



Ref 11.7.2.1.3/dw

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02 April 2008


Dear Brian

IR ISSUES

I am writing to you to lay out the details of our final offer, reached following the conclusion of our talks yesterday. I have sent exactly the same offer to TSSA today.

I look forward to hearing back from RMT once you have had the opportunity to consider my letter.

Kind Regards



Gerry Duffy
Director of Employee Relations

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FINAL OFFER: 02 APRIL 2008

1. SERIOUS AND IMMINENT DANGER (Refusal to work on grounds of Safety)

LU confirmed that the existing procedure for Serious and Imminent Danger was still in place (and had never been withdrawn). LU agreed to take the draft, proposed changes off the table. LU will reiterate to all staff that the current Serious & Imminent Danger procedure has not changed.

2. MINIMUM STAFFING LEVELS FOR EMERGENCY EVACUATION: STATIONS

All parties agreed to a form of words to be included in the Emergency plan. Instead of specifying minimum numbers of different grades of station staff that would be on duty during the traffic day, we have agreed that these minimum levels, which have not changed, must be:

- Station Supervisor(s) and
- "State number" *London Underground station staff fully trained, qualified, licensed and familiarised to a minimum of CSA level*".

3. RECRUITMENT

We propose further discussion via a JWP to examine how staff can be helped to be developed. First task will be to agree the terms of reference after the TSSA and RMT have had the opportunity to consider the additional information given to them during the talks.

The JWP will review the causes of the current pass/fail ratio for internal applicants for Train Operator vacancies with a view to identifying appropriate steps to improve the number of successful applicants.

All parties support the letter and spirit of existing agreements. LU will endeavour to fill operating positions internally. LU will continue to support staff development with this in mind.

4. TICKET OFFICES: STATIONS

We confirm our proposal that a Working Group be set up to examine and consider ticket offices in the context of the wider marketing and ticketing strategy as raised by the TUs. It would be a frank and open discussion where no ticket office issue is ruled in or out by either party, including opportunities for our staff. During this period of discussion, there will be no ticket office closures or reduction in ticket office hours.

5. DETRAINMENT ON THE WEMBLEY CENTRAL STATIONS GROUP

- After 06 April 08 this will cease to be an issue on the Wembley Central Group. All the affected staff on the line will be LU trained and qualified to CSA level, and therefore able to undertake detrainments.

- Should there be a time when there are insufficient detrainment staff, a member of staff will be moved from within the station or from an adjacent location to assist.

6. SERVICE CONTROL

We agree to the proposal that a special Joint Working Group (under the auspices of Company Council) be set up to consider the Service Control Upgrades, including specifically:

- How closed listing can be applied to ensure that Service Control staff whose posts are put at risk by the Upgrades can be treated preferentially,
- Follow all existing Agreements between the Parties;
- Carry out this activity as quickly as possible in line with the Upgrades programme;

Furthermore, as you believe the situation facing the existing SO4s is unique, we are, on this occasion, prepared to offer a unique solution. Therefore, whilst we disagree with your major concern about interviews, we are prepared to propose an alternative for this particular group of staff.

- SCL2 assessments will not be a pass or fail process but will be used to highlight any training or development needs for any SO4s who have expressed an interest in SCL2 posts and will be a genuine commitment to prepare the employee for the process of re-training;
- A similar process will be developed for SO4s who have expressed an interest in other Service Control posts
- We will replace the interview with a Training Gap discussion and, as you suggested, pick up the aspects currently assessed at interviews in other ways
- Support for SO1-3 grades will be reviewed separately

These last 4 points to be part of the discussions at the JWP.

ASLEF representatives will need to be included as well.

To avoid the development of further difficulties, all parties undertake to promote the proper operation of the Service Control Functional Council. Service Control representatives will, as part of this, be afforded appropriate release to allow on-going dialogue over Service Control Industrial Relation issues.

7. HEATHROW TERMINAL 5 STATION

1. Detrainment, Despatch and any other safety critical functions relating to the LU train service will be undertaken by LU staff.

2. LU will maintain the temporary staffing arrangements at Platform 6 whilst the Risk Assessment takes place at the appropriate level within the Company Machinery.

3. The Mayor has indicated that he intends to write to owners Ferrovial about expanding the role of LU staff at T5

4. LU undertake that no training will be given to non-LU staff to undertake detrainment, dispatch or any other safety critical functions relating to the train service at T5, except for the discharge of traction current in an emergency, which is in line with current accepted industry wide practice.

8. Ex-SILVERLINK STATIONS (Security Staff/ Agency Staff & Supervision)

Below are the proposals for staffing issues associated with the ex-Silverlink Stations:

1. Rostered LU Station Supervisors during traffic hours at these stations.
2. As stated previously it is not our intention to retain Agency Staff. They will be retained to support staff training. It is expected that this will be completed 9 months after agreement of the training plan at the JWP (with an option to extend for a further 3 months).
3. We agree to a regular 6 monthly Review, the purpose of which will be to monitor:
 - a. The pace of the refurbishments
 - b. The effectiveness of proposed staffing arrangements
 - c. The time period required for retaining the Agency Staff
4. LU confirms that these are interim arrangements, ring fenced to the ex-Silverlink stations (there will be no roll out of this model) and commit that once the refurbishments are complete (anticipated to be end of November 2009), there will be no 3rd Party Security Staff on these stations.
5. Following several previous undertakings, LU confirms that it is not its policy to expand the use of 3rd Party Security Staff elsewhere across the Network for station operation.