



# The Chronicle



Issue 1

27th October 2008

SOUTHERN DRIVERS  
COMPANY COUNCIL NEWSLETTER.

## Welcome.

Welcome to the first edition of Southern Drivers Company Council newsletter. We have decided to trial this newsletter to expand on communication levels with members. We welcome any constructive feedback including what you may like to see included in future issues. You can do this by contacting our Secretary, Roy Luxford (contact details overleaf). We will continue to publish The Bastille Times on issues that need to be brought to your attention urgently. Members can also visit our website [www.aslefsouthern.org.uk](http://www.aslefsouthern.org.uk) for information on agreements, minutes and contact details of Local Representatives at each depot. We hope you find this informative and helpful.

## Pay 2008.

As you are aware, the anniversary for 2008 pay award was 5th October. The increase we received was the August RPI (4.8%) plus 0.5%. Mainline Drivers grades salaries will increase by 5.3%. Below are the new salary levels for all driver grades:

Driver Instructor	£40773
Driver	£37546
Shunt Driver	£34311
First year Driver	£35044
Shunter Driver	£24000
Relief Driver	£31352
Trainee Driver post FA1	£25104
Trainee Driver pre FA1	£18614

In addition, regional allowances will also increase by 5.3%. London Allowance increases to £1394. Outer London Allowance will increase to £417.

A 2008 pay reckoner is now available for download on our website. If you do not have internet access and would like a copy, you should contact your Branch Secretary. If your Branch Secretary is not available, contact one of us (contact details overleaf) and we will endeavour to get a reckoner to you.

## Advice to Members.

We have finalised a booklet on representation and accompaniment. The aim is to advise members where they are entitled to be represented or accompanied. It covers the Disciplinary Procedure, Grievance Procedure, Drivers Attendance Procedure, SMS Procedure and the Anti Harassment Policy. The book is designed so you can carry it in your jacket or bag while at work. It is currently at Head Office awaiting print and dispatch. Any member with Microsoft Publisher will soon be able to download copy from our website.

Members will shortly receive advice cards on Part V, Chapter 18 of the Employment Rights Act, 1996 and Access to Medical Records Act, 1988.

## Branch Meetings.

We try to attend every Branch quarterly. There are occasions, where, due to events beyond our control this cannot be achieved. In addition to attending normal Branch meetings, we hold four joint Branch meetings a year. Two at Selhurst Railway club and two at Three Bridges Railway club. The dates for the joint Branch meetings are arranged and sent out at the start of each year. The next Joint Branch is on 11th November at Selhurst Railway club, starting at 7pm.

## The Machinery of Negotiation.

We were recently asked if we could provide a brief explanation on the issues representatives cover.

All agreements covering the grade of driver will have been negotiated by either your local representatives, company council or form part of original agreements prior to privatisation that still exist. Your local representatives are responsible for matters such as: Rosters, annual leave, bank holidays rotations and bookings, car parking facilities and any other issue that might impact on the running of your depot. Your company council are responsible for all matters that impact on the driving grade collectively within Southern. If you have a concern or problem, you should raise in writing with your local representative. Your representative will advise how to progress the matter, which may include discussing it at their next agenda meeting, If the matter is not resolved to your representatives satisfaction, it will be referred to company council for their consideration which may include discussion at their next agenda meeting. The decision of this meeting will be relayed to you. If the matter is still not resolved it can be raised at a specially arranged meeting with our District Organiser in attendance. You will be advised of the outcome and how we may also progress the matter as Trade Union.

## Health and Safety Representatives.

Any Safety concerns should be reported to the Production Manager in the first instance, you ensure it has been logged. A written report should be given to the H&S Rep to enable them to follow the matter up. The member and H&S Rep should then receive a written response from the H&S Manager. If you do not receive a response from the H&S Manager or the reply is unsatisfactory, your H&S Rep can request the item is listed on the Company Local Safety Committee agenda. If the Local Committee cannot resolve the issue, the item will be progressed to the Joint Safety Committee for resolution. The H&S Rep can seek advice from the ASLEF District Organiser (DO) at any stage. If a driver considers something to be unsafe to themselves or their fellow employees, they should invoke the company's refusal to work on the grounds of Health and Safety Procedure. A copy of the Procedure is posted in the company Safety Notice Case. If a manager fails to act on the H&S Rep's written or verbal recommendation, which has been recorded, the Rep is within their right to inform their members of the issue and remind them of their right to refuse to work on the grounds of their own health and safety. Legally this is not inciting unofficial action. The H&S rep is reminding members that, under the 1974 Health and Safety at Work Act everyone has a right to have a safe work place. If you consider it unsafe then you are entitled to withdraw your labour until the issue is rectified.

**H&S Reps do not have the legal power to close work place locations on their own volition.**

## How ASLEF Policy is decided.

Once a year, the Annual Assembly of Delegates (AAD) meet to debate the issues that may become Policy for your representatives to negotiate. The AAD is basically our annual conference and the delegates are lay members from all Branches. Most Branches are grouped with other Branches and one delegate is elected from that group. Branches are entitled to place items on the agenda for the AAD. The number of items and the date they must be submitted by are subject to ASLEF Rules. Once the agenda is finalised, it will be sent to Branches and delegates. Our Executive Committee (EC) will also submit a report on their decisions. Delegates attending from Branches are entitled to take part in all the debates and to vote in the debates. The decisions of the AAD will be placed before our EC when they next sit in session. Our EC will decide how to take the decisions forward, which may include writing to all Company Councils asking them to list with their employers and report back to the EC on how discussions are progressing.

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