

PROPOSAL FOR MEDICAL REDEPLOYMENT OF TRAIN OPERATORS

As soon as LU Occupational Health (LUOH) confirm that a Train Operator is unable to continue in his/her substantive role, then they will be assessed against the criteria for appointment to a role of CSA, subject to their medical restrictions, to ascertain whether they would be medically capable of undertaking the role and what adjustments would need to be put in place, if they were to be offered the position of Customer Service Assistant.

The number of medically restricted Train Operators redeployed to CSA under this agreement in any one financial year will be a maximum of 25. This Agreement will be reviewed by all the parties in October 2011 to ensure it is fit for purpose and to be mutually amended if reasonably required by any of the parties

During this process LU will also seek to identify other alternative roles for the employee, via the redeployment unit, compatible with their medical restrictions.

If the member of staff achieves the competence standard for the position, LU will offer that individual the role of a CSA as an alternative to termination of employment on medical grounds. LU will always endeavour to offer a position at a location that doesn't cause unreasonable travel difficulties, taking into account their medical circumstances and business need.

LUOH will assist with advice on reasonable adjustments, permanent restrictions and will clarify, prior to any offer being made, that the person's medical condition will enable them to meet all the attendance and performance expectations of the job.

Each case will be managed by the Employing manager supported by HR and LUOH. The employee will still continue to enjoy the same rights to representation and appeal as provided for under clause 6.2.8 of the Main Agreement.

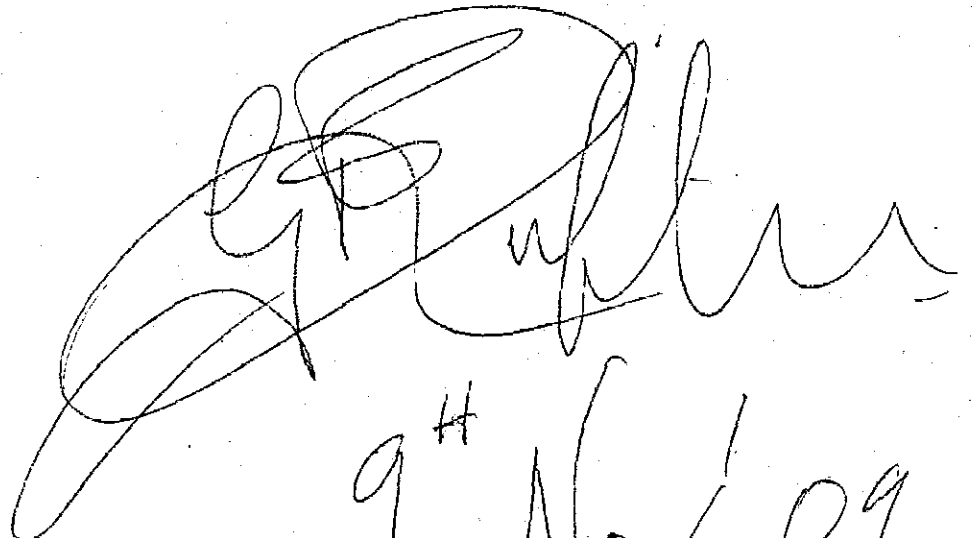
The normal protection of earnings agreement will apply.

In the event that any person who is offered a role of CSA, and who, for whatever reason, rejects that role, subsequently fails the training, or another alternative position is not found whilst in the redeployment unit in line with 6.2.8. of the Main Agreement, then LU has the right to serve them with their contractual notice of termination of service on medical grounds.

Any initial or ongoing problems encountered with the implementation or interpretation of this agreement will be addressed at the A.P.C. Working Group (and reported back to the Company Council if necessary).

PROPOSAL

LU IS PREPARED TO CONVENE THE PROPOSED JOINT WORKING PARTY TO DISCUSS MEDICAL REDEPLOYMENT, UNDER THE AUSPICES OF ACAS, BY 18 NOVEMBER 2009. THE JWP WOULD DISCUSS HOW THE TERMS OF THE PROPOSAL FOR MEDICAL REDEPLOYMENT OF TRAIN OPERATORS COULD BE EXTENDED TO OTHER STAFF. THESE DISCUSSIONS WOULD INCLUDE WHETHER A CAP ON MAXIMUM NUMBERS WAS NEEDED OR NOT.



9th Nov 09