

Transport Salaried Staffs' Association

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TSSA, Newminster House,
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Daryn McCombe
Head of Train Service Delivery
Swindon Western House

cc Richard Berryman, Lucy Mcgiveron, TSSA reps and affected members within TSD

10 August 2021

Dear Daryn,

Restructuring Vote/Dispute - Failure to agree

I'm writing to you to inform you of the outcome of the Vote TSSA has held on the restructuring process which was as follows:

47 members were able to vote in the process out of the staff directly affected by the restructuring.

We had 40 responses in total representing an 85% turnout with the following results:

Question - I have read and understand the latest information from TSSA on the restructuring package and the fact the company have not accepted any staff side proposals to make flexibility allowance pensionable, or to remove the Rest Day working clause from contracts and wish to...

- **Reject the Restructuring = 38 votes or 95% of the vote**
- Accept the restructuring = 2 votes or 5% of the vote
- Skipped the question = 0 votes or 0% of the vote

Question - Are you prepared to...

- **be balloted for industrial action = 31 votes or 77.5% of the votes**
- allow the employer to go ahead with the restructuring = 5 Votes or 12.5% of the votes
 - Skipped the question = 4 votes or 10% of the vote

I believe we are in no doubt that we fail to agree and obviously now we need to meet as we'd previously requested to seek a resolution to this process otherwise if we cannot resolve the issues that TSSA members are raising then will be forced to follow our mandate through to its natural conclusion.

www.tssa.org.uk

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



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It is clear from our members responses that they wish to see resolution to the following items that given the results of the vote/indicative ballot we fail to agree upon and are in dispute about:

- Failure to examine and resolve Incorporation of the flexibility payments into their basic pay, we had asked that their basic pay be raised, and flex reduced proportionately and had costed out figures based on the information that we had available that would enable this to happen and remove the non-pensionable pay. Members are particularly unhappy about eh way this item has been dismissed.
- Removal of the 8 rest days in 13 weeks from individuals' contracts
- Pay Protection
- Start Date for any pay increases being pushed back to March 2022 and from the day of being appointed into role.
- Minimum pay levels in the restructuring proposals particularly for the TSM's, CEM's and CIC's and current minimums not being high enough due to the feedback received from members since our members circular on 3rd August 2021.
- As identified during the consultation process, existing staff being paid lower rates of pay than those who started recently/after them where we need the existing staff to have their pay raised accordingly.
- As identified during the consultation process, Flexibility allowance percentages being lower than the those identified as being the historically agreed amounts and the related back payments due. i.e. 15% instead of 20%
- Closing the Negotiations/Consultations on the restructuring before we have resolved these issues or have a pathway to resolve these or any other outstanding issues.

As per our discussions you have agreed to hold off of closing the consultations to allow time for us to meet, however you are currently off on leave and then I am off and it overlaps. I have agreed to end my annual leave earlier so that we can meet on either the 6th and/or 7th September to follow the avoidance of disputes process. I have also agreed not to start an industrial action ballot until we have been able to talk which will hopefully allow us to come to an agreement.

As this will be my first day back from leave, I would suggest that I have a few hours with the reps from 10-12 before we meet with everyone together either virtually/hybrid.

Yours Sincerely,



Alan Valentine
TSSA Organiser for Great Western Railway

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