

# Transport Salaried Staffs' Association

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Rob Aylward  
Head of Employee Relations

cc Lucy McGiveron, Richard Makin, TSSA Management members

by email

7 February 2019

Dear Rob,

## GWR Management Peoples process

Apologies for the delay in sending you a response to Claire White's letter from 2018. When Claire wrote she advised that she felt our negotiations had reached the end of the process. This is a position we do not accept as we haven't reached agreement on this.

Since Claire wrote to me, TSSA has conducted a survey of management membership in GWR who whole heartedly rejected the proposals, 98% of those that responded rejected the Management people process, for the reasons below:

- Lack of pay protection when finding alternative work - 98%
- Lack of clarity on Red Book redundancy payments if unsuccessful in finding a suitable alternative role - 98%
- Lack of defined support with elements like relocation, travel time and personal daily travel - 85%
- Lack of access to TSSA to provide trained reps as part of the consultation including Health & Safety representatives - 81%
- Lack of access for staff representatives who are members to paid time off to receive TSSA training on redundancy -65%

In the free format responses our management members were keen to point out that they felt like the "poor relation in supposed company-wide policies" and "Management should not have terms that are lesser than other colleagues in the business".

All our members want is to have a process that provides clarity, consistency and parity with other grades:

- Clarity and reassurances in writing on how they will be treated so that anyone entering a reorganisation can read for themselves and understand the potential outcomes for them their families and colleagues.

[www.tssa.org.uk](http://www.tssa.org.uk)

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



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- Consistency of treatment recognising that it is standard practice to cover most if not all the above elements.
- Parity with other grades dealt with under PT&R arrangements which will demonstrate to managers that the business values them equally with the staff that they manage as was done in the recent Engineering reorganisation.

I would appreciate a further meeting(s) with yourself and Richard Makin the TSSA rep who has also been involved in these negotiations and am happy to look at potential dates to meet in Swindon if this assists you. Hopefully we can have further dialogue to find a process that is acceptable to GWR and our manager members.

I look forward to hearing from you on this important matter.

Yours Sincerely,



**Alan Valentine**  
Organiser

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