



Branch Transition

Welcome to the first edition of your branches newsletter. It was decided that we will send out a newsletter four times a year to advise you of what's happening across the company.

The branch has recently gone through a transformation with the recent retirement of branch secretary Chris Power. After many years of arguing with management, he decided to give it all up. Dave Kauffman has now been elected unopposed as the new secretary and Steve Taylor will be acting Chair person until the AGM.

We all wish Chris many happy hours tinkering with his car!

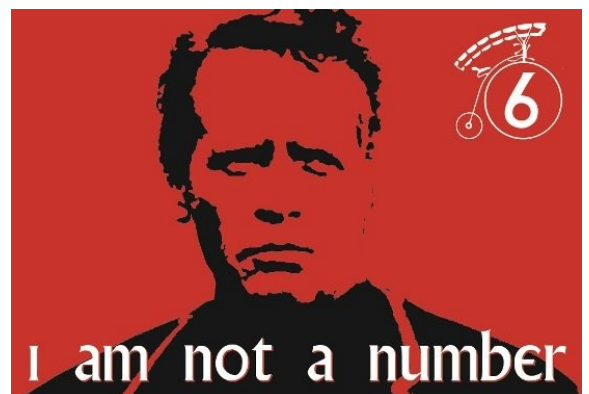
Customer Delivery Rate

The business in SD & FTTP have rolled out Customer Delivery Rate (CDR). The branch has highlighted that some managers have their own league tables, members have been told to "com" everything, told not to further jobs, not to build assists, managers tracking moves between tasks, telling members to do "x" amount of jobs a day to lift their CDR & pinning multiple jobs to those not on tours! Is your manager one of those if so drop the branch a line?

There was recently a regional newsletter which pointed these manipulations out, which was responded to by senior management. Senior management wanted examples of this so hence the request for details, if this is still going on.

Pay and Pension Protection (P&PP)

All those poor individuals who were kicked out of their office jobs recently but managed to find another job, and existing people on P&PP were approached again and offered voluntary leavers packages. But this time they had the threat/promise that a role would be sought for them at their correct grade within an area of 90 minutes travel (one way) if didn't take the leaver payment up. They did say that if a job could not be found they would continue on the same terms and conditions. I am not a number.....yes you are!



FND

FND are introducing a flex system. Some managers were shocked to find that you could owe the company up to six hours and not always be in the positive! Two teams are trialling a new performance monitoring software called My Potential. If you are affected by this, let us know what you think about it, whether good, bad or indifferent we'd love to hear.

Safety

Accident incident levels in the area are amongst the lowest in the area, keep it up and be safe!

Several of us have attended the Hearts & Minds course and we like that it promotes Health & Safety, which demonstrates the company is heading in the right direction. One of the discussions was how the company treated the victims of accidents in the work place, who sustained long term of life changing injuries. Have you had an accident like that? Did the company fail to make adjustments for you on your return to work? How has the incident affected your ability to do your job? Did you feel pressured to return to work? If the answers to any of the questions is yes, we'd would love to hear from you.

Van Weights

Is your van overloaded? How would you know? A few extra signs a spare set of cones, a bag or two of waste and any kit or stores you think you might need throughout your working day could leave your extremely close or even over your weight limit. Unfortunately if your vehicle is overloaded and you are stopped by the police its very likely you will receive a fine, a prohibition notice, points on your licence or in extreme cases even disqualification and put you in real hot water with your manager.

Yes, there has been an incident that involved overloading and the police. So we can only assume that it's very likely that checks will increase in our area.

Old Office Buildings

The company has started a project of visiting buildings and clearing them of Office equipment, furniture, stores, appliances etc, they have



been breaking into locked rooms not registered on the system and clearing the contents even engineering squirrel stores have been removed. So here is the heads up if you haven't registered the room by the proper channels. The company the last I heard had clawed back over £100,000 just by returning stores to stock. With numbers like this we don't see them stopping any time soon.

Tours

There still seems to be some misunderstanding in regards to Tours. Tours are optional. Some engineers like tours and like knowing where they are going and have some say in what order they do their own workload, others rather have one job at a time. There is good in both systems and a good patch will have a mix of both, where the single task people will pick up anything the multitask people cant do. However, in some areas managers are pinning jobs to single task non tour engineers and asking them to "spin the wheel" to pick them up. Some managers are even pinning multiple jobs to single task engineers. If you think your request for single tasks are being ignored, please let the branch know.

Political Corner

Obviously this bit is for us socialists and politically aware. Both major parties have now had their conferences and Suella Braverman has yet to send us all to Rwanda, so all is well..or is it? The NHS, Education, Railways are still on strike with the government still refusing to negotiate. Knife crime is going up, and where are the police? Don't blame the police as they are dealing with the earlier cuts of 20,000 policeman and are now having to recruit again to cope – well there's a surprise!

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