

Olympus: Reps Win Key Concessions

Reps welcome commitment to openness and transparency

Senior managers met with your reps to consult the “Project Olympus” reorganisation of Asset Management. Original proposals affected staff in all areas except Network Rail Telecoms, Asset Information and Network Certification Body. Over three days of **constructive talks**, management were open to your reps’ proposals to **increase fairness** and **job security** for affected staff. Under revised proposals, the **numbers of displaced staff have been significantly reduced** and opportunities to retain staff at risk are increased through an improved process.

Managers agree to improve members’ job security

Despite stopping short of a guarantee that no members would be made compulsorily redundant as a consequence of the reorganisation, management agreed to your reps’ suggestion of a “**semi-open list**” as part of a three stage process (see opposite). Management side were originally hesitant about changing their approach to accommodate displaced staff. However, after a TSSA rep gave managers a presentation which outlined the benefits of retaining skilled staff under the proposal, managers were persuaded to adopt this in the revised “people process”.

A refreshing change?

Historically, management have been unwilling to consider alternatives to original proposals when these benefit affected staff and reduce redundancies. We welcome the approach taken by Olympus management to improve the job security of our members.

More protection for members: three stage “people process” explained

Closed list: Staff displaced by Olympus apply for vacancies in the new organisation at their substantive band.

Semi-open list: Staff within scope of the reorganisation (not necessarily displaced) can apply for vacancies in the new organisation, including promotion. Vacancies created by promotions can then be applied for by staff in lower grades as promotions, displaced staff can be placed into suitable posts at their own grade or apply for promotions.

Open list: Remaining vacancies available for all NR staff to apply for promotion. Vacancies created by promotions can then be applied for by staff in lower grades as promotions, displaced staff can be placed into suitable posts at their own grade or apply for promotions.

What’s new?

Most reorganisations have proceeded directly from closed to open list, meaning that staff who are unable to find work at their grade in the new organisation have little or no protection from redundancy. Once the closed list process was completed, vacancies would be placed on the vacancy list with no preference given to displaced staff. This frequently led to competent staff being made unnecessarily redundant only to be replaced by others who left vacancies behind filled by external recruitment.

Other improvements to proposals:

Highways interface

No displacements in Highways Interface teams until the business decides whether to devolve them. This protects jobs that may be required by the routes if devolution takes place.

Energy services

Confirmation that Energy Services staff are now out of scope of Olympus and will not be displaced as part of this reorganisation. Consultation for the proposed changes in Energy Services has been deferred until the second quarter of 2013.

Performance ratings

Performance ratings will not be disclosed to recruiting managers. You may be asked to discuss your performance as part of the interview process, but will have an opportunity to explain this in context. Original proposals would have had the panel scoring sometimes controversial ratings without explanation before selection for interview.

Psychometric tests

Psychometric tests removed from selection criteria as it was deemed inappropriate to use personality tests to determine whether internal candidates would be appointed to roles in the new organisation. It would be unfair to make an individual redundant based on them having the “wrong” personality type for a role despite demonstrating their ability to do the job.

Behavioural competencies

“Behavioural competencies” removed from job descriptions with recognition that good leadership will engender good behaviours, resulting in fewer grievances and better working relationships if management demonstrate behaviours originally in the competencies such as “Be enthusiastic about trying new things and embracing new ways of working”

Training

Further training will be considered on a “case by case” for staff at risk, opening up opportunities to vacancies in the new organisation. Speak to your rep or line manager if this may benefit you.

Appeals

Importantly, if you are affected by Olympus, you can appeal at any stage in the process if you feel that you have been treated unfairly. **Speak to your rep** as soon as you can if you have any concerns.

Bands	Rep	Location
1-4	Jacqui Hall	York
1-4	Clive Armstrong	London
1-4	Andrew Dench	Milton Keynes
1-4	Scott Saxelby	Milton Keynes
1-4	Bill Paterson	Scotland
1-4	John Jenkins	Bristol
5-8	Ken Scott	York
5-8	Louise Venables	York

Don't forget to encourage your colleagues to join TSSA before it's too late. www.tssa.org.uk/join