

STATIONS & REVENUE FUNCTIONAL COUNCIL

JOINT COMMUNIQUE REGARDING FLEXIBLE WORKING

At a Functional Council meeting on 11th May 2004, management and Staff Side agreed that there is a need to encourage a more enlightened approach in responding to requests for flexible working. Whilst there is legislation and a policy that must be followed, it should be recognised that these are not just about compliance and meeting business needs. They are also about enabling staff to manage their work-life balance.

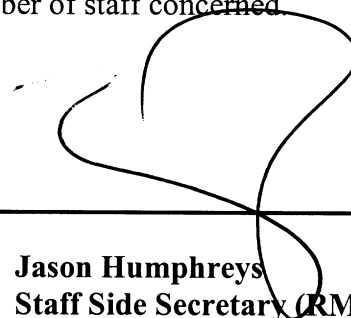
Clearly we must meet the needs of customers. Wherever possible this should be done with some innovative thinking around rostering that enables the needs of staff to be met by making best use of the Company's "Flexible Working Guidelines". Functional Council urge you to work closely with your staff representatives, ERMs and duty schedules to determine whether a solution can be identified that will enable requests for flexible working to be accommodated. Being open minded about possibilities is the key to making this work.

Management and Staff Side will be working together over the next few months looking at a range of options that could make it easier to balance the needs of the business and the needs of staff. If you have any suggestions feel free to contribute them via any member of Functional Council.

In the meantime, Functional Council have agreed to an additional process for reviewing any applications for flexible working that it has not been possible to meet. If consideration locally, and the appeal process, fail to find a solution the case can then be referred to a Staff Movements Forum that meets every 4 weeks. Until this process has been exhausted in full the status quo should be maintained regarding location and hours of the member of staff concerned.



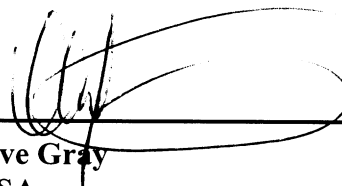
Mike Challis
Chairman: Functional Council



Jason Humphreys
Staff Side Secretary (RMT)



Graham Miller
Head of HR, Stations and Trains



Steve Gray
TSSA

Date: 19th May 2004