



National Union of Rail Maritime and Transport Workers



Dear member

This is to update you upon the talks within the MOU and DRA from an RMT perspective.

Offer 1

4% pay rise for Multi Skilling and New Entrant pay and Terms & Conditions.

Multi skilling was based upon Travel Consultants having their conditions removed and taking Station conditions. This means TED days coming back.

Doing aspects of station duties, Gatelines, Passenger Assistance.

Losing 5 hours annual leave.

Changing your annual leave year from April to March.

Shift leaders having to fulfil Safety Critical work and MUST pass psychometric testing, along with a FULL safety critical medical.

A single-leader role resulting in 3 times the work-load.

Station teams having to do all aspects of station duties. Full multiskilling. This includes mobile ticket selling and ticket machine maintenance.

Must be able to fulfil every aspect of the core duties.

Whilst a guarantee of employment was assured, this could not be elaborated upon. The company stance is, if there are more people than roles, they would look to implement reasonable adjustments and if that is not possible we would look for alternative work. There are more people than roles in locations and we were given NO assurances.

Changes to new entrant Terms and Conditions and pay.

Doing the same as current employees and being paid a lot less with no Higher Grade Duty payments.

Slashed redundancy payments.

Stood off arrangements removed.

Ill health annual leave to be pro rata.

238 hours annual leave.

Multi station working.

Offer 2

Fully pensionable pay. (Attendance allowance into the salary)

To achieve this we would have to accept.

Full multi skilling of all current employees.

Moving onto 250 hours of annual leave. (Annualised hours rather than day for day)

Go on average rosters of 7 hour days. This means more days at work, on an average 21 days more at work a year.

A new Attendance Management policy. This would remove certified sickness and would introduce a rolling sick year. This would mean if you were off ill for a period of 5 months with illness, you would only have 1 month of full sick pay available for 1 calendar year from your resumption date.

Under collective bargaining, the attendance policy sits within the forum of Joint Committee as it applies to all grades, this can NOT be discussed or applied to single grades so we as a trade union see this as a bypass of agreed procedural agreements.

The Memorandum of Understanding that RMT members accepted said to enter discussions, which we have done in a meaningful manner. We have constantly said to the company we will not sell out for detrimental attacks upon our conditions or our futures. We have fought to get what we have and what the company want to take away is worth A LOT more than 4%.

There will be a meeting on the 25 April between the company and the Lead officers of the unions. This meeting from a union perspective is to try and get the company to move upon their current position and meet our requirement for no detrimental impacts upon its members. I will put a further update out after this meeting takes place.

In summary:

We discussed and explored options around a pay deal for Station Staff. A 4% offer came with unacceptable strings attached. The attached strings attacked your annual leave arrangements and would have created a situation where your wages, terms and conditions could be more easily eroded over time. They were detrimental to both new starters and existing employees.

Additionally, we would have had to have allowed deviation from the collective bargaining agreements that we need to follow. Those agreements protect our rights and had to be followed as per the MOU members voted for. In Company Councils we are not able to agree to changes which are required to be resolved at Joint Council.

We were prepared to continue discussions, but the company cancelled all future stations CC meetings on the subject. Therefore there are no further discussions until a special meeting with the lead officers on 25th April.

Signed:

Company Council Representatives