



Highways England

NEWS UPDATE

December 2016

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Pay and Job Evaluation

Negotiations with HE management have now concluded, and members will have received a separate communication from Prospect on the terms of that offer and our position on that situation.

We now have to turn our attention to the employers forthcoming Job Evaluation exercise. This exercise is aimed at evaluating all jobs and roles within the organisation using the Hay job evaluation technique. Once done roles will be ranked and discussions with management will begin on delivering a new pay and grading structure for Highways England. It is the expectation that this new system will be in place for the 2017 pay round.

Prospect has already held initial discussions with management on how the evaluation exercise will be conducted. It has been agreed that the trade unions will have a central oversight role in the process, and have the ability to have a representative trained in the Hay evaluation system who will be able to have access to key stages of the evaluation and decisions. The union will also ensure that at key moments in the process detailed information and guidance is provided to members who may be asked to have their role evaluated.

Performance Appraisals

As Prospect have previously commented, we are aware that many members have already, or will soon be, receiving their annual appraisal marking. A number of members have already contacted Prospect for assistance with appeals against their appraisal. If other members want similar assistance they should, in the first instance, contact their local Prospect representative.

Demand Led Rostering

Following on from the Area 7 trials in the East Midlands, Highways England have now signalled to the unions that they intend to move forward with a plan to extend this approach across the traffic officer service. We have already held an initial meeting with the management on this matter, and have been reassured that we will continue to play a major part in this process as it goes forward.



The initial stages will involve a region by region analysis of the demand for traffic officers to be on road, leading, in the future, to proposals on a shift pattern that would meet that demand. There will be engagement with the traffic officer service in each region to allow for briefings on this data and its implications. Prospect will also play a role in this and any subsequent negotiations on rotas, and any pay implications that may flow from it. We recognise that this is a key issue for members in the traffic service and we will keep members informed, and seek their views, as this critical piece of work develops.

Asset Delivery

Discussions continue with management on the TUPE transfer of staff into Highways England from the private companies managing the asset delivery part of the business. Talks are focussing on ensuring that the integration of these staff with existing HE staff is carried out in a reasonable manner, and that HE staff are provided with the opportunity to remain in their current roles or to move to a role that is suitable.

The union will also be provided with the opportunity to address the roadshows being put in place for the transferring staff, to explain the process of the transfer, what role we will be playing in this and of course to seek to recruit them into Prospect. If you work in the Asset business and meet with these staff please tell them why you are a member and encourage them to join Prospect.

Traffic Officer Medicals—Update

Earlier this year Highways England introduced a new medical test for on-road Traffic Officers, this was despite our objections to the content of the new test. Prospect believed that the test was inappropriate, measured fitness at an incorrect level and was being delivered in an arbitrary and inconsistent manner. Its introduction has led to a number of officers being stood down from duty in unnecessary circumstances, and we have consistently pressed for its use to be dropped.

We are pleased that HE management have listened to these concerns and that a revised test has now been introduced. This test removes a number of the problems with the original version, including the now infamous 'Chester Step Test'. Prospect elected representatives were given a first-hand opportunity to see the test in action, and believe that the content is much more appropriate for traffic office staff. The new test will be rolled out to all staff now, and we would welcome comments from members on this much improved system.



Wishing you a stress-free Holiday Season

Increased financial and personal pressure heightens at this time of year. The burden of increased workloads, buying presents, seeing family whilst putting on a 'festive' front for others is a challenge.

Stress related illnesses are now the number one cause of days lost through sickness for employees in the UK. Anxiety and depression as a result of work-related stress account for 10 million days lost per year. People experience stress when they perceive an imbalance between the demands made of them and the resources they have available to cope with those demands. Stress, including work related stress, can impact people in the following ways:

- Can be a significant cause of illness
- Is known to be linked with high levels of sickness absence
- Creates a high staff turnover
- Forces individuals to make errors
- Risks health and safety of the person and those around them
- Contributes to depression and heart disease

Stress can hit anyone at any level within an organisation and recent research shows that work related stress is widespread and is not confined to particular roles. One in three personal cases now has a link to stress.

Prospect supports the HSE in highlighting that there is a clear distinction between pressure, which can create a 'buzz' and be a motivator, and stress, which becomes a risk to safety and health when it is protracted. Prospect works with branches to improve working environments and offers a variety of resources and tools available for members to download at

<https://www.prospect.org.uk/at-work/health-and-safety/stress/index> .

So, when you are asked "what are you doing for Christmas and New Year?", be sure the one thing you are doing, is keeping an eye on your colleagues.'

And to all those working over the holidays.....

**Thank You for
Protecting Us!
Merry Christmas!**

GET INVOLVED!

Reps Needed

The current focus on Health and Safety highlights the need for a Health & Safety Rep in every area. There are currently a number of areas with no H&S Rep! Neil

Turner has attended H&S Committee but he needs the reps on the ground to tell him about the issues so he can highlight them. In the H&S rep role you can make a real difference in the workplace; it is a role well supported by the law.

Once the Industrial Relations policy (outlined in the last newsletter) is agreed there will be a need for more reps either to attend regional meetings or feed in information from the front line. As well as the gaps in H&S reps there are also several areas with Industrial Relations Reps vacancies! If you want to support your colleagues, have, or would like to acquire, the skills to provide advice and guidance and/or you are interested in employment law this is the role for you! In both roles you get training and support from Prospect HQ and can make a real difference to the working environment.

Interested? Contact Sam Gipson on sam.gipson@prospect.org.uk for more information.

Thank you!

Prospect would like to extend their thanks and appreciation to Steve Kelly, Dale Carter, Gary Farrell and Dave Shadrach who are standing down as Prospect reps. They have, between them, given many years of dedicated service to members.

New Reps

Following the recent ADC there will be a number of new reps in various areas. Watch out for a special circular in the near future with details of all reps and rep vacancies!



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Got an issue? Not sure who your local rep is? Contact Sam Gipson to find out.

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