

Hi Shawn

Hope you had a good holiday. I have read through your proposals and find some good some bad.

Drivers uniforms - I think is a good idea (black / grey trousers maybe polo shirts short sleeve shirt with company logo) would look more professional.

Call centre staff DBS / CRB checks could open a minefield with employment rights as they do not work with children or vulnerable people.

Drivers hours - we as a company do not openly push drivers to take 24 hour radios like others (exceptions are when working around family matters) you work days or nights. However, with drivers been self-employed and able to work for many firms at the same time how do you think this can be policed?

Your proposals take the terms and conditions up to over 60 plus (many other councils are between 10-20). If people don't play by the rules you could have 100's they don't care, it just creates more headache and costs for us.

Anyhow just a few of my thoughts thanks for the heads up.

Many thanks

Rory McLaren.

Elite Radio Cars Ltd.