



COST EFFECTIVENESS PLAN

- DRIVERS

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COST EFFECTIVENESS PLAN

Dublin Bus like many other businesses has suffered due to the economic recession. Following a period of financial stability significant losses of €10 million have arisen for 2008 and serious losses of €31 million are projected for 2009.

This is as a result of significant reductions in passenger numbers using our services and increased cost, particularly in the areas of wages, loss of fuel rebate and restrictions in subvention.

Given the serious concern regarding the company's finances, all costs have been examined and a cost efficiency plan prepared to address the financial position of the company. Should the financial position of the Company deteriorate further than current projections, additional corrective action may be required.

This plan is to bring expenditure more into line with revenue, and this corrective action is required immediately to ensure the ongoing viability of the company.

It was developed in such a way as to minimise the effect on customers in terms of service and quality and to have the least impact on staff numbers.

A reduction in our cost base of €31 million is required urgently and agreement with the Trade Unions on the cost saving measures must be achieved by the 1st March 2009.

1. PAY PAUSE

Given the serious financial position of the Company in 2009, the Company must defer payment of the new pay agreement of 3½ % from the 1st April 2009 and 2½% from the 1st October 2009.

It is however committed, providing the cost cutting plan is implemented and depending on the Company's financial position, to review the situation in December 2009.

2. WORKING TIME ACT

In line with the Working Time Act all staff must work in accordance with the Act and all current working agreements will be modified in order to comply.

The Act specifies:

- Maximum average forty eight hours work per week.
- Ten consecutive hours daily rest.
- Maximum of eleven hours driving per day.
- Twenty four hours consecutive weekly rest.

3. REDUCTION OF 120 BUSES

As a result of the serious loss in passenger numbers one hundred and twenty vehicles will be removed from the network with effect from 1st March 2009. As a result of the reduction the employment of one hundred and sixty temporary drivers will be terminated.

Following the termination of these drivers employment it will be necessary to balance staff over all of the depots and some junior permanent spare staff (approx 70) will be required to transfer from their current depots.

As full time or part time vacancies arise through natural wastage or business needs the staff whose employment was terminated will be offered these vacancies before outside recruitment commences again.

4. NITELINK SERVICES

Due to a huge fall off in passenger numbers over the last number of years Nitelink services will be cancelled Monday to Thursday inclusive and final departures on Friday and Saturday nights will be at 03.00am instead of 04.30am. These changes will be implemented on and from 2nd February 2009.

5. SHIFT RATES

Currently most bogey, universal and euro duties qualify for shift premium regardless of variation in shift starting time. Shift premiums will not be paid where the variations in starting time is under three hours.

6. TRAVELLING TIME

Paid travelling time is currently allowed on many duties and its origins was in the requirement for staff to travel to and from a garage to collect and return equipment. This is no longer the case.

In future, drivers who start and finish duties in the same location, including outbound locations will not be paid travelling time or have it included in schedules.

7. EURO DUTIES & ROUTE CHANGES

Following the elimination of the 120 peak vehicles from the fleet, it will be necessary to reallocate euro duties and routes to different garages as bus capacity becomes available to ensure greater efficiency. No compensation will be paid for such changes. The current euro agreement will cease and euros from 1st March 2009 will be designated universals or will be amalgamated into schedules. Where euro buses are cancelled the drivers will revert to shift patterns. These changes will take place progressively from March 2009.

8. SCHEDULE EFFICIENCY

The current practice of single route schedules can be inefficient. It prevents the resources of the driver and the bus being utilised across routes in the same sector even though routes may operate in parallel along large sections of the alignment.

In the future, a schedule may include journeys on different routes within a sector where appropriate.

9. SCHEDULE REDESIGN

A programme of schedule redesign will be implemented to reflect running times actually required now to carry out journeys as it is essential to minimise the effect of service adjustments on customers.

10. COMPENSATION AND DISTURBANCE ALLOWANCES

Dublin Bus must have the capability of fulfilling changing public transport requirements in a fast, effective and efficient manner. It is essential that bus routes can be altered, realigned, combined or cancelled in line with what the business demands are at any given time.

These changes must be part of the ongoing operations in the future and all compensation payments for such changes will be eliminated.

11. PAID BREAK

In future paid breaks of one hour will not be paid to staff breaking late. Instead the driver will be paid for the actual late breaking time and once he/she has a minimum of a forty five minute break, they must return on time.

12. OVERTIME

The 75% replacement overtime agreed in 1998 as a result of the school's services can no longer be guaranteed.

13. PART-TIME STAFF

The Company reserves the right to employ part-time staff to cover duties where they cannot be covered by existing staff numbers within the law.

14. UNIVERSAL, BOGIE & EURO DUTIES

The spread over for these duties will be increased from 12 to 13 hours.

15. TOUR DUTIES & LONGTERM ILL STAFF

In the future cognisance will be taken by the Company of the numbers involved in the above areas when determining the ratio of staff to duties.

16. SUPPORT STAFF

The current number of support staff (58) cannot be justified in the current economic climate. A reduction of 20 must be achieved through restructuring. In this regard all of the staff will be interviewed with a view to voluntarily leaving the Company to achieve that target. In the event of insufficient volunteers the Company will make the junior staff in the Grade/Company redundant and the remaining staff may have to move from their current location where imbalances occur.

17. TPO STAFF

The Company cannot continue to bear the cost of these staff in their current capacity beyond the 1st March 2009.

18. TRAINING INSTRUCTORS

As no recruitment is likely to occur for the foreseeable future not enough work exists in the training school for the full time instructors. It is therefore proposed that at least five instructors will retire from the Company and the fulltime positions will not be replaced.

19. DESAFERS

Desafers are currently paid for hours not worked as they finish their duties well ahead of the scheduled finishing time.

As and from the 1st March 2009 this grade will operate a five day working week to ensure maximum productivity with no requirement to desafe on Sundays. This will result in a saving of up to 6 positions.

20. PAYMENT OF WAGES

All remaining staff paid in cash will be paid through the EFT with effect from 1st March 2009.

Bus/Duty Adjustments

Garage	Bus	Duty
Conyngham Road	12	20
Ringsend	8	16
Summerhill	1	1
Phibsboro	23	32
Harristown	30	41
Clontarf	6	9
Donnybrook 1	26	39
Donnybrook 2	14	22
Total	120	180

48 hr. week Monitoring Group
Update for union branch committees
9th April 2010

1. Marking Public Holiday sheets

In discussion a suggestion was made that it might be more advantageous to mark the public holiday sheet first and then the Sunday sheet. It was agreed that this suggestion should be considered by the union branch committees.

2. New Rotas working Mondays to Fridays only

It was agreed that this is a matter for local schedules and in the context of new schedules, where possible, an element of Monday to Friday working will be considered.

3. Rest day sheets – order of marking

It was agreed that the old order of marking Sunday rest day sheets should be restored, i.e. Sunday/Thursday, Sunday / Friday, Sunday / Monday.

4. New rotas to maximize 48 hr working

After considerable discussion it was agreed that it was not feasible to do this as it could only be done at the expense of other drivers.

5. Early Spare staff finishing at 22.00hrs.

The trade unions representatives on the group sought bring about agreement on a 21.00hrs finish for early spare staff but the company would not agree to this.
Item disagreed.

6. Definition of weekly rest

Following lengthy debate it was agreed that under the 48hr week the weekly rest would be defined as a calendar day.

7. Payment for Public holiday

The trade unions sought that, at the request of the driver but at the discretion of management, public holidays could be paid at 2T plus the next day off with pay rather than the current payment of 3T. Management are not inclined to agree to this but could not make a final determination until the rotas are agreed.

8. Arrangements for Euro drivers

The position regarding these drivers is covered under the 308 agreement

9. Drivers covering early laps and then a late duty

It was agreed that a driver covering early laps could also cover a late duty provided it complies with the working time rules.

10. Benchmarking.

The company has been unable to find a suitable company to benchmark against as the type of rotations that apply are not similar to Dublin Bus. However if a suitable comparator is found the company will consider this.

11. Recorded time for paid leave

- a. Trade union reps on paid leave for Trade union business will be recorded as having worked their normal scheduled hours of work for that day
- b. All other paid leave will be recorded as a standard day i.e 7hrs 38mins.

12. Recorded time for rest days

Trade unions representative who are on a rest day but who engage in union business in the depot on that day will not be recorded as being at work but will be considered to be resting.

Representatives who would normally be on a rest day but are required to attend Company union meeting will be recorded as a standard day i.e. 7hrs 38 mins.

13. Recorded time Public holidays

Public holiday not worked will be recorded as a standard day i.e. 7 hrs 38 mins

A driver who is redundant on a public holiday will be regarded as having rested but will have 7hrs 38 mins recorded for the purposes of the 48 hr week.

14. Call – out / Marking of rest day sheet.

Guidelines have been agreed re the implementation of the W.T.A. The issues of where the line commences, how many names the rest day sheet drops and the call out system must be agreed at local level subject to the proviso that it must comply with the working time rules. It was agreed that each depot would decide its own system using the agreement as a guideline.

!5. Staff special a.m.

The trade unions contended that the morning staff special could be completed in 1.5 hrs. They requested that the company should record this duty at 1.5 hrs while continuing to pay 2hrs minimum as at present. This would enable these drivers to pick up earlier duties during the day. The company does not accept that these duties can all be completed in 1.5 hrs and therefore declined the request.
Item disagreed

16 Normal Daily Rest

Normal daily rest = 10hrs.. The company is prepared to allow for a reduction to 9 hours on one occasion per week in order to facilitate access to rest day working. If this is availed of it must be immediately followed by rest period of 12 hours the following day. The trade unions are seeking that this could apply on more than 1 occasion per week.

17. Shift payment for 4 day week drivers.

The trade unions sought that the 4 day week drivers should receive full shift pay for rest day working and for nitelinks etc.. The company declined this request saying that the appropriate rate under the current agreement is a premium of 1/12.

Item disagreed.

18. Staff Ratios.

The issue of staff ratios was raised in discussion but it was agreed that the monitoring group is not the appropriate forum for such discussion.

19. Marking in of Bogey 308 duties

The trade unions sought that any 308 duty coming vacant would be filled in the following manner;

- a. Displaced staff in the garage where the vacancy arises (should such exist)
- b. Where displaced staff do not exist the vacancy will be advertised among existing Bogey 308 drivers.
- c. Any resultant vacancy will be filled by displaced staff in the garage of the successful applicant (should such exist).
- d. Displaced staff may apply for a vacancy in other garages.

The company could not agree to this on an open ended basis and discussion failed to produce an agreed solution.

Item disagreed.

20. Reduction in 4 day week drivers and proposed new rosters

Attached are copies of 3 different rosters one of which should be selected by the drivers by simple majority. The effects of the the 2 new proposals are listed with them and the continuation of the current one will bring about no change.

One of the proposed new rosters (5 week roster) will bring about an immediate reduction in the numbers of 4 day week drivers while the other 2 options will not achieve any immediate reduction.

Whichever option is chosen the position will be reviewed on a continuing basis through each cycle of the roster and 3 months following the

introduction of a new agreed roster the monitoring group will meet again to consider the results of the ongoing review. If at that stage agreement is reached on a further reduction it will be implemented. If agreement cannot be achieved the unions reserve the right to refer the issue back to the Labour Court

CURRENT 6 WEEK ROSTER

WEEK	SUN	MON	TUE	WED	THUR	FRI	SAT
1	R	R	L	L	L	L	L
2	R	E	E	E	E	R	E
3	L	L	L	R	R	L	L
4	R	E	E	E	E	E	R
5	R	R	E	L	L	L	L
6	R	L	L	R	E	E	E

No change in current circumstances

No reduction in numbers of 4day week drivers.

NEW PROPOSED 5 WEEK ROSTER

WEEK	SUN	MON	TUE	WED	THUR	FRI	SAT
1	R	R	L	L	L	L	L
2	R	E	E	E	R	E	E
3	R	L	L	R	L	L	L
4	R	E	E	E	E	R	L/E
5	L	L	R	E	E	E	R

Increase in earnings due to extra Sundays

Long weekend every 5 weeks

2 extra Saturdays off per annum

20% (15) reduction in the numbers of 4 day week drivers

NEW PROPOSED 12 WEEK ROSTER

WEEK	SUN	MON	TUE	WED	THUR	FRI	SAT
1	R	R	L	L	L	L	L
2	R	E	E	R	E	E	E
3	R	L	L	L	R	L	L
4	R	E	E	E	E	R	E
5	L	L	R	L	L	L	R
6	R	R	E	E	E	E	E
7	R	L	L	R	L	L	L
8	R	E	E	E	R	E	E
9	L	L	L	R	L	L	R
10	R	E	R	E	E	E	E
11	R	L	L	L	L	R	L
12	R	E	E	E	E	E	R

No change in earings

2 long weekends in 12 (week 5/6 and week12/1)

4 extra Saturdays off per annum

No reduction in 4 day week drivers



Fleet

1163 07

1148 03 Dec

1043 09 Dec

980 Dec 10

940 Dec 11

Cost Reduction Plan

8th June 2012