Ashley Bray – Acting HR Director
Sent via email

CC: Lucy McGiveron, TSSA Representatives and members within GWR

4th September 2024

Dear Ashley,

Pay Arrangements 2023 and 2024

I am writing to you as before I went on leave, I submitted the TSSA 2024 pay claim whilst I was away there have been several developments in relation to pay particularly for Drivers that I believe should impact on the grades that TSSA both represent collectively and have members within.

We are keen to move forward in relation to getting an acceptable pay offer for the General Grades who are yet to receive a payment for 2023 who we hope will receive no less an offer than that offered to the Drivers.

I am also conscious of the many Management Graded Members that we have both within collective bargaining and without who will be looking at the deal offered to the Drivers and be concerned about the erosion of pay both in relation to their headline pay and in their hourly rate. These members take on considerable responsibilities for the company, including working on call with no ability to earn additional money through rest day work or other add ons. You might be aware that TSSA won a collective grievance in 2011 for the then Driver Competence Managers that created in perpetuity a minimum pay differential between them and a Leading Driver of £1000 and I am looking for reassurances from you that this will be honoured for the Driver Standards Managers (as it has done in previous years). I am also looking for this to be improved upon as the value of the £1000 differential has been devalued over the last 13 years due to inflation so it might be fitting that the difference is expressed as a percentage going forward.

If the current pay deal is accepted By ASLEF members, then I believe there will be a headline pay differential that will mean leading Drivers will be paid almost £2700 a year more and £3.66 an hour more than their Driver Standards Managers which isn't a situation that TSSA or its members can tolerate.

Of course, TSSA has regularly criticised GWR for its lack of Pay Transparency and fair and Equitable pay systems for the wider Management Grades which does a disservice to all in GWR who work within GWR and might aspire to better themselves. There is an overarching need to review these more generally and ensure that people are paid more fairly for the roles they carry out to prevent the potential for Equal Pay claims and general unfairness. I also note that when TSSA had collective bargaining rights for Management Grades we asked for a Job Evaluation system and the company advised that it would carry out a Job Levelling exercise which hasn't taken place for over a decade despite it even being included in Action plans the business has published. Just further proof that the company can't be trusted to follow through on its promises without an independent trade union in place to keep a watching brief for those grades. I would add that where we do have Management collective bargaining within Control we have made progress on improving pay rates introducing minimum pay rates for roles so for other Management grades looking on it will be clear to them that if they Join TSSA and seek to gain Collective Bargaining for their grades they will stand a better chance of achieving improvements in Pay and Terms and conditions, particularly as we are the only union raising their concerns to the TOC's, DFT and Government.

I realise that you were not directly involved in the pay talks that have taken place in the last few years, but I want to make it clear that TSSA regularly expressed our aspiration in those forums that those that had left the business should be party to the pay agreements. This was particularly due to the extended length of the pay talks and as a result of our member who took strike action in order to secure an improved pay offer and I would hope that any future pay offers for any of the years in question will reflect this.

I'm sure we will discuss all of these issues in the near future but given the feedback I have had from Members It would be remis of me not to put this overview to you in writing.

Yours sincerely,



Alan Valentine

Organiser