



The Chronicle



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SOUTHERN DRIVERS
COMPANY COUNCIL NEWSLETTER.

Southern pay referendum

The pay offer was accepted as follows: Yes 59.3% No 40.7%.
Southern have indicated that the new rate of pay and the back pay will be in the next pay run.

New Member of DFC

We welcome Dave MacLennan to the fold from the 15th April and wish him all the best in his future endeavors as part of our team.
His contact details are: Mobile 07594050807 Email d.maclennan@sky.com

Auto Enrollment for Pension Schemes

Following government legislation everybody who is working for a company is to be placed automatically into a pension scheme. As we already have a pension scheme this does not effect us and no action is required by you.

Those people effected are those that have previously opted out of the pension scheme or those that have taken your pension and continue to work.
In these cases these people will be opted into a company wide pension scheme in May

SMART Pensions.

As part of the correspondence sent to you regarding auto enrolment Southern are also trying to persuade people to take a SMART Pension option.

They claim this will increase you take home pay.

Whilst this is true, the amount a driver will save on our National Insurance contributions is minimal but it is certainly not minimal for Southern it will save them hundreds of thousands of pounds on drivers alone.

The trade unions policy is not to accept Southern's offer of a SMART pension and the consequent reduction in National Insurance contributions made to the government.

Especially in times where our National Health service is under great funding strains.

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Mutual exchanges of duty.

We have received complaints from members stating MCO's have been declined for various reasons which they felt were unreasonable, for example, drivers exchanging spare turns who are in different links. Below is the agreement reached following discussions on the subject, which is effective from 2nd April 2012.

To facilitate certainty around days off required in advance, the following arrangements are to be put in place regarding Mutual Changeover requests, with effect from 2nd April 2012:

- 1) Any mutual changeover request must be made a maximum of 6 months and minimum of 3 days in advance of the earliest date it applies, and each party should ensure relevant route and traction knowledge for the work they are changing for, as well as compliance with hidden days worked and rest periods. Both parties must be productive at the time the MCO is lodged. Any request made under 3 days from the date it applies should be made through the Production Manager.
- 2) A MCO may be declined if route knowledge retention may be affected.
- 3) If a MCO is lodged and accepted, and subsequently one party goes sick or is taken off track, the MCO will stand and alternative cover will be sought for the sickness.
- 4) If a MCO is lodged and accepted, and subsequently one party requests and is granted annual leave, then the roster clerk may decline the MCO and the other party revert to original booking.
- 5) A MCO between turns can be lodged between links provided criteria 1) above is satisfied, but it will be the drivers responsibility to ensure the MCO is still workable if a timetable change intervenes.
- 6) MCOs will be considered as accepted by the Roster Clerk on receipt. However, if when the weekly roster is compiled the MCO is found not to comply with criteria 1) above then it may be declined, unless this has been caused by diagram alterations outside of a roster change (e.g. short term arrangements).