

tssa@TfL

Pay
Claim
to TfL

June 17

2022

An RPI+ consolidated base pay increase for all staff:

- Taking account of the pay freeze in 2021-22
- A minimum consolidated pay increase of £2,500
- Increases to pay band minima and maxima in line with the consolidated base pay increase
- To be paid regardless of performance rating

A fair and transparent pay and grading structure for all staff:

- An automatic right of staff to a pay parity reviews and realignment of salaries in relation to higher market rates (and higher starting salaries for new starters/appointments)
- Job evaluation of roles for staff earning over the new pay band maxima in bands 1-3, on request
- An clear and transparent process enabling staff to submit an individual pay review.
- A joint review of the current pay system, similar to that carried out in Network Rail, to establish a fair and transparent pay and grading structure
- An end to Pay for Performance

A fair future for all staff:

- A commitment to no compulsory redundancies across TfL
- No changes to the TfL Pension arrangements (deferred pay)
- A commitment to start early pay talks for a multi-year pay deal from 2023 which addresses the pay suppression of TfL staff since 2015, resulting in an average 20-30% differential between TfL and LU staff rates of pay (see graph below).

Month	APR	RPI	CPI	PB1	PB 2/3	LU
2015		100	100	100	100	100
2016		101.3	100.3	101.0	101.0	101.3
2017		104.8	103.0	102.0	101.8	104.5
2018		108.4	105.5	103.0	102.8	108.6
2019		111.7	107.7	104.1	103.8	111.5
2020		113.3	108.6	106.1	106.1	114.5
2021		116.6	110.2	106.1	106.1	116.3
2022		129.6	120.1	106.1	106.1	126.1
v RPI				-22.1%	-22.1%	-2.7%
v CPI				-13.2%	-13.2%	4.8%

