

6 July 2022

Glynn Barton
Chair, TfL Company Council

Dear Glynn,

I am writing to you today to make clear the response of TSSA members to the offer put to TfL Trade Unions on Wednesday, 29 June 2022.

We note TfL's offer of a 3% consolidated pay rise (or a minimum of £810), paid to all staff regardless of performance rating. We also note that it is not proposed to increase the pay band minima and maxima in line with the pay rise. Instead TfL has proposed that staff earning above pay band maxima would receive a non-consolidated payment equivalent to 3% of their salary.

Over the last week we have conducted a referendum our members and they have voted overwhelmingly to reject TfL's offer. I am writing to formally confirm that TSSA rejects TfL's current offer.

Our position is made clear in our pay claim, as follows:


A 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 review 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
- A 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.
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We expect and await a significantly improved pay offer, which addresses the cost-of-living increases being experienced by our members, and is paid in full as a consolidated pay rise to all staff.

Since the imposition of PfP in 2015, as a result of year after year of below inflation pay increases, the value of TfL salaries have fallen around 20% behind those of their LU colleagues and RPI. This means that by comparison our members are effectively working one day each week for free. This has been compounded by TfL failure to increase the pay band maxima and minimum in line with inflation. Since 2015 the top of Band 1 has only risen by £500.

Our members are also disheartened that for all the messages that we are 'One TfL' they have been treated significantly worse than their colleagues in London Underground. Urgent action is required by TfL to address the years of pay suppression in TfL and the broken pay and grading system.

Although Graduates and Apprentices are not part of this bargaining unit, a matter that we are seeking to address, we have been contacted by many in these grades regarding their salaries. We have been shocked by the range of hardships many of these staff are experiencing; whether new graduates struggling to survive London's extreme property and living costs or apprentices struggling to provide as main family earners. To grow and maintain talent with TfL a fair deal for these staff is essential.

Last week the TfL HR, Safety and Sustainability panel heard a paper highlighting the challenges of retaining and recruiting the talent required to deliver the world class services that TfL aspires to continue to provide. The lack of meaningful action on pay and threats to conditions means more staff will leave. We believe in providing world class transport for one of the world's greatest cities; we therefore believe that TfL staff should be treated with the respect they deserve.

TfL staff cannot afford to tolerate another real terms pay cut. Our members have made it clear that they will not do so. We therefore await an improved offer which is consistent with the principles that TSSA has set out.

We are very keen to participate in timely and meaningful negotiations on pay and related matters as a matter of urgency. I look forward to hearing from you.

Yours sincerely,

Mel Taylor
Organiser, London & South

cc. Jennifer Sam, Terry Deller

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