of a number of cases where the guarantee on 30 minutes travelling time has not been applied. We have insisted that LU correct these mistakes before the members involved have to make a decision about where to ask for in any review.

Before moving someone again, LU have agreed to advise the member where they agree a mistake has been made. These members will then be able to make an informed decision about where they wish to preference in the review. This is something that LU were originally opposed to as they saw an opportunity to move staff again and to their benefit.

Transparency too is in question as 98% of DSM's were given their first choice of location, whilst in the remaining (lower) grades this was as low as 50%. Rather than put right this obvious bias, LU are claiming that the now departed Phil Hutton had always made this commitment to the DSM grades. Odd then, that this is the first we've heard of it and clearly not in line with the fair and consistent process that was promised.

RMT has told LU that we cannot endorse this review process as they have failed to share the rationale for the original allocation of locations with us. We have again demanded a full written explanation of the process LU have used to create such a mess but again they have refused to provide one. This refusal indicates to us that they are more concerned with filling roles than making good their promises to staff.

- Further talks next week on framework agreement and transfer & promotion policy. Visit www.rmtlondoncalling.org.uk for updated reports.



You may be familiar with John Betjeman's 1973 film, *Metroland*, in which the poet laureate meandered through the home counties on the Met line.

Now, courtesy of LU, you too could get the chance for such a trip - five days a week, twice a day!

LU has flouted the

30 mins "guarantee" in a number of cases. The working timetable shows that even the few fast mets from Rickmansworth to Baker St can't do it in 30 mins. Yet that hasn't stopped LU displacing a CSA over that distance.

SS2s at Harrow have also been scattered through the suburbs (in spite of needing CSM2s at Harrow in the new model). At least two members have been displaced from Harrow to Queens Park. The TfL journey planner shows a journey time of 47 –56 mins!

If you have been sent more than 30 mins away you should inform your rep and RMT SFC rep, Paul Schindler.

You will need to enter the review and tick the box to say a mistake has been made. If LU accept their mistake they will then tell you where you should, correctly, have been located. You will then have the choice of preferencing other areas for review or accepting the "correct" location.

We will not accept ONE displacement over more than 30mins.



Poet Laureate absorbed in a track failure in the Neasden area

Your RMT Stations Functional reps

Jared Wood 07739 869867 Neil Cochrane 07834 117509 Eamonn Lynch 07748 933241

Maria Atkins 07748 760261 Paul Schindler 07850 231839 Norman Thompson