

Transport Salaried Staffs' Association

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Simon Green
Engineering Director

cc John Murphy, Jemma Stapleton, Mary McNamara, John McGookin, Barry West, Darran Hickery,
David Finch, Leo Connor

by email

22 January 2019

Dear Simon,

Meaningful Consultation - Engineering HQ, Projects and cross Depot roles

Firstly, I hope that you are well and look forward to seeing you on the 4th of February. Apologies that I wasn't able to attend the SEDC meeting in December but as I understand it there was a proposal at that previous meeting that the last ever SEDC meeting be held on 4th February 2019.

I'm writing to raise some concerns around that proposal.

Over the years that the SEDC has been in operation I believe that we have been able to have constructive dialogue on the impact of the introduction of the Electric fleet and the impact on the engineering organisation within Great Western. It hasn't been easy, but I believe all sides have worked together to minimise the impact on the staff and on the business.

Whilst the bulk but not all of the organisational change might be over there will be some impact which will affect particularly those roles that might organisationally sit outside of the Depot structures, i.e. HQ, Project and cross depot type roles. My understanding is that we have made representations at SEDC and other forums, including an email to John Murphy on 27th November 2018 that you were copied into for the information and impact of that change to be consulted at SEDC, so far to no avail. I am writing to ensure that this request is lodged formally with yourself so that there is no doubt that it is our express wish that you formally consult on any planned changes to that organisational structure, however formative a stage the plans may be at.

Whilst I would hope that we can have some dialogue at the next planned meeting on the 4th of February on this topic I am concerned that if the SEDC does not continue there will not be a proper forum to meaningfully consult on the impact both to those colleagues who directly work for that part of engineering and also on the wider knock on effects to the rest of the engineering organisation. Therefore, I would suggest those SEDC meetings continue until such time as that change has been resolved.

We have already raised concerns around the impact on roles such as the Competence Assessors and I am still awaiting information from the actions of previous SEDC meetings to reassure me that our

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General Secretary Manuel Cortes



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members in those roles have been treated appropriately in the circumstances which is concerning given the fact Landore and Old Oak Depots are now effectively closed.

In advance of our SEDC meeting please give me some written assurances of your intention to continue dialogue and meaningful consultation with the TSSA and our sister unions on the impact of any proposed changes to any part of the Engineering organisation going forward.

To be clear I also wish for this matter to be lodged on the agenda for the meeting on 4th February 2019.

Yours Sincerely,



Alan Valentine
Organiser

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General Secretary [Manuel Cortes](#)

