Driver Training Agreement

3rd November 2009

Introduction

Following a Drivers Company Council meeting on 22nd October 2009 a re-evaluation has been conducted of the "November 2008 Timetable Interim Driver Training Agreement to Support Long Term Strategy". As a consequence the agreement has been modified to provide a robust and sustainable solution which aims to deliver both the needs of the business and staff aspirations.

This agreement modifies the following aspects of the November 2008 training agreement and is to be read in conjunction with that document.

The following has been agreed and a full implementation plan is included in this document.

- Rosters are to be agreed at local level.
- The training plan will be subject to discussion and resolution at DCC and Senior Management level.
- 60 New St Drivers will be trained Coventry to Northampton.
- All Crewe Drivers will be trained Rugby to Northampton.
- The Silverlink Satellite Link agreement will be modified to facilitate 2 links. One link of 24 Northampton based Bletchley Drivers, who will be trained Rugby to Crewe and a second link containing the remainder of Northampton based Bletchley Drivers
- Soho based Drivers are no longer required to be trained on class 350's.
- Crewe Drivers are no longer required to be trained on the Cross City lines.
- Training will start week commencing 10th January 2010 or earlier if possible.
- All other outstanding route and traction training will also be progressed, but release for this will be commensurate with this agreement and take into account the need to provide the train service without cancellation or delay. The application and implementation of training plans will continue to be a matter for local level discussion.

Implementation Plan

1. New Street Drivers: Coventry to Northampton.

Route learning for this route will be in line with the agreed route learning norms..
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Subject to further risk assessment and agreement the company wishes to increase the learning norm to include CSR training.

60 Drivers at New Street will be trained on the route between Coventry and Northampton. Link B, (30 Drivers), will start training by week commencing 10/01/10, with all Link B Drivers being trained for the introduction of the May 2010 timetable, at which point Northampton work will be diagrammed. This and the training of the remaining 30 Drivers is a matter for local level discussion and resolution.

2. Crewe Drivers: Rugby to Northampton.

Route learning for this route will be in line with the agreed route learning norms.
All Crewe Drivers will be trained on the route between Rugby and Northampton.

Training will start by week commencing 10/01/10, with all Drivers being trained for the introduction of the May 2010 timetable, when Northampton work will be diagrammed.

3. Bletchley Drivers: Northampton Satellite Link – Rugby to Crewe via Stafford, Hixon and Stoke.

Route learning norms for this route are a subject for local level discussion and agreement.
The current Northampton based driver link will be split into two links for the introduction of the May 2010 timetable. Selection of the drivers is a matter for local level discussion and resolution however drivers need to be identified and agreed prior to the 7th December 2009 in order to facilitate the timely execution of the training programme.

One link will be trained on the route between Rugby and Crewe via Stafford, Hixon & Stoke.

Training will start by week commencing 10/01/10 and it is estimated that 12 drivers will be competent for the introduction of the May 2010 timetable at which point Crewe work will be diagrammed.

Following the introduction of the May 2010 timetable, training will continue until the remaining Drivers required in the link are competent for the December 2010 timetable, when further work will be diagrammed.

4. Introduction of May and December 2010 Timetables

Prior to the introduction of the May and December 2010 Timetables it is intended that any further movement of work will be discussed as part of the formal business of the Drivers Company Council and negotiated with senior management. These discussions will include the rebalancing of Coventry Corridor work (Bletchley Depot to New St Depot) in conjunction with the transfers of work between Bletchley/Crewe.

Wallace Weatherill Operations and Safety Director	Richard Fisher DCC Chairman
Geraldine Goddard Head of Human Resources	Alan Griffiths DCC Secretary
	William Goode DCC Representative