



Transport Salaried Staffs' Association

**Claim for Improvements to Pay & Conditions of
Service for staff within**

Arriva Trains Wales

Management and HQ Clerical Grades

February 2018

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1) Introduction

This document sets out TSSA's formal claim for improvements to rates of pay and various other conditions of service for staff employed by Arriva Trains Wales in respect of the forthcoming negotiations.

With effect from the pay anniversary date of **1 July 2018** TSSA is seeking a substantial increase in the basic rates of pay and other allowances that will lead to a material improvement in the standard of living of our members, including addressing any problems of low pay within the organisation. It is important to note that we expect these rises to be honoured for all staff in the collective bargaining group from the relevant anniversary date regardless of what time they start employment with the company.

As in previous years TSSA has surveyed its members to see what their priorities are and they have made it clear that pay is their main priority but as you would expect there are a number of other issues which also need to be resolved.

2) 2018 Pay claim

We have decided this year to adopt a more simplified approach with a view to resolving these negotiations quickly.

The feedback received from members as part of our pay survey gives a preference for a 2 year above RPI deal.

3) Other considerations

In addition we seek a firm written commitment from the Company to resolve a number of more historic issues (as outlined below) which remain outstanding.

- a) Job security- members have expressed a desire for greater job security in the coming years. Therefore TSSA is requesting a no compulsory redundancy agreement till the end of the Franchise in 2018

- b) Pensionable pay-to include “bolt-ons” and all other relevant allowances
- c) Hours of work - some of our members continue to aspire to reducing their working week so that it recognises their need for work life balance
- d) Annual leave - our members aspire for an improved work life balance by increasing the current entitlement
- e) Travel facilities- our members are seeking improvements to their current entitlements
- f) Supplementary allowances-our members would like these to be enhanced financially

4) Conclusion

We have deliberately kept this pay claim short in order to concentrate on the priority pay related issues for our members and we hope that this assists us in having productive talks this year.

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