

Nicola Buckley – People Director
Sent via email

CC: Craig Keating, TSSA Representatives and members within TPE
6th September 2024

Dear Nicola,

Pay Arrangements 2023 and 2024

I am writing to you as before I went on leave, we were still in limbo in relation to the arrangements around pay. Whilst I was away there have been several developments in relation to pay particularly for Drivers that I believe will impact on the roles and 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. They too want no less than the Drivers have been offered!

Those on Management Graded contracts cover a multitude of roles and some are incredibly low paid given that they are on Management contracts and so if they end up receiving a lower over all pay rise as a result of the offers on the table to other grades this will in effect worsen their pay position within the company and exacerbate issues around staff moral and turnover, it is not that long ago where instances of people within these roles were favouring taking on a job in a supermarket over remaining with TPE! I am hoping that the recent requests for Voluntary Recognition for Customer Delivery Managers and Senior Customer Delivery Managers will progress quickly so that they finally have a voice within the company through TSSA and a Collective Bargaining Agreement.

Others particularly those that Manage or Assess the competencies of other roles, like Drivers 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. We are keen to ensure that the pay differential between Managers and those that they Assess the competencies of or Manage is not Eroded to ensure that the roles are still attractive and can be filled going forward. I'm conscious that you have just carried out a reorganisation in Operations and it would be extremely embarrassing if you weren't able to fill all the roles that have been created or retain staff because Driver Assesors are paid more than the managers above them! More so for our members they want to be equitably rewarded for the seniority and responsibilities of the position that they hold. I will be submitting a formal request for a Voluntary Collective Bargaining Agreement in the near future for this group, and I hope that this will be looked on favourably and acted on swiftly to achieve a Collective Bargaining Agreement for Operations Development Managers and Driver Managers.

In essence I am looking for reassurances from you that as a minimum the current differential in pay will be maintained for all Driver Managers and Operations Development Managers. I would go further though and say that we need to look at improvements to pay particularly in light of potential productivity talks that the Drivers will be due to hold in the upcoming months with yourselves.

TSSA has regularly expressed our aspiration 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 because members will have taken strike action in order to secure an improved pay offer before they left, 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 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