



Staff Secondment to Joint Venture

Committee Personnel

Date of meeting 22 February 2019

Date of report 6 February 2019

Report by Assistant Chief Executive

1. Object of report

To advise members of the secondment of SPT staff to the Rolling Stock and Signalling Joint Venture, ANSTA, as a key step in the development of staff and enabling knowledge transfer to support the new Subway system.

2. Background

ANSTA is the Joint Venture between Stadler and Ansaldo, delivering the Subway Modernisation rolling stock, signalling and associated equipment contract.

As previously reported in December 2018, an essential part of the Subway Modernisation programme is ensuring that SPT staff are not only kept informed and briefed of progress, but also that, where possible, SPT maximise opportunities for training and developing our staff in readiness for acceptance of the new assets.

3. Current position

Members were previously advised that two SPT staff members from the current Maintenance team were to be seconded to the Technical Support and Spares Supply Agreement (TSSSA) team. This will provide an excellent opportunity for SPT staff to receive specialist training before playing an integral role in the testing and commissioning of the new assets and provision of technical support to SPT during the period of the TSSSA. The secondees will be based predominantly in Glasgow after undertaking training at various joint venture sites in Europe.

As part of their Systems Technician roles, the secondees will help secure knowledge transfer to SPT and shape the development of training programmes for SPT staff in conjunction with SPT's Technical Trainer and Competence Manager. Full support and arrangements have been made to ensure this secondment approach is successful. The secondments commenced on 11 February 2019.

4. Conclusions

This secondment arrangement is part of SPT's commitment to readiness and staff engagement activity. The secondees will provide regular progress updates to SPT, helping to secure meaningful knowledge transfer over the upcoming period.

5. Committee action

The committee is recommended to note the contents of this report.

6. Consequences

Policy consequences	<i>None directly.</i>
Legal consequences	<i>Secondment agreements have been concluded.</i>
Financial consequences	<i>Contained within the approved budgets.</i>
Personnel consequences	<i>Secondees' terms and conditions are protected under Secondment Agreements.</i>
Equalities consequences	<i>All members of the Maintenance team were given the opportunity to apply.</i>
Risk consequences	<i>Reduces risk by ensuring early training relative to new system.</i>

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