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circulation to: all Transpennine Express members, relevant Branches and DCs, SOGs, EC

## Transpennine Express Update

### Pay - no increase for 2021

TSSA has received a letter from the company stating that there will be no pay increase for 2021 for nearly all staff.

The government has imposed a pay freeze for 2021 on most public sector rail employers, including Network Rail, LNER, Northern and Direct Rail Services.

The pay freeze has also been applied to train operating companies that formerly had franchise agreements with the Department for Transport. As members will be aware, all franchise agreements were effectively terminated last year as a result of the impact of Covid-19 on passenger revenues. The franchises were amended by EMAs (Emergency Measures Agreements) in April 2020 and then ERMAs (Emergency Recovery Measures Agreements) in most cases from September 2020. However, it is not expected that there will be a return to a franchising as it existed before April 2020, as franchises are expected to be replaced by the government following publication of the Williams Report and then a 'Railways Act' to make the necessary legal changes to give effect to the report.

Transpennine Express has entered into an ERMA, which gives much greater control of financial matters to the government including staff pay. The government has imposed a pay freeze except for staff on salaries at or below £24,000 per year, where an increase of £250 is allowed. Transpennine Express intends to implement this.

TSSA would normally be seeking an increase for our members covered by collective bargaining that takes account of the annual increase in inflation as measured by the Retail Prices Index (RPI), widely regarded as the most accurate measurement of inflation. TSSA regards any offer or increase below the level of the RPI as a real terms pay cut - the purchasing power of our



members' pay will reduce year on year. TSSA usually references a pay award payable from 1 April against the previous February's RPI figure. The February 2021 RPI figure stands at 1.4%. So the pay freeze is in real terms a pay cut for Transpennine Express staff as whilst salaries remain unchanged, the buying power of those salaries has decreased due to inflation.

TSSA's General Secretary Manuel Cortes has described the pay freezes as an insult, pointing to the fact that rail staff have bravely continued working throughout the pandemic to keep allow other key workers such as health, social care and food retail staff to get to and from work. Front line staff in particular have been exposed to the risks associated with Covid-19 infection, and sadly some have died as a result. The General Secretary has also highlighted the huge sums of public money that have been paid to the private operators who continue to make profits while their staff see their pay shrink.

Manuel Cortes also represents TSSA at the Rail Industry Recovery Group, a body set up and supported by the government, trade unions, and rail employers with the aim of bringing about a swift recovery in the fortunes of the rail industry after the Covid-19 crisis subsides.

But the government seems inclined to use the Covid-19 crisis as the means to attack the pay, terms and conditions, pensions and jobs of rail staff. It is recognised that the biggest concern for our members at present given the massive downturn in rail industry revenues is to hang on to their jobs.

## **TSSA reps needed**

TSSA currently has no reps in Transpennine Express. Anyone who wishes to discuss how they can play an active part in building TSSA in Transpennine is asked to email Steve Coe (the TSSA paid official responsible for Transpennine Express) at [coes@tssa.org.uk](mailto:coes@tssa.org.uk).

## **Collective Bargaining**

It is clear that Transpennine Express is seeking to minimise trade union influence in the company by getting as many staff as possible onto contracts of employment that are not covered by collective bargaining. Until relatively recently, that has been just the managers, but now large numbers of front line staff are on similar contracts.

When challenged over this last December, the company has suggested that this is what individuals want! If you disagree, and you want your union to be able to give you a more effective voice in the workplace, then TSSA wants to hear from you - email Steve Coe at [coes@tssa.org.uk](mailto:coes@tssa.org.uk).



## Ask a colleague to join TSSA!

TSSA members in Transpennine Express can help the union to achieve change for the better by talking to colleagues, and persuading those not already in membership to join the union.

The more members the union has, the more power it has in the workplace, and the more influence it has in shaping the views of key decision makers.

It's so easy to join online!

Just go to: <http://www.tssa.org.uk/en/join-us/index.cfm>

## Keep in touch!

If you have received this circular hard copy through the post, it means that TSSA does not have an up to date email address for you. That means that you are not receiving important communications such as TSSA's weekly email bulletin *News On The Go*.

Please therefore ensure that TSSA has the up to date contact details for you (preferred email address and mobile phone number - personal rather than company ones are better). You can do this by logging into **MyTSSA** at <https://www.tssa.org.uk/en/members-area/member-login.cfm> and update your details. Alternatively, email [membership@tssa.org.uk](mailto:membership@tssa.org.uk). And please check that your colleagues are receiving TSSA communications - if they are not, pass this circular on and ask them to update their details.

The TSSA website is a good source of information, and it is being constantly updated as things develop - go to [www.tssa.org.uk](http://www.tssa.org.uk). Look out for a new TSSA website soon!

TSSA has a presence on social media. For those with access to Facebook, you should 'like' the **TSSA - Transport Salaried Staffs' Association** page for general news and **TSSA Health & Safety** for health and safety news including news on Covid-19. For information on Covid-19, go to [www.tssa.org.uk/coronavirus](http://www.tssa.org.uk/coronavirus)

TSSA also has a presence on twitter, which is constantly updated - see @TSSAunion

