



## Operating Ahead of Schedule

The Traffic Commissioner has made it absolutely clear that any bus which operates more than 1 minute early is unacceptable. If the company was subject to a public inquiry on early running then the penalty will be severe and could include conditions on the company's Operator Licence which could include a reduction in fleet in addition to a high financial penalty.

I must therefore make you aware that the company has no intention of allowing the actions of a few offenders putting its licence at risk and threatening the jobs of their colleagues.

Therefore the following guidelines will apply:

- **Under 4 minutes early** – **Disciplinary Action**
- **4 minutes early or over** – **Severe Disciplinary Action**

While every case will be treated on the facts available, the ultimate sanction could be dismissal, which dependent on the severity of the incident could be treated as Gross Misconduct or Misconduct for repeated early running reports.

On buses not fitted with a Real Time console you must refer to your timeboard.

**DON'T RUN EARLY AND PUT YOUR JOB AT RISK.**