

Justin Page
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21 September 2022

Dear Justin,

Notification of Industrial Dispute: Pay and conditions 2022

Yesterday afternoon, TSSA reps met to discuss the latest position on pay and conditions. The meeting was arranged to follow the scheduled pay talks earlier in the day to give reps the opportunity to agree our position and conclude negotiations without delay.

I reported that, shortly before the meeting with Amey was due to start, you postponed the meeting for another week and that you failed to honour your commitment to respond to my correspondence of 1 September. The reps instructed me to notify you that TSSA are now in dispute with Amey for the following reason:

- The company's failure to make a reasonable offer to increase our members' basic pay and agreed allowances in 2022.

The reps asked me to set out the circumstances of this dispute and to explain why members' patience is close to being exhausted.

During our last meeting on 1 September, I felt that our meeting to discuss members' responses to the company's 9 August pay offer was relatively positive. Management side adjourned to consider our correspondence and agreed that we would meet again as soon as possible to continue negotiations, following our representations on behalf of members who voted overwhelmingly to reject the offer in the face of the cost-of-living crisis.

We all expressed regret that we couldn't reconvene before 20 September due to other commitments. You agreed to provide a written response to my correspondence in advance, as a matter of urgency, recognising that members needed to see progress in negotiations.

To date, we have not received any written response to my 1 September letter, which included the detailed responses of 150 of the 82% of respondents who voted to reject your offer of 4.21% with an £1,800 underpin and showed support for industrial action if negotiations did not result in an improved offer.

During negotiations, I have repeatedly invited Amey to provide some explanation of why our members should consider a below inflation pay increase as acceptable in 2022. Amey have always proposed January RPI as an appropriate indicator of a wage increase that is equal to the cost of living in previous years.

Rather than suggest that this is the best that Amey can afford, the only justification provided has been that budgets have been set at a more senior level and that the company sale has “locked down” the 4.21% figure. Our reps and members are incredulous at this position, especially as the Amey Chief Financial Officer has the authority to increase the budget to maintain positive industrial relations and has been quoted in the national press as reporting an **unexpected windfall of half a billion pounds** more than Amey's anticipated turnover this year (<https://www.theguardian.com/business/2022/aug/12/amey-bosses-celebrated-profits-while-offering-below-inflation-pay-rises>).

For some time, many members and reps have assumed that the company negotiating strategy for 2022 has been to use stalling tactics and the promise of future meetings to avoid addressing the issue of headline pay. I explained this to you during our last meeting and the impact of the successive increases in the cost of living since the 1 March pay anniversary date, and that our union cannot indefinitely use the promise of “jam tomorrow” to resist calls for industrial action to persuade Amey to make an improved offer which reps can recommend to members.

TSSA members are now formally in dispute with Amey because of the company's failure to make a reasonable offer to increase our members' basic pay and agreed allowances in 2022.

If we do not have significant improvement in negotiations by close of play on Tuesday 27 September, we will have no reasonable alternative but to move towards a ballot of TSSA members for industrial action. In the meantime, I recommend that you respond to me in writing so that I can reassure reps and members that Amey are committed to positive industrial relations.

Yours Sincerely,



Matt Barrow

Organiser