

ON THE RECORD

MUTUAL CHANGEROVERS

There has been a lot of confusion concerning mutual exchanges and the role of DCC in negotiating any changes to mutual exchanges and this pay deal. Mutual exchanges have always been facilitated by management and must be agreed by management and has never been a matter for negotiation.

An exchange will only be deemed valid once management has agreed it and approval must be sought in advance before an exchange can be validated.

Mutual exchanges have always been subject to certain criteria and must not impact or impinge upon

- The retention of a driver's route knowledge
- Affect the drivers normal rostered work pattern in terms of rest periods
- Have a detrimental impact on fatigue guidelines or the working time regulations.
- Contradict or conflict with driver's terms and conditions
- Not incur any additional cost to the company

All parties involved must submit in writing their authorised signed consent in writing before management can consider a valid request.

Management recognise there maybe situations where a driver would want to exchange with another driver beyond the current system in terms of 'owed' free days and we are currently in discussions to agree an acceptable period as to when the 'owed' free days will be repaid.

DCC and management understand some mutual exchanges that did not meet the criteria were accepted and at present, there is no plans to renege upon these exchanges provided the owed free days are repaid within the current year.

FREE DAY EXCHANGES

A notice went out to all drivers who have been asking questions about free day working and changeovers. To be clear: if a driver on a free day, exchanges with a driver on a standard rostered turn of duty and works a longer turn, then the driver on a free day will only be paid the original booked turn of duty. This can only be done on a change over slip and if the above condition is not agreeable, management then have the right to refuse the changeover as it increases overtime costs and is therefore not cost neutral to management. This does not affect drivers who are both free day working.

Under previous conditions of service concerning committed hours: if a driver on a free day exchanged with a driver on a standard rostered turn of duty, then the free day worker was paid the actual hours worked, but the driver working the shorter turn would have had the hours deducted from their total committed hours.

The company approved these changeovers because there was no expense incurred and was cost neutral to management.

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