

## Transport Salaried Staffs' Association

Walkden House, 17 Devonshire Square, London EC2M 4SQ

t 020 7387 2101

f 020 7383 0656

e enquiries@tssa.org.uk

Lisa Brackner  
HR Director  
Bridgeway Consulting Ltd  
Bridgeway House  
Riverside Way  
Nottingham  
NG2 1DP

LETTER SENT BY EMAIL TO: Lisa.Brackner@bridgeway-consulting.co.uk

15 April 2021

### **Network Rail CEFA Eastern Region Detailed Examinations Contract - proposed transfer of staff from Amey**

Dear Lisa,

As you are aware, I have spent most of this week unsuccessfully attempting to speak to a representative of Bridgeway Consulting regarding the above matter. I am now writing to you formally as I feel you need to be clear about the very real concerns that TSSA and our members have. I also want you to be aware of our firm resolve to ensure that the interests of those in scope for transfer to Bridgeway Consulting are protected by any and all means at our disposal.

If you know anything of TSSA and our approach to industrial relations, you will be aware that we value working constructively to the mutual benefit of our members and employers. However, you should not mistake our constructive approach for weakness! TSSA uses whatever legal avenues or other leverage that are available to us if an employer is not willing to be reasonable, and as a union we have no hesitation in giving full backing to members to pursue industrial action if that is what they wish so to do.

Amey has arranged a number of meetings for TSSA representatives to be consulted on the proposed transfer of staff from Amey to Bridgeway Consulting, on 25 February 2021 which your representatives refused to attend, on 4 March 2021 and 11 March 2021 which Bridgeway representatives did attend, and two further meetings on 29 March 2021 and 7 April 2021 which again were not attended by Bridgeway. A meeting was also arranged for 18 March 2021 which was reportedly postponed at Bridgeway's request.

You will doubtless be aware of the massive uncertainty that has characterised the award of new Network Rail CEFA contracts, with associated slippage in dates for the commencement of the new contracts. It is perhaps not surprising that this has had a serious impact on the staff

[www.tssa.org.uk](http://www.tssa.org.uk)

members' helpdesk **0800 3282673**  
General Secretary **Manuel Cortes**



## Transport Salaried Staffs' Association

Walkden House, 17 Devonshire Square, London EC2M 4SQ

t 020 7387 2101

f 020 7383 0656

e enquiries@tssa.org.uk

affected, and their sense of uncertainty about their future employment cannot be exaggerated.

The fact that Bridgeway Consulting is apparently refusing to engage with a process of consultation which will give the affected staff the certainty they so badly need only serves to exacerbate the sense of uncertainty felt by our members.

I suggest to you that it is not in the interests of Bridgeway Consulting to transfer in a group of disaffected individuals who are likely to have a very jaundiced view of their new employer before they have even joined.

I am therefore asking you to take immediate action to re-engage with the consultation process and work with TSSA to make the transfer as smooth and painless as possible.

I trust that you are fully aware of the company's statutory obligations to meaningfully inform and consult with TSSA and our representatives on the transfer. As you may expect, TSSA will always pursue a protective award in circumstances where an employer or employers fail to discharge their statutory obligations under the TUPE Regulations, and you will know that an Employment Tribunal may make an award of up to thirteen weeks' gross pay for each affected employee. In this case, given the lack of consultation so far, our view is that this has the potential to run into £ millions.

However, TSSA will not leave it at that. If Bridgeway Consulting fails to re-engage, we will consider other avenues, including industrial action and the media.

In view of the failure of Bridgeway Consulting to consult with us meaningfully to date, compounded by the apparent refusal of the company to even communicate with this union, I must inform you that unless this position changes within the next 7 days, TSSA will be in dispute with Bridgeway Consulting and we will consider our next steps.

Yours sincerely,

Steve Coe  
Organising Director

[www.tssa.org.uk](http://www.tssa.org.uk)

members' helpdesk **0800 3282673**  
General Secretary **Manuel Cortes**

