



The Chronicle



Issue 4

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SOUTHERN DRIVERS
COMPANY COUNCIL NEWSLETTER.

Post Incident Protocol.

This has been an ongoing item on our monthly agenda with the Operations Director. We have now finalised this issue in respect of investigations time length and chain of care for drivers. In the case of SPADs, the normal investigation should be no longer than four weeks. Investigations into other safety of the line incidents should be completed by two weeks. These time lengths may be subject to increase for acceptable reasons, such as non-availability of staff due to leave etc.. Drivers will also be given the option to remain at home during the investigation. We had complained drivers often feel isolated and humiliated when sitting in mess rooms, while an incident is being investigated. Drivers opting to remain at home will be required to keep in regular contact with their depot, this arrangement will be agreed by the driver and their DM after the initial interview.

Your local representatives have been advised to discuss this with the local manager at their next agenda meeting to enable introduction at the earliest opportunity.

Below is an extract of the Company Council agenda minute from the meeting held on the 18th December 2008.

Item G – Protocol to Deal with Drivers Following Safety of the Line Incident

Mr Byford stated that he thought this item was discussed at another Forum.

Staff side stated it was but as it was raised at this Forum first, it needs to be ratified at this forum for closure.

Mr Byford said a proposal is 4 weeks to investigate a SPAD and 2 weeks for a SOL incident.

Staff side queried if this was the maximum.

Mr Byford said this is the ideal target; incidents may take longer to be resolved if key individuals are not available.

Staff side said something should be said in relation to how individuals are treated during an investigation. Staff side suggested that on days where a driver is not required to attend an interview, can they stay at home rather than hang around at the Depot.

Mr Byford said the suggestion is not unreasonable for the individual to stay at home and remain in contact throughout the process rather than sitting at the depot. Mr Byford asked Mr Brooks for his view

Mr Brooks said he does not believe the request is unreasonable.

Staff side said this request is made under the chain of care – the idea is to stop individuals feeling humiliated.

Mr Byford enquired if this item could be added to item E

Staff side stated, this was not possible as there are two different issues. Item E is about how the Company treat employees immediately after an incident i.e. the speed of interviews and/or Med screen. This item is about how a Driver is treated during the investigation of a SOL, where they are sitting in the Mess room for up to eight weeks after an incident awaiting the outcome of the investigation, if there is no alternative work available.

Mr Byford asked if Mr Brooks could speak to the DOM's and update in the next meeting.

Points free SMS.

We have been involved in further discussions with Southern on the introduction of an SMS procedure that has no points or SMS category (A, B, C & U).

The object of the procedure is to provide drivers with any training required and support over a specified period of time. The procedure will also contain a new process for drivers should they feel any action taken as a result of an investigation is not sufficient or fails to take account of any mitigation they feel may have contributed to an incident. The current appeals process for licence removals remains unaltered. We will shortly report this to our EC when we have received the updated procedure.

We will publish a more information after we have been advised of the EC decision.

Drivers Attendance Procedure.

We will be reporting to our Executive Committee on the 10th February on a proposed new attendance procedure.

As part of our report, we will request a referendum of our members. So you can decide on acceptance or rejection.

A Bastille Times will publish details of the proposed attendance procedure after we have reported to our Executive Committee.

Class 377/171 Cabs Working Party.

Various meetings have taken place over the last two and a half years with the Cabs Working Party. One of the main issues has been seats on Class 377 units.

We have decided to report the up to date position to our Executive Committee on 10th February. You will be kept advised on the outcome of the report.

Diagrams meeting.

We met with Southern last week and discussed diagrams brought to our attention by Local Representatives. These diagrams contained long periods of driving time with short turn around times. It has been agreed that some of these diagrams will be altered for the May 2009 timetable.

Our position remains that diagrams should contain, as a minimum, enough time every four hours for drivers to use toilet facilities and be able to access facilities to make a drink. This is separate to normal PNB requirements.

Toilet facilities.

As part of the ongoing work on diagrams, we have also been in talks to identify locations where trains terminate and start a new service. We have asked for toilet facilities to be made available to drivers at these locations. Options are being considered on the locations and the type of lock to be fitted. We have requested a common type lock (BR1) at all locations removing the requirement for drivers to approach platform staff or ticket office staff for a key.

Acting Driver Managers.

Agreement on the length of time a driver may spend in an acting capacity has been finalised. After the required training has been provided, the acting position will be 6 months. Local Representatives should monitor this at their depots.

Mobile phones.

Arrangements are being made to issue phone cases to drivers for their Company mobile phone. This should stop them switching on automatically.

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