

Sent: 05 August 2016

Dear Sir Nicholas

As you know, the RMT are holding a lengthy conductor strike on Southern services from Monday 8th to Friday 12th August. I thought I would personally update you following the three days talk we held with the RMT at ACAS. I am sorry to inform you that the talks have broken down this afternoon, and that next week's five-day long strike is going ahead. I am extremely disappointed on behalf of our passengers as this will make travelling very difficult for them.

I believe that the RMT's strike is totally unnecessary and unjustified. We have gone the extra mile with our compromise offer, but the RMT has made it clear they were not prepared to negotiate. They did not want to discuss the role of the On-Board Supervisor and remained rigidly opposed to the extension of driver-only operation. We offered new assurances, in addition to those already made, but the RMT rejected them – I outline these below for your information.

We offered the following new assurances:

1. Collective bargaining rights for the new OBS role, ensuring that this group will have a voice within the organisation as well as full negotiation rights
2. A joint review of the OBS role after 12 months of operation, to look at role development, training and future career development
3. A guaranteed minimum level of voluntary overtime for all OBSs, the detail of which would be agreed with the RMT
4. A guarantee to retain the OBS role at the levels already guaranteed, beyond 2021, should GTR retain the franchise
5. Southern guarantee 2nd member of staff rostered to those trains that have them today
6. Conductors and OBS to retain safety competence including PTS and evacuation training, including non-dispatch route knowledge
7. Southern and RMT to agree a list of circumstances whereby a train would continue in service without a 2nd member of traincrew on board, in the interests of the customers
8. RMT to accept transfer of door-operation to the driver

This is on top of the commitments we had already made to the RMT, which include:

- No compulsory redundancies
- No reduction in salary
- No compulsory location moves
- A guaranteed, above-inflation pay-rise for the next two years
- An increase in the existing 'shift premia' (which is additional salary paid to staff for working voluntary overtime) to 20% over the next three years
- A promise to increase the number of back-up staff to help manage unplanned disruption – thereby ensuring the railway is staffed more in the future than it is today

Looking to next week's service provision, whilst Thameslink and Gatwick Express will be largely unaffected, we expect to run almost 60% of the normal full Southern timetable by using contingency conductors. We are continuing to push our messages online, and at stations to ensure all customers are aware of the changes. Network Rail have validated the schedule for the strike timetable to ensure it runs smoothly, and the timetable is

now being uploaded in the system which feeds NRES. Customers will be able to access Monday's timetable from Saturday.

I would also like to advise you that the revised temporary timetable will resume across the Southern network after the strike concludes, for another three weeks. During this time, we will reintroduce shuttle services on the West London Line (two each way each morning and evening peak) between Clapham Junction and Watford, calling at Imperial Wharf, West Brompton, Kensington Olympia, Shepherds Bush, Wembley Central and Harrow & Wealdstone. Southern has already added 16 services into the temporary timetable and will continue to review arrangements daily against available train crew.

Finally, I'd like to confirm that we are continuing with our plans to bring change and modernise the railway. We are talking to our employees directly and are going to start introducing the new on board role from 21 August. Our changes protect jobs and salaries, and will deliver better customer service and better punctuality on the railway. The railway needs to move with the times and modernise like every other industry.

This is clearly a difficult time for all involved, especially our customers. Please don't hesitate to contact me should you have any queries.

<http://www.southernrailway.com/your-journey/strike/#alternatives>

<http://www.southernrailway.com/southern/news/>

Yours sincerely

Charles Horton

Govia Thameslink Railway Limited  
1<sup>st</sup> and 2<sup>nd</sup> Floors  
Monument Place  
24 Monument Street  
London  
EC3R 8AJ

Registered in England and Wales No. 07934306. Registered office: 3rd Floor, 41-51 Grey Street, Newcastle upon Tyne, NE1 6EE



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