



# The Chronicle



Issue 6

28th May 2009

SOUTHERN DRIVERS  
COMPANY COUNCIL NEWSLETTER.

## Representation & Accompaniment at interviews and hearings.

Members should have received a booklet we produced detailing occasions they can request accompaniment or representation. It appears some managers may be unsure of where in the agreed procedures, members are entitled to be accompanied or represented. Below are the various stages in the procedures, applicable to representation and accompaniment:

### Discipline.

	Accompaniment	Representation
Informal.	No	No
Formal (Form 1).	No	Yes
Summary dismissal.	No	Yes
Appeal.	No	Yes

### Drivers Attendance Procedure.

Informal.	Yes	No
Formal Stage 1.	No	Yes
Formal Stage 2.	No	Yes
Formal Stage 3.	No	Yes
Appeal.	No	Yes

### Individual Grievance Procedure.

Stage 1.	No	No
Stage 2.	No	Yes
Stage 3.	No	Yes

### SMS Procedure.

Removal of Licence.	Yes	No
Appeal.	A member of Company Council will be on the appeals panel.	

### Anti-Harassment Policy.\*

Investigatory Interviews.	Yes	No
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\* Accompaniment should be offered to employees being interviewed under the formal arrangements of the policy. This applies to both the employee making the allegation and the employee alleged of harassment.

We have been made aware of occasions when members have been requested to attend interviews with their Line Manager. Following the interviews, some Managers stated the members should not contact any ASLEF Representative. **No Manager has the right to state this.** Members have the right to speak with their elected representatives at any time. Any member facing this situation should make a note of the Managers name along with the date and time and advise their Company Council (contact details overleaf).

### **Points free SMS.**

We reported to our Executive Committee (EC) during May on the proposed points free SMS procedure.

The EC accepted the procedure, which will be subject to a 12-month review, from the date of implementation.

Driver managers and representatives have been provided with a copy of the procedure with a view to feedback any questions they would like answered. Once completed, the questions will form a Q&A to be sent to all drivers on or around the date of implementation.

In addition to this, we will publish a Bastille Times advising members of the proposed introduction date.

### **Driver Instructors.**

A Driver Instructor link is currently under trial at Barnham depot. There are no alterations to the role of the Driver Instructors involved in the trial. A review will look at any problems encountered during the trial and whether to continue with the link.

### **Travelling Pass in other than the leading cab.**

In the January edition, we reported the agreement reached with Andy Byford (former Operations Director) for drivers travelling pass on busy trains during the course of their duty. This agreement seems to have been questioned by some Southern employees and some drivers have now been advised it doesn't apply at their depot. This is a Company Council agreement and as such forms the basis of agreements for driver grades employed by Southern. Any interpretation, alteration or rescinding is the remit of Company Council (Management and Staff Sides). This agreement has not been altered and continues to apply to Southern drivers travelling pass. Below is a copy of the minute published in January:

#### **Item 20 – Staff Travel Brief – Booked Pass on Duty**

Staff side asked Mr Byford to review the Company's position. Mr Byford replied that he had no objection to drivers travelling in other than the leading cab on busy trains if they are booked pass as part of their duties. He confirmed this item is not unreasonable if it is not abused. Item to be briefed out in the drivers Brief.

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### **Medical issues.**

Following concerns we received from members, a meeting took place on the 6th May with representatives from Southern and Partners.

We will write to all the members who agreed to their case being discussed at the meeting. When we have received the final set of approved minutes from the meeting.

Aside from our members concerns, we felt there were some parts of the overall procedure that could be improved. We will raise these with Southern and report back in due course.

### **Joint Branch Meetings.**

The next Joint Branch Meeting is on 3rd June at Three Bridges Railway Club, starting at 18.00hrs.

The agenda has been sent to Branch Secretaries on Southern. If you require further details on the meeting please contact the Joint Branches Secretary, Ron Pegler, at ron.pegler@blueyonder.co.uk

Please make the effort to attend as this is your chance to raise issues important to you.