


TSSA - A Positive Force for Change

Our Vision at HS2





The Transport Salaried Staffs' Association (TSSA) was founded specifically for professional railway staff over 120 years ago.

Today we proudly represent over 18,000 members throughout the transport and travel industries including Network Rail, Transport for London, MTR Crossrail, and HS2.

Our members range from clerical and administrative staff, customer service representatives to project managers, engineers, and general managers.

Our members specialise in delivering a railway to serve passengers and businesses throughout the UK, and their skills and expertise cross over other industries such as Construction, Information Technology, Retail, Travel and other service sector work.

TSSA is the recognised union for directly employed HS2 staff. In May 2019 HS2 & TSSA established a National Collective Engagement Framework to formalise our relationship.

Since then we have started the hard work of building a new union in the workplace. Here we share our vision at HS2 which we set out to achieve by 2025.

Through implementing our vision, we will be a union that will professionally represent our members as well as augment and inspire the rail professionals who play a key part in building our railway for the future.

A message from Manuel Cortes

TSSA General Secretary

January 2021

After becoming the recognised union at HS2 in May 2019, our members immediately faced some challenging times. You had to deal with significant reorganisation and the vulnerability that comes with that, as well dealing with Covid-19.

Thankfully, our TSSA reps worked extremely hard to help secure your wellbeing and also, minimising any potential job losses from reorganisation. They are now looking to the future, with Our Vision at HS2.

For our union there's no more important project in Britain today than High Speed 2 (HS2) and your contribution towards its delivery is absolutely vital.

High speed rail is already the norm in other countries, so I'm delighted the dither and delay has ended and HS2 is now being built from London to the North. Our union wants to see it built all the way to Scotland.

All of this will result in a once in a generation boost to communities up and down our country, creating as many as half a million new jobs and thousands of homes, mainly in the North and the Midlands.

HS2 will overhaul our creaking transport system after more than two decades of failed privatisation.

This is a golden opportunity to use the additional capacity that a new state of the art railway will create, to shift freight and passenger travel from road and air to rail, and in so doing, cut carbon emissions and fight climate change.

We proudly back this project because our union has listened carefully to the many civic leaders from the Midlands, to the North and elsewhere who know their areas have so much to gain. They see HS2 as the key to unleashing the full economic, social and cultural potential of these regions.

Our union plays a key role in supporting those who work for HS2 and also engaging in political and public debate to promote the critical work you do.

So together let us forge ahead with HS2, shaping future decades by providing clean and green high-speed travel, jobs and flourishing towns and cities and in so doing create a truly 21st Century Britain. If you are still not part of our TSSA family, please join us today – we are stronger together!

A message from your TSSA Workplace Reps

January 2021

The TSSA was recognised as the trade union for HS2 Ltd in May 2019. Since then the TSSA workplace reps at HS2 Ltd, have been working to represent our membership and bring about the positive change we all want to see at HS2 Ltd.

We want HS2 Ltd to be an employer of choice and one of the best employers in the UK and believe that TSSA has a positive role to play in achieving that.

We are all proud to be working for Europe's biggest infrastructure project and all recognise the importance of high speed rail to the UK's low carbon economic future, competitiveness and connectivity.

This vision sets out what we want to achieve in our work with HS2 Ltd. As an employer, HS2 Ltd has the opportunity to achieve high standards in safety, inclusion and employment rights - providing leadership and a lasting legacy to for the rail industry.

This vision also sets out where we will represent our members, both individually and collectively, and how we will engage with HS2 Ltd to build a true and honest voice for HS2 employees.

We would encourage all employees at HS2 Ltd to join our union, to participate in our campaigns and support us in making HS2 Ltd an industry leading place to work.

OUR VISION AT HS2

Our members see the leadership role we have in the industry and want TSSA to be a positive force for change at HS2. Members have said they want HS2 to be the employer of choice and one of the best employers in the UK.

To that end we will engage with the company to achieve these aspirations, so our members at HS2 can feel proud of where they work and focus on their role building the future of high speed rail in the UK.

We value everyone

Underpinning our vision, is our value of inclusion. As an industry leader, TSSA is committed to celebrate, promote and manage diversity and ensure our members are at the forefront of everything we do. We work with employers and other stakeholders to make the industry inclusive and more diverse, improving innovation and reflecting the communities it serves. We welcome and encourage all members to participate in our union activities and have their voice heard.

Our members at HS2

Our HS2 members are focussed on building a railway for the future, alongside the construction joint venture companies and others in the supply chain.

When joining TSSA, no matter what industry you have come from before being employed at HS2, you join with many other members with similar roles and functions already represented within TSSA and the rail sector. As such, we seek to build stronger connections between HS2 and our other rail members, ensuring that HS2 members benefit from our 120 years of experience in representing the people who are working in the specialised field of building, maintaining and operating the UK's rail network and services.

Strategies

Our vision will be achieved by the strategies we will apply in our approach with HS2. We will:

- > **Lead the industry and bring HS2 with us** on our campaigns such as Inclusive Rail, Mental Health & Wellbeing, Remote Respect and with our Going Beyond initiative of Communities of Practice;
- > **Participate in employer led initiatives** that meet the interests and values of TSSA members;
- > **Influence employer led initiatives** to produce TSSA desired outcomes;
- > **Challenge** where the employer is not acknowledging or addressing an issue, or meeting our standards or other best practice.

What we aim to achieve over the next five years

1. Build a true voice for HS2 staff

- Ensure members are kept **informed** of all the latest union work within HS2 and in the industry, and where HS2 stands on issues you care about.

- **Use our union recognition and legislated role to improve transparency** within HS2 for TSSA members.

- **Uphold union values of democracy, collectivism and engagement in everything we do.** Hold elections for your workplace representatives, regularly meet with members, survey you on key issues and enable feedback and voting where appropriate on decisions that affect you.

- **Show leadership in HS2 forums, committees and networks.** Our members are engaged in many decision making bodies and we will support them to achieve positive change through their chosen and elected roles. Support will include training, advice, and campaign resources where possible.

2. Represent members and support you when you need it most, so you are not alone

- **Set a standard for HS2 in handling of disciplinary cases and grievances,** ensuring members experience fair and timely processes.

- **Ensure fairness and employee engagement in change processes.** Exercise the explicit role under law as the recognised Trade Union in representing HS2 staff in consultation, redundancy and other change processes, and in doing so establish our standard for best practice.

- **Collectively bargain for pay and conditions,** specifically establishing collective bargaining for pay.

- **Be involved in policy development and review,** addressing any gaps in content and/or execution and moving HS2 towards our industry standards and best practice.

- **Promote the importance of funding public infrastructure projects.** Use our political, community and media relationships to positively change the public narrative to support HS2 and its expansion to Scotland.

3. Be leaders in building a culture of respect for one another, by

- Working with staff networks and other change leaders on initiatives to **embrace equality, diversity and inclusion**.
- **Addressing bullying and harassment** and underlying causes such as discriminatory behaviour and bias or conflict inherent in processes and procedures; ensuring training, reporting and monitoring processes are meeting our standards.
- **Ensure managers are supported in their roles**, especially in leading people.
- **Promote collaboration** through our work at HS2.

4. Lead on equality, diversity & inclusion, specifically

- **Fair Pay, Equal Pay, established** through an improved pay structure and collective bargaining, and gender pay gap and ethnicity pay gap reporting.
- Improve diversity through negotiating inclusive policies and establishing best practice to **achieve 'Gold' in TSSA Equality Bargaining Standards**, such as LGBT+ Inclusive Workplaces, Mental Health & Wellbeing, Neurodiversity at Work, Flexible Working and Equal Pay.

- Engage HS2 in TSSA's industry **leading campaigns** on Inclusive Rail, Mental Health & Wellbeing, Flexible Working and BAME inclusion and progression.

- **Improve conditions for people with hidden disabilities**, such as a neurodiverse condition, mental ill-health, and those living with chronic pain.

5. Champion progression within HS2

- **Identify the barriers to progression specific at HS2 and implement change.**

Conduct research, monitor key indicators and review practices. Work with the company to implement strategies to address barriers to progression for all staff, especially groups who are underrepresented in HS2 leadership roles.

- **Establish Skills Reps** to champion learning and development at HS2.

- Provide direct access to expertise and others innovating in their fields through our **Going Beyond** education approach of Communities of Practice.

- **Support Apprentices**

Promote quality apprenticeship training and access to development opportunities.

www.tssa.org.uk/join

TSSA Helpdesk

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Useful Links & References

www.tssa.org.uk/hs2

www.tssa.org.uk/equality

www.tssa.org.uk/goingbeyond

@TSSAunion

@TSSAEqualities

@TSSAEducation

 www.facebook.com/tssaunion

 [linkedin.com/company/transport-salaried-staffs-association](https://www.linkedin.com/company/transport-salaried-staffs-association)



Neurodiversity
celebrating our differences

