



**Boosting** public transport :  
**ACTION !**

ATT: a revolution in planning  
working time



**Transports publics**  
de la région lausannoise

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# Lausanne, in Switzerland





# Lausanne public transport (tl)

- 2 metro lines, one automatic
- 36 bus and trolleybus lines
- 600 drivers, driving all road vehicles on the network's 28 urban lines





# ATT: planning working time for drivers

- 5 times a year, the drivers, by order of seniority, choose their work schedules, for each day, on their preferred routes
- They also choose their rest days





# ATT: how does it work?

- The computer software proposes only days on which drivers are eligible to work (compliance with safety and employment law)
- Choice of working days regulated by time bonuses accorded by the company (10% of total time worked)
  - The greater the preference for a day, the less bonus it attracts
  - Less preferred days attract a higher bonus



# ATT: durable system

- ATT has been in operation 8 years
- December 2010: new approach and new joint project:

## ATT2

- Bonuses redeemed → in rest time  
or  
→ in money (+ work)
- Distribution of bonuses under the responsibility of the staff committee



# ATT: consequences

- Disappearance of the rota system
- Drivers take more responsibility
- Respect for each driver's preferences in terms of work and rest
- Work in phase with the driver's personal situation
- Fewer sources of tension: the company no longer imposes, but comes to the assistance
- Appearance of a new focus of interest
- Pride among drivers

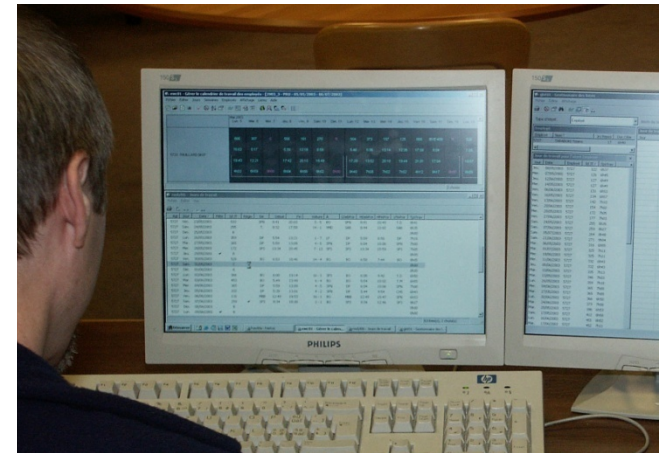


to introduce a new management  
to make the company progress



# Thanks to ATT system :

1. Promoting dialogue within the company
2. Competitive tool for the company
3. Appreciated by our drivers





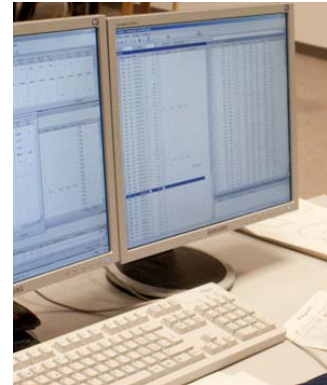
# Promoting dialogue within the company

- Project conducted jointly: a process of reflection and negotiation with the staff committee, trade union and company
- Dialogue and mutual respect
- Information about the project given to all drivers on a regular basis
- Voting by all drivers
- A focal point, motivating for everyone in the company



# Competitive tool for the company

- Disappearance of the rota system
- Fewer tensions linked to the old method of organisation
- Ergonomic working reflecting everyone's interests
- Choice between overtime or rest: flexibility for drivers and safety for the company
- Greater loyalty among drivers
- Drop in absenteeism





# Appreciated by our drivers

- Responsibility for working hours is passed to drivers
- Drivers have more control over their own time:
  - An advantage for a profession made up of individualists
  - Greater respect for family and personal life (rest)
  - Modulation of income according to personal situation
- No longer trapped in unsociable hours: possible once more to be active in clubs and associations



# Conclusions

- ATT a tool for developing our management: maximum responsibility given to drivers
- ATT an efficient management tool for our organisation
- ATT a tool promoting dialogue within the company
- ATT a tool that is accepted, having been designed jointly and made accessible to all
- The approach is just as important as the result
- An example specific to Lausanne: for each company to find their own way forward



Thank you for listening  
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