



2022 – historic year for TSSA

TSSA members stepped up in their thousands this year across our railways, fighting for better pay, conditions and job security.

The rail dispute saw ballots for industrial action run in Network Rail and 13 train operators. "It's the largest scale dispute our union has been involved in since rail privatisation", explained Interim General Secretary, Frank Ward.

For many members, this was the first time ever they had voted in an industrial action ballot and would be the first time taking strike action and/or industrial action short of a strike. The action reached every corner of England, and crept into both Scotland and Wales through Network Rail's extensive reach.

Dispute basics

From the outset, TSSA was clear on the dispute lines. We sought a no compulsory redundancies agreement, a commitment from employers to not change terms and conditions without agreement, and of course a pay rise.

"The issues of the rail dispute are the bread-and-butter concerns for working people", said Frank. "Rail workers deserve to have some job security, be treated with respect and for pay to increase as the cost-of-living goes up.

Continued on page 6 ➔



Our Challenges for 2023



As we move into the festive season and the year draws towards its close, I want to pay tribute on two fronts as your new Interim General Secretary.

First of all, to all of you who have been involved in our long-running national rail dispute. You have been amazing and continue to be as we fight for a deal on pay, conditions and job security which meets your aspirations.

We have been in talks of late with both Network Rail and the train companies but have met resistance from behind the scenes which has prevented us from getting the deal you so richly deserve.

That has come from the government who are playing politics with this dispute when we have been clear that a negotiated settlement is our preferred and desired outcome.

As things stand the fight goes on and we have now re-balloted for a further mandate on our industrial action. This is something we have to do by law, thanks to the hoops the Tories' place in the way. I know I can rely on you all, our TSSA union family, to stand together in the fight for your collective futures because this is utterly vital.

I also wish to reflect on the tenure of Manuel Cortes as our union's General Secretary for the past eleven years. Manuel was with TSSA as a staff member from 1998 and in all that time he fought tooth and nail for our members every single day.

As someone who worked closely with Manuel throughout those years, I know how deep his commitment was to our union, something he displayed unstintingly, with the great energy and tenacity which was his hallmark. I also know you will wish Manuel the very best in whatever comes next.

A new General Secretary will be appointed after an election is held in the new year, though I will not be a candidate. Happily, I know we have a lot of talent at our disposal, so our union is bound to be in good hands.

Frank Ward TSSA Interim General Secretary



Get in touch

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Delivering for managers in Network Rail

At the end of July, and following a successful industrial action ballot, TSSA secured a pay and conditions deal for managers in bands 1-4 at Network Rail (NR).

The deal secured a consolidated pay increase for managers after two years of pay freezes and also addressed long-standing issues within the managerial workforce.

On the long-held issue of travel facilities, TSSA's negotiators secured an offer of privileged leisure travel facility which provides a 75% discount on all leisure travel and includes family members. This is the first time since the privatisation of British Rail that such provision for discounted rail travel has been available to non-safeguarded staff within NR.

In addition, the season ticket subsidy cap of £2,750 was removed and the discount of 75% will remain for unlimited cost of the relevant season ticket. The travel facility is worth a significant amount to many members and TSSA believes it is an important way to reward railway staff and incentivise further use of our railways.

Pay was increased by 4% across the board in a consolidated, pensionable form. The figure was up from previous offers which TSSA rejected during negotiations, and came in at parity with the offer being discussed for general grades at the time of being put. Inner and Outer London allowances were also increased, and Network Rail committed to make some payments under their discretionary PRP scheme (aka bonus).

While 4% didn't meet the inflation rate at the pay review date, TSSA pushed for further improvements to pay structures to improve the impact of the offer for managers.

Pay ranges were agreed to be increased by 4%, reducing the impact of capping which has effectively prevented

many managers at the top of pay scales from receiving a pay rise. Differentials where managers are paid less than direct reports were also addressed in the deal, finally tackling an issue that TSSA has been raising for considerable time.

"The question of pay differentials between managers and other grades is one that plagues our industry" explains TSSA Organising Director Luke Chester. "We had seen experienced managers in NR applying for lower graded roles because they paid better. Finally, NR recognised the value of career progression and the importance of rewarding the experience and knowledge that managers bring." The review of differentials will now happen annually ensuring a consistent approach and oversight by our union.

On job security, TSSA negotiators secured enhanced job security measures for managers and a commitment not to unilaterally change contracts of employment.

"These were key demands within our dispute," said Luke. "We were negotiating in a very difficult climate, so the team was determined to get as much as possible from the negotiations."

"The fact that we had held the first industrial action ballot of managers in a decade gave us real strength in those negotiations. Even falling just short of the legal threshold on strike action, the company could see from the results how strongly managers across the company felt about their pay and employment situation.

"Securing the pay rise and related remuneration elements of the deal was important. But what we achieved on job security for managers is industry-leading and I hope it will pave the way for similar protections in TOCs."

Bus Bus Éireann and Dublin Bus Pay deals

Photo: AntiRevisionismEnjoyer



Members in Bus Éireann and Dublin Bus received long overdue pay awards due in 2022.

Our pay talks with the two companies began in 2022 amidst the background of a cost-of-living crisis. It was crucial that any pay deal recognised the current economic woes faced by our members.

Bus Éireann

Before talks with Bus Éireann had even begun the company wrote to every staff member outlining their view that no pay increase would be afforded to staff for the years 2022 and 2023 and that potentially the company could look at a performance pay scheme instead. This fell a long way short of the cost of living pay award which TSSA and other trade unions were seeking. In effect, this would be a pay freeze for two years.

“When we met with the company, we made it clear that we were fundamentally opposed to their position, but Bus Éireann were unwilling to move” explains TSSA Organiser Patrick McCusker. “We therefore wrote to the Workplace Relations Commission (WRC) – Ireland’s equivalent of ACAS – requesting their assistance.”

After a series of conciliation meetings and intensive discussion at the WRC an acceptable offer on pay was finally achieved. “Whilst our aspiration was not fully met, we had successfully seen off Bus Éireann’s aim of a pay deal based solely on performance, with no flat pay increase whatsoever,” said Patrick.

TSSA balloted our members in November 2022 in a joint trade union ballot with a 54% yes vote to accept. We won a €1,000 lead-in payment for 2022 to be paid in the most tax efficient manner (voucher), plus 3% from 1 January 2023 and a further 3% from 1 January 2024.

Dublin Bus

Unlike Bus Éireann where the company negotiated with all unions together, in Dublin Bus pay talks were done on a grade-by-grade basis.

The company began with pay talks with the drivers’ grade. As soon as the drivers’ talks were finished (August 2022) we contacted the company to request we start the pay talks for our members in the Executive, Clerical and Supervisory Grades (ECS Grades) as a matter of urgency.

“Given it had now been three years since our members had a pay increase, we made it clear we would not accept anything less than the drivers’” said Patrick. The drivers’ deal had included an across-the-board increase and a productivity element. “Productivity discussions can take a considerable period of time and we were keen to get money in our members’ pockets as soon as possible” Patrick continued. TSSA therefore requested to split the deal into the across the board pay rise element now and the productivity element later.

The company agreed and we received a no strings attached pay offer for the ECS Grades, which mirrored the bus drivers’ pay deal cost of living element consisting of €1,000 lead-in payment (tax efficient voucher) in recognition of no pay awards for 2019 and 2020, plus 0.5% from 1st January 2021, 2.5% from 1st July 2021, 2% from 1st July 2022, 2% from 1st January 2023, 2% from 1st January 2024, and 2% from 1st January 2025. Ballots of the various grades concluded in October 2022 with all grades voting yes to accept.

Dublin Bus also indicated that it would engage with each grade on a number of productivity measures, with a view to reaching agreement on implementation in the first half of 2023. If an agreement is reached in productivity talks, then an additional productivity related pay increase will be paid to staff.

Recognition renewed at Stena



Stena recognition agreement signing 15.11.22 Natalie Feeley, Frank Ward, Andrew Shaw, David Tinkler, Fiona Paton

In November, TSSA signed an updated recognition agreement with international ferry operator, Stena Line, with **TSSA Interim General Secretary, Frank Ward, saying:** "I'm delighted our union has signed this updated recognition agreement with Stena Line."

The new deal, covering staff in administrative and clerical posts in locations around Britain builds on the strong existing relationship between the union and the company.

The Recognition and Procedural Agreement is for Stena Line Ltd, Stena Line Irish Ferries Ltd and Stena Line Manning Services Ltd.

TSSA is the sole trade union with bargaining and representation rights for Stena clerical and administrative staff in Britain, along with other shore-based staff that are not dockers or managers.

Commenting, TSSA Interim General Secretary, Frank Ward, said: "We have a solid relationship with the company going back more than thirty years and this is now set to continue. This shows how much the company values our members."

"The new agreement provides a basis for Stena to share its vision for the company and its workforce, whilst working with our union's representatives to maximise the opportunities available to our members in an environment of mutual respect."

Signing formalities took place at Stena's offices in London on 15 November. TSSA was represented by Frank Ward and Organiser Natalie Feeley, while for Stena, Andrew Shaw (Stena Line's Group Head of Industrial Relations), as well as Fiona Paton (Employee Relations Manager) and David Tinkler Industrial Relations Manager, Irish Sea, were present.

Andrew Shaw, Stena Line's Group Head of Industrial Relations, said: "We have worked well with TSSA to achieve optimum outcomes for TSSA's bargaining group and the company. Having a refreshed and modern Recognition Agreement in place is a welcome next step on the continuing journey."

Stena Line is a Swedish-owned global ferry operator. It is one of the largest ferry operators in the world, with services to Britain, Ireland, Holland, France and many European countries.

ScotRail on call working

As we went to press, our ballot for industrial action in ScotRail over on call working arrangements was still live.

Dissatisfaction amongst TSSA members over on call working arrangements, especially over Christmas and New Year, dates back a long time and we have raised this issue in pay talks year after year.

We raised this important issue again in 2021, after ScotRail came into public ownership, hoping that the new management might herald a new era of openness and transparency. At that time, ScotRail agreed to form a Joint Working Party with us to discuss the matter.

However, despite our best efforts, a year later no meetings have taken place. ScotRail have not even nominated a representative to attend the Joint Working Party or signed off on the terms of reference. We believe they have been acting in bad faith, stalling rather than addressing our members real and valid concerns.

With all other avenues exhausted, we are left looking at industrial action, to take the form of withdrawing from all out of hours 'on call duties' for the grades involved.

Ballot papers were issued at the end of November to Conductor Team Managers, Driver Team Managers, On Train Team Managers and Station Team Managers working at stations across Scotland. We are also balloting Operations Delivery and Senior Operations Delivery Managers regarding this issue.

The ballot opened on 21 November and closed on 9 December – we'll keep you updated in our regular weekly newsletter News on the Go. If you're not getting News on the Go, please email us on comms@tssa.org.uk



Photo: Geof Sheppard

High Speed 2

Organising Director Nadine Rae reports on a momentous year in HS2.



As the only recognised union for High Speed 2 (HS2) we have been keeping across several developments at this most crucial rail and infrastructure project which we know will help shape the Britain of the future.

Right now we are in ongoing discussions over a range of issues relating to pay – including the grading system and what happens when you move across roles at HS2.

We are also hoping to see changes to issues such as on-call pay, out of hours working, TOIL and more. In the background we are working on our 2023 pay claim for members and there will be more to say on that in the new year.

This reflects the progress we have already made this year on pay when members voted yes to the 2022 offer from the company – the first time ever HS2 staff have had the opportunity to have a say and that has only happened as result of our historic collective bargaining agreements.

One of the things to come out of our referendum was that the company clearly needs to do more to make the pay system for staff across HS2 fairer and we will work with them on delivering this.

Back in September we also had the welcome news that the building of a new HS2 station is already underway in the West Midlands, this is not only a good thing for the HS2 network but carries with it the promise of around a thousand jobs and apprenticeships.

The hub will not open until 2027 but it's still a positive sign that there are spades in the ground for the Birmingham HS2 interchange station.

We have long been clear that HS2 will turbo charge local and regional economies, build superb new infrastructure and provide many jobs. All of this is central to the future of rail in our country and rail is central to the future of us all – as the cleanest and greenest way to travel and transport goods.

If you are a member at HS2 please consider getting more involved with your union as a Rep, and encourage colleagues to join our TSSA family so they too have the same collective benefits you enjoy.

Transport for Wales

After months of negotiations, members at Transport for Wales (TfW) in managerial and clerical grades have now accepted the final pay offer from the company alongside those in station grades.

This amounts to a 4.5% increase across the board, or a minimum uplift of £1,500 for colleagues earning less than £33,350. That's plus a productivity bonus which amounts to 2.1% for all grades.

"We have good reason to be happy with this outcome, which has only been possible thanks to the determined efforts of our union's reps on the ground at TfW" said TSSA Organiser Natalie Feeley, continuing: "Nor have we have been idle elsewhere in the company, where there have been several developments."

On the Pontypridd relocation, it's good that after long discussions (as of the start of November) those in scope from St Mary's and St Patrick's House have now officially relocated to Llys Cadwyn.

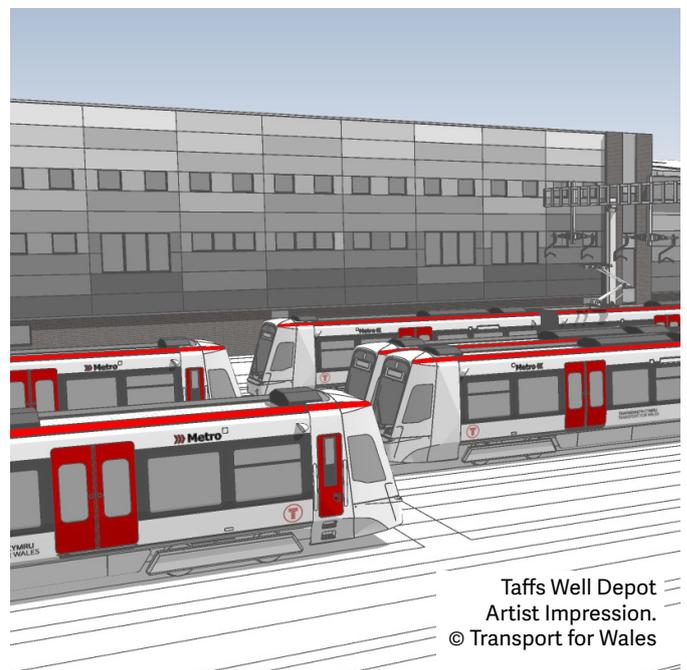
"We fought hard to secure a strong compensation package and believe that on the whole the majority of colleagues understand their entitlements and have agreed the terms of their relocation," said Natalie.

On the Health, Safety and Wellbeing Target Operation Model (TOM) reorganisation, we were made aware by a large proportion of Health, Safety and Wellbeing members that they were unhappy with the proposed changes to their directorate under the TOM banner.

TSSA stepped in and we've been successful in putting in place a meaningful consultation process to ensure that members' voices were taken into account, so they were able to help shape the function they represent.

"Wherever we can we are always keen to hold TfW to account and encourage them to implement changes through collaboration with us," emphasised Natalie.

This is the case on the Taff's Well Depot discussions where we continue to engage the company on a regular basis with the aim of ensuring that members are afforded any new opportunities that this initiative will deliver, as well as protecting those existing staff based at Canton.



DEALS AND DISPUTES IN LONDON TRANSPORT

By TSSA Organiser, Mel Taylor...

Our union is working hard for members across the London transport network as we fight on the issues of pay, pensions, terms and conditions and job security.

As the Journal goes to press, we are balloting members in Rail for London (infrastructure), who work on the Elizabeth Line, for strike action and action short of a strike in a dispute over pay and pensions.

Members overwhelmingly rejected an offer of 4% for this year and 4.4% for next year, which falls far short of the 8.2% paid to MTR staff working on the Elizabeth Line and the 6.5% agreed in London Overground. If a better offer isn't made, the sparkling new line could be brought to a standstill through strike action in 2023.

This contrasts to Arriva Rail London (ARL), where members working on the London Overground have voted in a referendum to accept an offer of 5% + 1.5% for 2022/23, which is a higher-than-average pay award.

In Transport for London (TfL), pay talks have broken down several times, meaning repeat trips to the conciliation service, ACAS, with TfL management constantly delaying negotiations.

In addition to no agreement on pay, TfL is attacking pensions. Senior management will publish their proposed changes – none of which are good – to the TfL Pension Fund on 31 January.

Alongside this, TfL has put forward policy changes to make it easier – and cheaper – to make staff redundant with little to no consultation, plus massive cuts to voluntary severance payments.

If not challenged, TfL staff face significant and long-lasting damage to their terms and conditions, added to pay freezes or real terms pay cuts. This is not good enough and members are rightly angry and demoralised, with many staff voting with their feet and leaving TfL.

TSSA is organising members to resist these attacks on pay, pensions, and terms and conditions, with additional member meetings and calls taking place at this crucial time.

TfL senior management is seriously undermining the terms and conditions of staff, as well as employment rights because they believe we will not fight back. In the new year our members have opportunities to stand with their colleagues and fellow members in TfL, London Underground and RfLi (Elizabeth Line) on all these issues.

Meanwhile on London Underground (LU) members have indicated their willingness to take industrial action about imposed cuts to station staffing levels, achieved by not filling vacancies, and imposed changes to working arrangements.

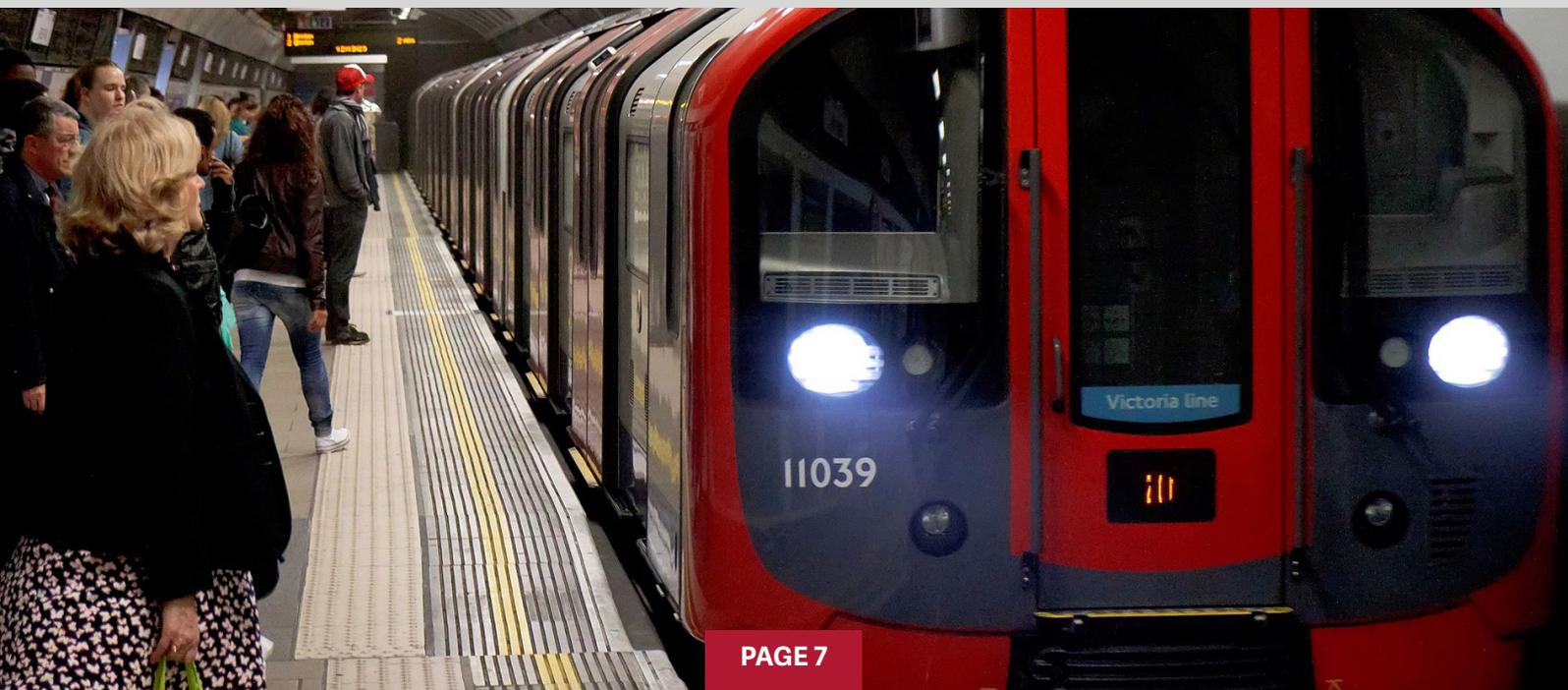
Our union opposes the cutting of 600 front-line roles, which has resulted in stations closing due to lack of staff. Since the pandemic, attacks on staff and anti-social behaviour have increased, and this is made worse by staff shortages and closures.

These stealth job cuts, which are across LU and include revenue control, have an impact on staff and passengers with reports of stations being closed due to staff shortages. This is a shameful and deeply concerning situation facing one of the world's great cities.

TfL and LU members, along with anyone using the London transport network, are encouraged to fill out our incident reporting form to tell us when stations are closed, opened-up late or closed early. We also need you to report to us any verbal or physical attacks which you or your colleagues have faced so that we can challenge LU and TfL with the impact of their cuts.

We know that TfL and LU have plans to make hundreds of millions of pounds of cuts over the next two years and beyond. We must not let this happen.

TSSA will fight against these attacks. We stand with and for our members.



Continued from page 1

Most rail workers are going into a third or fourth year of a pay freeze after working loyally through the coronavirus pandemic and many challenging times."

"What's been so frustrating throughout this dispute is the role of the government, blocking negotiations and preventing offers being made" explained Frank.

This is starkly demonstrated by the deals and agreements struck elsewhere across the rail and transport sector. In June, TSSA secured a 7.1% pay rise for members at Merseyrail, while at infrastructure firm Amey, a pay deal of 6% was achieved in October – both without the need for industrial action.

Government restrictions apply to publicly-owned Network Rail, and to all train operators falling under the Department for Transport (DfT), with the Treasury and DfT ultimately pulling the strings. These restrictions have limited employers' ability to negotiate with trade unions, or indeed to make any decisions or offers themselves, crippling talks and turning them into little more than a talking shop.

Summer of discontent

With no breakthrough in talks, and a Tory leadership contest by this time underway, TSSA members took to picket lines in August.

The first day of widespread industrial action including TSSA members at Network Rail and a variety of train operators was Thursday 18 August, with another day's action on Saturday 20 August. The sun shone on striking workers on picket lines and TSSA flags, banners and placards were on full display, high-vis jackets making passers-by squint in the bright sunshine.

"This dispute isn't just about pay" said first-time picketer Lynsey, from York. "I'm standing up for our terms and conditions. I've gone on strike because I feel strongly about protecting our jobs and jobs for future generations. I'm also concerned about safety."

Photos flooded social media, with beaming trade union members accompanied by children and pets on upbeat picket lines across the country. From Exeter to Derby, Birmingham, York, Coventry, Darlington, Wakefield, Orpington, Cardiff, Nottingham, Glasgow and so many more locations around the country, TSSA members were out in force.

For Dawn, a ticket office worker in Derby, the dispute isn't just about pay, "it's a fight for my rights of contract and job" she explained, clutching her bright red TSSA flag. "I am 100% behind our union" she continued. "Regarding terms and conditions, I don't want them smashed away. We don't want to lose our jobs."

Fellow Derby member Danny captured what many had felt when voting for action. "I'm just fighting for my conditions and pay" he said. "The cost-of-living crisis is affecting so many people, I want to protect my terms and conditions. It's my first time on a picket, but I feel it's justified, for us and others."

The August strike action and accompanying action short of a strike, taken alongside our sister union the RMT, brought rail services to a standstill.

Talks resumed at Network Rail, but the political stasis the country found itself in prevented any talks taking place with train operators.



A further round of industrial action was suspended following the death of Queen Elizabeth in September. Liz Truss's short-lived government failed to break the impasse in the rail dispute and so action was back on the card in October as talks with TOCs failed to materialise and no offer came from Network Rail.

Strength

While much of TSSA's industrial action was taken alongside other unions, our members' strength was demonstrated starkly when action was taken by TSSA members alone in Great Western Railway (GWR) in early October, and in early November at West Midlands Trains (WMT). They single-handedly brought services to a standstill across these networks.

Members in GWR broke the mould by taking strike action from noon until noon, rather than starting at the usual minute past midnight, meaning that action spanned 6 and 7 October. The strike action, which included controllers, managers, station and office staff led to "an extremely limited service" – GWR's own words! "All journeys must be completed before 7pm," the train firm advised passengers, warning that no trains would run west of Plymouth all day.

On Friday 3 November, TSSA members at West Midlands Trains took strike action on a day that no other union was taking action. The result? Mass cancellation of services, with WMT only able to run a very limited Birmingham-



Liverpool and Birmingham-London service, and nothing at all after 1930. The company warned passengers: "Due to industrial action by TSSA, we will be running a significantly reduced timetable tomorrow (Friday) with no service on some routes."

The well-run picket lines attended by dedicated WMT TSSA reps – which included shift changes – kept a strong presence at workplaces throughout the day. Not only did WMT have to cancel services, but the action affected other operators too, demonstrating the industrial muscle that our members have, even when taking industrial action alone.

Breakthrough?

Finally, on the very Friday that TSSA's WMT members were out on strike, an eleventh-hour invite to talks arrived from the Rail Delivery Group (RDG), acting on behalf of train operators. Talks were to resume on Monday 7 November, requiring a Friday evening scramble to cancel planned industrial action that weekend and the following week.

These were the first talks with the RDG since August. Perhaps partly reflecting yet another change in government – Rishi Sunak by now being Prime Minister and having appointed Mark Harper as Transport Secretary.

"We had mixed emotions going into this period of intensive talks" explains negotiating lead and Organising Director, Luke Chester. "We have learned not to expect too

much from this government, but the promise of intensive talks and apparent goodwill on all sides was just the opportunity we had been seeking to make progress for our members in train operators."

With Executive Committee members, lead reps and TSSA staff in the negotiating teams now for both Network Rail and the RDG talks, our union brought a wealth of front-line experience to the detailed negotiations.

After three weeks of talks, there was still no offer, despite much progress being made. Interim General Secretary headed to Westminster to meet the new Transport Secretary Mark Harper and Rail Minister Huw Merriman, at the Department for Transport's headquarters.

"It was a positive meeting" said Frank afterwards. "We were able to put the Secretary of State straight on several points and he said some welcome things, but as ever the proof will be in what actions now come."

As *The Journal* goes to print, we are locked in talks and still awaiting an offer. Re-ballots in Network Rail and ten train operators are taking place in the run-up to Christmas and we have also served notice for more industrial action.

It's too early to tell if there will yet be Christmas cheer in the form of a pay offer for rail workers, or if Mark Harper will play the role of Ebenezer Scrooge, but one thing is certain: TSSA won't back down. We're here for our members to the end.

TSSA marks 125th anniversary

On Monday 9 May 2022, TSSA members and staff celebrated the 125th anniversary of the founding of our union.

MARKING HISTORY

The celebrations took place in Sheffield, the city where the National Association of General Railway Clerks was founded 125 years earlier on 9 May 1897 at the Wilberforce Cafe. The union was renamed the Railway Clerks' Association in 1899, and the Transport Salaried Staffs' Association (TSSA) in 1951.

To celebrate TSSA's 125th anniversary, a TSSA125 anniversary diary and commemorative badge was sent to each member at the end of 2021.

TSSA's 2022 Annual Conference was held in Sheffield from 7-10 May, and on 9 May conference delegates along with past and present members and staff, plus special guests from across the trade union and labour movement, came together to celebrate the anniversary date.

SOLIDARITY SPEAKERS

Comedian Mark Thomas and Banner Theatre provided entertainment during the day. Mark Thomas gave a high-energy and trademark set full of political satire and views from across the trade union and labour movement which went down a storm with both the daytime and evening audiences. Banner Theatre's unique mix of music and theatre produced a bespoke performance based on TSSA's own history and the social history of our members. Banner also produced a film which you can view on our website [link/QR code].

We welcomed a wealth of trade union, political and industry speakers to the podium throughout the day. Special political guests included Labour Deputy Leader Angela Rayner MP, who gave a rip-roaring speech drawing on her experience as a young Unison rep and the opportunities that trade union education gave her. Labour's Shadow Rail Minister Tan Dhesi pleased the crowd by restating Labour's commitment to bring rail into public ownership, and former TSSA political officer Sam Tarry, now an MP himself and at the time the event holding a shadow ministerial role in Labour's transport team, got an especially warm welcome. Leeds North West MP Alex Sobel, and Labour peer and MSP Katy Clark also took to the podium to bring messages of solidarity from across the Labour Party.

Former TSSA General Secretary Richard Rosser – now himself a Labour peer – and Gerry Doherty, who stood down as TSSA GS in 2012, both took the opportunity to address their former delegates and comrades, bringing their own slice of TSSA history to the event. Current



General Secretary Manuel Cortes (who has also since completed his tenure in the role), along with TSSA President Mick Carney, and EC members peppered the stage with insights into the union's activities past and present, and what the union means to members.

The rail industry's voice was heard through several expert speakers, including Ian Prosser who holds the role of Chief Inspector of Railways and Director of Safety. Former Director of Diversity & Inclusion at Network Rail, Loraine Martins MBE, who now works as Global Lead for Diversity and Inclusion for consultancy firm Nichols, gave a sobering expose of the lack of diversity in the railways, while highlighting the improvements that have been made.



Photos: © Jess Hurd



And solidarity speakers from far and wide across the trade union movement gave inspiring speeches and brought fraternal greetings from their own union networks. These included Alana Dave from the International Transport Workers Federation (ITF), Eoin Coates from the European Transport Workers Federation (ETF), Rozanne Foyer, General Secretary, Scottish Trades Union Congress (STUC), and TUC Deputy General Secretary Paul Nowak. Current and former General Secretaries from sister rail unions joined the celebrations, along with trades council comrades and more.

FITTING TRIBUTE

TSSA banners past and present were on display in the main hall, and the union's 'trainbow', which celebrates LGBTQ+ diversity in the rail industry, made an appearance for visitors to sit in for photo opportunities. Many of the organisations to which TSSA is affiliated had stalls as did TSSA's own Self Organised Groups (SOGs) and one

Divisional Council. A former London Transport Routemaster bus was provided for a tour of Sheffield taking in key sights relevant to TSSA's history in the city.

A reception followed in Sheffield Town Hall, which coincidentally opened in 1897. The Labour leader of Sheffield City Council addressed those present, along with the President of Sheffield TUC, the oldest trades council in Britain, founded in 1858.

A gala dinner was held in the evening. Diners were addressed by Angela Rayner, and Network Rail Chief Executive Andrew Haines. After-dinner entertainment was provided by Mark Thomas and local jazz funk band Montuno.

The day's events were organised and project-managed by former TSSA Organising Director, Steve Coe, himself an expert in the union's history. The union thanks Steve for his work on pulling off a fantastic day of celebrations fitting to the 125th anniversary of the union.



Annual financial statement

The TRADE UNION AND LABOUR RELATIONS (CONSOLIDATION) ACT 1992 (AMENDED) requires TSSA to produce the following statement to members.

STATEMENT TO MEMBERS 2021

	2021 (£)	2020 (£)
Total Income	5,670,654	6,047,990
Total Expenditure	7,056,897	6,338,297
Membership Income	4,339,296	4,352,909
Political Fund Income	108,923	114,710
Political Fund Expenditure	50,972	48,971
General Secretary's salary	93,994	91,142
Pension contribution	18,329	17,773

THE AUDITORS of the Association, Haysmacintyre LLP, 10 Queen Street Place, London EC4R 1AG reported to the members on the financial statements for the year ended 31st December 2021 on 21 June 2022 and their report was as follows:

Independent Auditors Report to the members of the Transport Salaried Staffs' Association

Opinion

We have audited the financial statements of Transport Salaries Staffs' Association for the year ended 31 December 2021 which comprise the Statement of Comprehensive Income, the Statement of Financial Position, the Statement of Changes in Equity, the Statement of Cash Flows and the related notes, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' (United Kingdom Generally Accepted Accounting Practice).

In our opinion, the financial statements:

- give a true and fair view of the state of the Union's affairs as at 31 December 2021 and of the Union's surplus for the year then ended; and
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditor's responsibilities section of our report. We are independent of the Union in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

We have nothing to report in respect of the following matters in relation to which the ISAs (UK) require us to report to you where:

- the Executive Committee's use of the going concern basis of accounting in the preparation of the financial statements is not appropriate; or
- the Executive Committee have not disclosed in the financial statements any identified material uncertainties that may cast significant doubt about the Union's ability to continue to adopt the going concern basis of accounting for a period of at least twelve months from the date when the financial statements are authorised for issue.

Other information

The Executive Committee are responsible for the other information. The other information comprises the information included in the Executive Committee's Annual Report, other than the financial statements and our Auditors' report thereon. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Matters on which we are required to report by exception

In our opinion, the Union has failed to maintain proper accounting records and a satisfactory system of financial control as required by section 28 of the Trade Union and Labour Relations (Consolidation) Act 1992.

We have nothing to report in respect of the following matters in relation to which the regulations require us to report to you if, in our opinion:

- the Union's financial statements are not in agreement with the accounting records and returns; or
- we have not received all the information and explanations we require for our audit.

Respective responsibilities of the Union's Executive Committee and auditors

As described on page 1 the Executive Committee are responsible for the preparation of financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice) and for being satisfied that they give a true and fair view. Our responsibility is to audit the financial statements in accordance with relevant legal and regulatory requirements and International Standards on Auditing (UK & Ireland). Those standards

require us to comply with the Financial Reporting Council's Ethical Standard for Auditors.

Auditor's responsibilities for the audit of the financial statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at: www.frc.org.uk/auditorsresponsibilities. This description forms part of our auditor's report.

Use of audit report

This report is made solely to the members of the Union, as a body, in accordance with the Trade Union and Labour Relations (Consolidation) Act 1992 (amended). Our audit work has been undertaken so that we might state to the members of the Union those matters we are required to state to them in an independent auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the Union and the members of the Union as a body, for our audit work, for this report, or for the opinion we have formed.

Haysmacintyre LLP
10 Queen Street Place
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EC4R 1AG
Chartered Accountants
Registered Auditors



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Enjoy exclusive deals with TSSA Benefits

Christmas is a wonderful but often expensive time of year. Everyone is feeling the pinch as energy bills, food prices and the cost-of-living increase. Obviously, the best thing anyone can do to improve their finances is to join a union and we encourage you to recruit your friends to TSSA! But did you know that through your TSSA membership you can access some great savings on everyday essentials, treats, presents days out, wellbeing and more...?

All these offers are available to TSSA members as soon as you sign up, so there's another reason for your friends to join!

Scan our QR code to log in and see all the offers available to you.

You can save money on your grocery shopping and fuel through TSSA Benefits' Gift Card Savings. Or if you're looking for gift ideas, take a look at the offers available to our members below.

- Choose the ultimate tech from **Apple***
- Save on 150 of the UK's best-loved shopping brands through **Lifestyle vouchers**
- Save up to 20% off all laptops, desktops, and accessories at **Dell Technologies***

Or get ready for the inevitable new year health kick with

- Sport, fitness and wellness products from **MyActiveDiscounts**
- 75% Discount on **Open Fairways Golf Card***
- Save 10% on driving accessories, bikes and camping supplies with **Halfords***

School holidays can be expensive. TSSA benefits can help you save a little on days out. Check out these offers:

- Save up to 40% on Cinema tickets with **The Cinema Society***
- 10% off outdoor experiences and activities with **Go Ape***
- 25% off annual memberships with **English Heritage***
- Save 20% on a great range of experiences for all ages with **Virgin Experience Days***

TSSA Benefits also had monthly special offers on home appliances, holidays and much more.

If your friends are interested in becoming a TSSA member, visit www.tssa.org.uk/join-tssa

*Terms and conditions apply to all benefits and correct at time of print. See website for details. Offers subject to change without notice. Apple - Annual purchase limits apply. Discounts are subject to availability. For the latest offers visit the Apple EPP store. See website for current discount exclusions. The Cinema Society - Discounts vary between cinema venues. Please check when purchasing vouchers, registration to The Cinema Society required to access discount. Go Ape - Excludes Saturdays, bank holidays, Nets Adventure, gift vouchers and corporate bookings. Axe Throwing is currently only available at the Coventry and Matfen sites. English Heritage - Offers not in conjunction with any other offer. Only valid on new memberships Virgin Experience Days - Discount code cannot be used against their **Excluded Range**. TSSA Benefits is managed and run on behalf of TSSA by Parliament Hill Ltd.



So what are you waiting for? Scan the QR code and visit TSSA Benefits today.

The screenshot shows the TSSA Benefits website interface. At the top left is the 'tssa benefits' logo. To the right are navigation icons: '3 Special offers', 'Rediscover the UK', '11 Ways to Save', and 'Savings calculator'. Below these is a horizontal menu with categories: 'Wellbeing', 'Shopping', 'Insurance', 'Motoring', 'Business', 'Advice', and 'Travel'. The main content area features a grid of circular logos for various partners, including New Balance, Ticketmaster, Asics, Goop, TSSA Benefits, Ferrari, Better, and Inspite.

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Manuel Cortes

Having been in post for eleven years as TSSA General Secretary, Manuel Cortes stood down in October.

His time at the helm saw many changes and challenges across our industries and in politics, which Manuel met with characteristic force of character and ability.

As a wholly committed supporter of public transport Manuel never tired of the fight to bring Britain's railways back into public hands after the dismal failure of privatisation in the 1990s. He would often be heard or seen in the media blasting "fat cat bosses" who were more concerned with "rearranging the deckchairs" on the Titanic in a bid to keep their profits rolling in.

Manuel led the union through campaigns too numerous to mention – but to give a flavour he was instrumental in the fight against cuts to rail travel in London and the loss of the capital's operating grant at the hands of Boris Johnson.

He also saw off the planned takeover of British Transport Police (BTP) by Police Scotland, fought tooth and nail for Thomas Cook workers when the iconic firm went under in 2019, as well as calling for a bespoke minister to help the travel trade during the Covid crisis.

In more recent times he has been a strong advocate for the retention of railway ticket offices across England which came under threat from the government.

One of his proudest moments was leading our members in Bus Eireann in Ireland during the longest strike in our union's 125 years history. For weeks on end he stood on the picket lines with our members from Donegal to Cork.

A trade unionist to his boots Manuel was involved in hundreds of negotiations which led to improved deals for members across the sectors TSSA represents.

During his tenure he also steered the union through a period of financial instability, which ultimately resulted in TSSA becoming a slimmer, but fitter union ready for the challenges of the 21st century, based at the new Walkden House at Devonshire Square in central London.

Running alongside his industrial work was his strong commitment to socialism and he was heavily involved in the Labour Party even before his first job with the union as a recruiter in Scotland.

In 2015 he became one of the most prominent early backers of Jeremy Corbyn's successful bid for the Labour leadership – and would often remind political opponents and journalists alike of Rosa Luxemburg's quote, "it's either socialism or barbarism."

The dangers to working people of the vote in 2016 to leave the European Union were all too apparent to Manuel, and he became a prominent voice in the bid to reverse Brexit.

In all this he placed TSSA and the membership at the forefront of his work, not only making the case for justice



of all kinds in the workplace, but also looking to the future of our planet.

Manuel also never missed an opportunity to highlight the climate crisis, attending the COP 26 summit in Glasgow, and constantly making the case for rail, especially HS2, as the clean, green economic driver of Britain's future.

He was also proud of the union's industry-leading Inclusive Rail campaign to make the railway inclusive of LGBTQ+ people by 2025, a reflection of TSSA's strong commitment to respect and equality.

In his final months in post he drove the union's response to the government's planned cuts across the railway in the wake of the pandemic, arguing that this was the time for further commitments to rail, not the opposite.

The national rail dispute which followed remains with us, and under Manuel's stewardship we have been front and centre of an era-defining fight for jobs, pay and conditions on our railways.

Manuel's legacy is considerable. We have much to thank him for and his successor, whoever they may be, will have big shoes to fill on taking office next year.



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