

Dispute Offers Clarifications: General Grades

What is covered by the proposals?

Only the specific proposals set out in the documents impact terms and conditions and collective agreements. Everything previously agreed within your company out with these principles and proposals is unaffected.

If the proposals do not mention any changes to specific terms and conditions, then these are unaffected and remain a matter for discussion via the individual TOC collective bargaining structure.

What happens if there is a disagreement about how the principles should be applied?

In the event that a TOC seeks to misinterpret or misapply these principles, reference back to the national level can be invoked.

What would happen if the proposals are agreed or rejected?

If the offers are accepted, matters would be taken forward in line with the stated principles within each TOC. Where TSSA is recognised then consultation/negotiation of the specified items would begin via the collective bargaining machinery in each TOC.

If the offers are rejected, we would need to secure a further mandate for industrial action via ballots and more industrial action, including strike action would be called.

Employers have indicated that they will initiate Schedule 17 consultations over closure of ticket offices in any case.

General Grades

Pay Award

A minimum of £1,750 pay award in year 1 for colleagues earning less than £35,000 per year. Backdated to the 2022 pay anniversary date and paid as a lump sum.

5% increase for colleagues earning above £35,000 per year. Backdated to the pay anniversary date and paid as a lump sum.

A 4% pay award to be paid for year 2 from the relevant pay anniversary date.

NOTE: Pay anniversary dates vary dependant on grade.

PRP / Bonus payments are not part of these proposals

Sundays

The commitment to work protocol is intended to be introduced where there is a current issue covering Sundays. If Sundays are adequately covered currently, then we would not expect any change.

Existing Sunday allowances are retained.

Voluntary overtime on Sundays is purely a matter for each TOC.

Where you are not currently contracted to work Sundays, a contractual variation would have to be negotiated to enable you to work Sundays. The proposal does not mandate 'free'

Sunday working or bring Sundays into the working week. It simply intends to facilitate the 24/7 railway.

Xmas working & Bank Holidays

You will only have to take annual leave if rostered to work and not required. If 25/26 Dec falls on a rest day then no change. Any additional payments or days off agreed within each TOC will continue for existing staff.

The definition of bank holidays as normal working days is intended to facilitate the 24/7 railway not force people to work bank holidays unnecessarily.

Annual Leave

This proposal is not intended to reduce current contractual annual leave entitlement for existing employees.

The proposed standard for new starters is 5 weeks and 8 days (*this will need to be clarified in days and hours for consistency*). Therefore, we would not expect to see existing employees have less.

Allowances & O/T

The proposals are silent on allowances and overtime. Therefore any changes would have to be proposed and agreed within each TOC as they are now.

We could propose improved allowances for existing and new staff.

BR Conditions of Service

This is purely a review without any commitment to agree any changes. Any proposed changes would have to be negotiated and agreed via collective bargaining.

Station Groups

These will vary from TOC to TOC and will need to be consulted through normal collective bargaining within your company.

Employment Security

No compulsory redundancies for those affected by the workforce changes until 31 December 2024 or 6 months from date of displacement whichever is the later.

Salary protection has no time-limit specified other than in relation to future pay increases: 5 years with 100% of negotiated increases consolidated. After that, 50% of any future increases are consolidated with 50% payable as taxable lump sum until salary aligns with new TOC standard.

Sickness Management

Existing sick pay arrangements remain in place for current staff with the exception of a blanket introduction of a rolling 12 month period and future negotiation of a standard policy.

Current rights to representation are unaffected.

Consideration of disabilities is required by law. Any new policy would have to include how illnesses such as cancer would be managed.

We would have to negotiate a new policy nationally – the detail of which would be subject to further discussions.

Control & Revenue Protection

No Compulsory Redundancies

All Controllers and Revenue Protection staff are covered by the NCR deal outlined in the General Grades document if affected by the workforce changes. This includes Controllers and RP staff on management contracts.

New starter contracts

It is not anticipated that this proposal would alter new starter contracts other than where expressly stated (eg in new station grades and for annual leave, sick pay etc). Other negotiated arrangements would continue to apply unless varied by agreement between us and the TOC.

To see the offer in full please see TSSA website – NB. You will be required to log into MyTSSA to view.