Amey Summer 2020 Update

News and information on reorganisations, pay and conditions.

Have you received your pay rise?

Thanks to members who voted in our pay referendum. On 14 May we formally accepted the offer of a 2% increase on salaries and agreed allowances, backdated to 1 March. This is underpinned by a minimum £600 increase. Some members have reported that they have not yet received the increase. Please check your payslips. If you need assistance, contact your TSSA representative or the members’ Helpdesk. For offer details, visit https://bit.ly/Amey20PayOffer

Reorganisations roundup

Several departments have engaged our reps in consultation on proposals to reduce and redeploy staff because of cost pressures that predate the Covid-19 pandemic. Many members in the affected departments have now left Amey through voluntary severance. Thank you and good luck to all members who left Amey under challenging circumstances. Their skills, knowledge and friendship will be missed by colleagues. If you change employer or role, please contact the helpdesk to update your TSSA membership details.

- **Signalling and Systems** - Our reps are pleased to report that the business has agreed that there will be no compulsory redundancies, despite the number of volunteers falling short of the company target reduction in staff numbers. This will be good news for those who worried about job security. We must ensure that management honour their commitments to support staff to avoid excessive workloads in the new structure. As two of our reps were amongst the volunteers, we need your help to find new reps so that members continue to be represented on industrial and health, safety and welfare matters. For more information, speak to the Helpdesk or Signalling and Systems rep John-Edwin Mitchell, or visit http://bit.ly/AmeyReps.

- **Amey Rail Planning and Resourcing (ARPR), Plant Operations Scheme (POS), & Plant Desk** - Consultation is ongoing as the three organisations have been undergoing reorganisations. Following the voluntary severance process, some staff are currently at risk of redundancy. Our
rep, Arwyn Rogers, is working to ensure that Amey continue to protect staff and terms and conditions through redeployment.

Flexible and home working policies

Our reps have been seeking to negotiate policies to support effective homeworking and improved access to flexible working arrangements for several years. Amey are finally working with national reps to negotiate a policy on flexible and homeworking arrangements. The Covid-19 pandemic has forced members and employers to find effective ways to work in new ways with limited planning or support. If managed effectively, the opportunity for members to work from home can lead to increases in productivity, reduced costs and inconvenience associated with travel and childcare arrangements, and improved diversity and inclusion. Home working can also lead to adverse effects on mental health and wellbeing, isolation, reduced productivity, poor work-life balance, increased utility bills and other costs, as well as disruption and additional pressures on relationships with members of your household. The final policy needs to enable the best gains from new working practices with the minimum possible negative impact.

Please share any concerns and positive and negative experiences of homeworking and flexible working with your TSSA reps to inform the policy negotiations.

In Consulting, our reps have been continuing to challenge Amey on the delays and frustrations to pay homeworkers the negotiated allowance of £25 per month with backpay to 1 March 2019. Since the pandemic prompted the Government to increase the tax free HMRC allowance to £26 per month we have been pressuring Amey to make this available to both long-term homeworkers and those working from home due to social distancing.

Now’s the time to get active in our union!

For information on Amey TSSA Reps and news, visit www.tssa.org.uk/amey

We have vacancies for TSSA Reps at all levels. If you are interested in playing a more active role to give practical support to your colleagues, contact barrowm@tssa.org.uk to find out about nominations, training and support for our Union Representatives.

In these testing times, please look out for your colleagues’ wellbeing. Help remind your teammates that they can join our union and benefit from guidance and support.

Please share this circular with your colleagues

- Not a member yet: Join online at www.tssa.org.uk/join
- Already a member: Visit www.tssa.org.uk/amey