

Uncensored – Your Pay Questions

When will engineers on role clarity she. Their salary and contracts changed to allow them to work nights. We are currently forced to work nights uncontractually
We are a public sector body. It is unfair to penalise us in 2020 when the rest of public sector got a pay increase. It is reasonable to expect a pay freeze for 2021, a pay freeze in 2020 will result in a strike.
the government are funding TOC who then pay out dividends to their share holders yet we get zero pay rise. how is this fair
I am at the age where I could take voluntary redundancy, this would save the company money in the long run and give younger members of Network Rail the chance of more job security. Are there any plans for voluntary redundancies seeing as Network Rail has no funds for a pay rise?
TSSA should investigate Pauline's links to Quo Change consulting, KDB Yorkshire Ltd and Human Resourcefulness Ltd - the first two have contracts with NR the third is Pauline's personal company
Pauline spoke much about what is wrong, what needs to change and what has been discussed, but gave very little detail about what is ACTUALLY being done. When will we see concrete proposals?
Has network follow suit, after the government's U-turn on public sector employees having their exit payments capped at £95,000? The government has revoked The Restriction of Public Sector Exit Payments Regulations.
As a band 2 manager has been unfairly treated by not being rewarded with any bonus at all despite colleagues getting some recognition?, I have put myself at risk with my team to keep the railway operational but I feel the way managers have been treated in relation to pay awards and bonus is nothing short of disgraceful and does little to motivate those who you expect to keep the job going?
Why does senior management deserve high salaries when you rely on external consultants to do your work
Why is Pauline's company a share holder in one contracted by HR - quo change consulting
Given the volume of exec and bands 1 and 2 jobs created, and filled, as part of PPF is consideration being given to removing some or all of these top heavy management grades
Diversity and Inclusion led my Loraine Martins is an extremely important part of Network Rail's future. Can the Exec please explain to me how giving Bands 5-8 a pay increase during 2020 but denying the Bands 1-4 their pay increase is representative of an inclusive organisation?
Why are we key workers when it suits NR (i.e when they were pushing us back into offices last summer) yet when it comes to pay/bonuses they make no reference to this status. Other companies have given their key workers financial remuneration to recognise their vital roles, why not NR? Or do they deep down not believe we are key workers?
Did the exec have an annual pay increase for 2019/2020
During the call Pauline stated that Manager's have a better opportunities to progress to higher roles and are offered development for their careers. What is this based on? I have not received any development despite requesting and showing interest, courses are usually not available or you are waitlisted with no further outcome
Pauline Holroyd is corrupt and has hired consultants from the company she started called quo-change. Karl Bollard , Mark Fretwell and Wayne Everiss to name a few. There are more than a dozen all on a day rate that benefits Pauline.
Have any members of the ELT received a pay rise or bonus?
Why can we not be provided with a copy of the Dft letter, unless there isn't one?
Why was the bonus cut for 2019/20? Covid is being used as an excuse, however this was pre-covid and the full year was worked as normal.

Nobody has responded to a question i've raised on several occasions, has there or is there any consideration to those members of staff that are outside of the pay band and who since the Fair Pay deal back in 2015/16 haven't received a pay award apart from one gratis payment? Isn't this somewhat discriminatory given there has been no consideration for the past several years?
What offer did NR present for consideration?
In January 2020, Bands 5-8 received a pay rise for 2019/20. Why have bands 1-4 been discriminated against yet again & not received any pay rise for the same period?
Why is the company refusing to give us even a small pay rise when this year at least one seemingly unnecessary role has been added to at least one Eastern Station (Customer Experience Manager Band 2) which sits above the station manager as their boss when the band 3 station manager used to report into someone within the route with a broader remit and direct report numbers?
I understand the change of economic circumstances and can therefore understand the decision not to give a pay award that was deferred from 19/20. But I can't understand the same logic doesn't hold true for the deferred band 1 and EGU bonus from 19/20 that was still awarded. So in effect it was only band 2s that got no bonus for 19/20. Is that fair?
Pauline & Tim have spoken about remuneration for overtime and desire for staff to work less unsocial hours, BUT Does Tim accept, as the business moves away from red zone working, inevitably it will increase the amount of nights and weekends required to deliver works. So while you save our lives from increased risk of being hit by a train, you make them shorter by having staff work nights and weekends?
Band 5 v. Band 4 percentage pay rise differential goes back 10 years and cannot be linked to any inability to pay owing to COVID-19. How much more dithering before those financially punished by promotion can be recompensed?
If the company is worried about unsocial hours being worked by 1-4s why don't they make us submit a time sheet, then they will know how much we are working and should help the fatigue std.
TOC Staff have a range of benefits regarding travel (Priv Card, 70% off, free travel on their services). With the DfT now funding TOCs as well as NR, will the DfT extend that benefit to NR staff. This would be a big benefit to NR staff that we have always been excluded on and will bring us in line with the rest of the industry (and would compensate NR staff for 2 years worth of lost pay deals) whilst hopefully not add too many costs to the industry.
As a Band 4 Manager, why is my direct report paid more than me year after year in terms of basic salary?
There are a lot of staff who would consider redundancy. I am one of them. How do you build a pot for redundancy. I get that TESSA may lose members so replacing staff at a lower cost can reduce the wage bill in a constructive manner.
Performance review places a huge burden on Managers, as there is no pay rise, what is the point if them? We can spend the time being more efficient and productive.
What is happening about securing free rail travel for colleagues? LNER and Northern are now under gov ownership and their colleagues get travel benefits, so why don't network rail employees? If we have a pay freeze, can't we at least get free travel?
As an Edson who sits above their band I have not had a rise for 9 years or any other payments in lieu of this, do network rail have any plans to address this as quite frankly it's a kick in the teeth?
Can anything be done about the benefit in kind liability for safeguarded travel staff - TOC staff do not have the liability so effectively travel for free and the government have bailed their shareholder out.
The letter you referred to related to pay awards for 20/21, which I'm sure many can accept and understand. But what about 19/20 for which 50 out of 52 weeks were worked in a non COVID environment? Surely a pay award had been accrued for during this time? Are you saying there will be no pay award for that year whatsoever?

If we are, as you have constantly stated over the past 10 years aligned to the public sector when it comes to pay increases, why did Teachers, Firemen, Police etc. Receive pay rises last year but we haven't?
If bands 1-4 are having a pay freeze/cut, what cuts are those above band 1 undergoing?
Could Early Voluntary Retirement packages be made available?
Why did all other public sector workers get a salary increase in 19/20 and Network Rail did not.
While Tim was talking he mentioned a couple times the proposal 'wouldn't fly'. The inference here is that because he didn't believe it, he has never put it to the treasury. Other people did and got an increase. Has he actually put a case to the treasury or did he 'bottle it' ?
Does the government realise it costs money to run a railway?
How will Network Rail address the future issue of band 4s being paid less than bands 5-8s, due to the disconnect between the pay rises that band 4s and band 5-8s receive? The transparent pay project was a farce; some people had to appeal for higher grading that reflects the level of risk they manage, which took a year and a half to be recognised. Then new employees were placed on the same wage as those in the same band who have been at Network Rail for years. In addition to this, pension contributions were adversely affected because Network Rail declared that employees were earning a lot less than they were. Some people are now having pay a huge amount in pensions contributions shortfall because Network Rail finally updated their pensions schemes in 2020 with the transparent pay uplifts. again. We don't want to go through all this again
Is asking for parity self-serving? How? All transport staff have been given a rise for 2020 barring NR grades 1-4.
Why didn't Tim answer the question about the Exec Team taking a pay cut in line with other organisations?
Do I still need to do a performance review, as without performance related pay a performance review doesn't work anymore?
These pay talks are based around the 2019-20 year, of which only about 4 weeks or so were under Covid arrangements. It was funded as part of the CP6 settlement. Of course we are all cognisant of the current situation. But to pretend (seemingly) it's part of 2020-21 is disingenuous to say the least. Band 5-8 colleagues have already been rewarded for this settlement. Clearly we are being condescended to here in a crass manner. I take it, then, that the 2020-21 performance review system is suspended to equally reflect the extraordinary times we find ourselves in, while recognising the moral obligation to deliver the 2019-20 pay award?
Shouldn't the performance grading from 20/21 be carried over to 201/22 or whenever the next pay rise is?
Do you accept there has been unfair pay discrimination against bands 1-4 for the last decade and that the COVID crisis has simply made the situation worse?
If NR has to get smaller then is voluntary redundancy an option going to be offered to staff want this?
Not a question but a comment. I am so tired of the excuse that Network Rail is "funded by the tax-payer", and that we have to give "the taxpayer" value for money. As though Network Rail Bands 1-4 are not also tax-payers. And I think it was somewhat insulting and insensitive for two people, who between them earn more than £500k per annum, to tell us about value for money for the tax-payer. Do the two of them, on their combined salaries of more than £500k pa, provide value for money for the taxpayer?
As a Track Maintenance Engineer I am required to work a ridiculous amount of hours yet only get remunerated for 35 hours a week. The 25 to 30 hours of regular unpaid overtime is never taken into account. A lot of the unpaid overtime I undertake is at weekends or nightshift to ensure I can undertake mandated inspections to enable a safe and compliant asset. I get paid a measly £200 a month to plaster over the cracks in the remuneration package whilst all staff within my organisation of over 60 indirect reports get large premiums and payments for any unsociable

hours or nightshifts they undertake. On top of that I had a very large bonus removed from me for 2019/20 along with being told that potentially two pay awards will be withdrawn also. At what point does the company think they can push us before the critical and experienced maintenance engineer fraternity just up and leave the company to considerably more appealing external positions?
If you won't give us a pay rise what about compensating us for the massive increase in gas and electricity cost we have to pay working from home against the companies saving such items.
Given the "front line" bands 1-4 will be holding the fort once RMT strike (as always happens) Shouldnt their ongoing award be commensurate to those who have been paid additional overtime during the pandemic. Maintenance Bands 1-4 have not just "worked form home" but have worked from home/site/office to build in the resilience plans to enable the country to keep moving.
Tim mentioned productivity of NWR being an issue. I worked 71 hours last week. Is that not productive enough for NWR and TFL?
Are the EGU grades and above willing to take a pay freeze to? Also if the financial situation is so bad will they consider a pay cut. 10% of £200000 is not the greatest loss
In August 2020 Transport for London managers were awarded a base pay rise of 2% and a performance award budget of 2.25%. This is despite Covid-19 related passenger income falls for TfL. Why have Network Rail managers not also been awarded a 2020 pay increase? Was the 2020 decision taken direct by the government or was it another "doing-the-right-thing" action by the NR Board, which now unfairly compounds the Chancellors restraints for everyone over the coming years?
Please clarify the comment position re future voluntary redundancy
I dont want to raise a question, just wanted to say mine were recieved however i did note that Nick did not read any questions from known TSSA reps. I didn't see my questions in the list, however in the 45minutes session, there were over 600questions! Managers are not happy, and if Pauline and Tim didn't take that away then they must have been at a very different meeting to me. The discussions were very much focused on the pandemic, which relates to 20/21 pay talks. Not 19/20 talks. Well done, and keep going! Louise Venables
If we do strapped for money where is the financial reviews taking place starting with the exec I don't here of EG grades offering there own pay review
Why are paying a host of consultants over £1000 a day when money is tight?
If they cant afford to give us a pay rise ,how can they afford to keep contractors employed 4/5 years running on £500-£650 per day!. Staff are getting shafted again with contractors taking up roles for years that would be a member of staff's career progression.
I found it a little concerning that Pauline stated that management grade had a different outlook to rewards compared with general grades. Rewards to managers are based on development opportunities outside pay rewards. Does that mean band 1-4 line managers who manage other grades do not also help to develop these people in their role for career progression? Does this mean that in this organisation that is a meritocracy there is a race to the bottom to be better off? I don't think so, there are many a good manager in-waiting in these general grades. So why is it being made into an us and them issue?
What is the expected attrition rate for B1-4 staff leaving NR as a result of repeated real-term pay cuts?
What happened to the pre Covid 2019 pay pot?
As we are not having a pay rise this year (before and after) what is the point of spending hours on Performance Reviews?
Why can't the entire railway workforce be given free rail travel similar to what the ex British Rail staff get. That will be a zero net cash cost to the government and will also solve the issue of season ticket subsidies with the new normal working patterns post COVID. It will also help drive traffic on the railways and be good for the retail estate. It will also be some compensation for the

loss of 2 to 3 years pay increases and the bonus loss for 2020. And the public think we all get free travel anyway so no adverse publicity issues.
Are the NR exec planning on taking a pay cut as we have with no pay raises and no bonus. Their salaries increased during PPF to cover their lack of bonuses.
What is the offer for 2020. fully understand situation for 2021/22 BUT 2020 remains outstanding. are we now subject to a potential 3 year freeze?
If, as Tim and Pauline suggested during the meeting that Network Rail is in a parlous predicament, then the senior leadership should take the lead and reduce their excessive salaries. No one on Network Rail should be paid more than the prime minister.
If a monetary offer can't be made. Has Network Rail considered a reduction in hours, increase in holiday and free travel as alternatives?
What is the motive behind not awarding a pay rise for 2020 when the precedent has been set nationally amongst the public sector to do so
Why won't you answer the many asking what is the 2020 offer? With only 23/03-31/03 affected by the pandemic we should receive and increase as the bands 5-8 did as well as NHS, Police, etc, what makes NR different?
A list of pay rises for other public/key workers has already been published. Why are Network Rail staff being discriminated against bearing in mind all the letters of thanks we have received for keeping the country running.
My concern is that during the 'Teams' presentation that an awful lot of apparent body language 'tells' that the speakers were not being completely honest were visible? Why should we believe what we are being told?
You mention that staff working from home can't get allowances which I totally get but what about the staff who work on stations, have worked all through the pandemic, no home working for them but no pay rise, this can't be right?
Has any decision been made on whether or not bonus will be paid in July 2021?
Given that network rails decisions on who is to be afforded talent management and progression is already unfair biased and potentially discriminatory how can more of the same in lieu of pay be seen as a benefit?
Why did Mr Tim describe us as self serving when a payrise was never even in the off
Band 1s and EGU got their delayed bonuses from previous years, how are we all in this together?
I would like a guarantee that the senior leadership cannot use their option to defer their bonuses, or bonus related pension pay during any of the years they have excluded from our pay.
Why are we being punished when bands 5 to 8 and maintenance got their pay rise . We have been on the frontline too
What is the point of performance related pay, when the pay element doesn't exist?
Given that bands 1 - 4 are not going to be getting a pay rise for the next couple of years and the fact that we are working more hours. Could NWR look into opening overtime for 1-4 so we can get on an even keel with our 5-8 colleagues?
I understand the change of economic circumstances and can therefore understand the decision not to give a pay award that was deferred from 19/20. But I can't understand the same logic doesn't hold true for the deferred band 1 and EGU bonus from 19/20 that was still awarded. So in effect it was only band 2s that got no bonus for 19/20. Is that fair?
I joined Network Rail in June 2006, how has the total number of people the Company employs changed since that date and what impact has this change in numbers had on the total amount paid to employees?
2020 Tim said no pay rise (2 year no pay rise he said), yet bands 4-8 and general grades did get a 2020 pay rise, so where's the fairness?
Are band 1 and exec long term bonuses going to be handed back?

As a maintenance engineer, the last year I have experienced some of the worst times in my career whilst trying to keep a safe and compliant railway operating with a greatly reduced workforce and COVID restrictions, working in the depot virtually every day of the pandemic yet when it comes to public sector and 'key worker' national payrises I am forgotten about other than a hollow thank you email from senior managers who have been sitting in the comfort of their living room or kitchen on the laptop for the last year
Band 4 workers have been as much on the front line as bands 1-3. We have taken risks and some of our colleagues have paid the ultimate price for doing so. Being treated like the Governments whipping boys is not acceptable.
Bands 1-4 have had pay cuts in real terms over the last decade whilst watching the other grades receive handsome pay rises. Can you not understand how using the COVID crisis as justification to make the situation worse for bands 1-4 is causing resentment and anger amongst the management grades, especially following on from removal of the bonus scheme?
Before freezing pay should additional benefits not be cut back first like the bonus, private healthcare, etc.
By not proposing a solution to Night/Weekend working and on-call for Bands 1-4 are you therefore happy for all this type of work to cease with immediate effect? if not- what do you propose to do about it, as a 'World Class' company and 'Leading' employer
Can NR explain to all what collective bargaining means? Will they actively inform staff that they need to be a member of a recognised trade union to have their voice heard. Are they will to tell staff how to join a union?
Can there be an pay award option where minimal pay increases are awarded to bands 3 and 4 only just like the bonus?
Can Tim give me just one good, solid reason why I have not had a pay rise in 2020? I didn't have one day at home, worked every day through a pandemic as a band 4 works delivery site manager and now am getting effectively a pay cut because if your wage increase doesn't match inflation, it's a real term cut.
Could the team explain how they expect Bands 1 – 4 to stay motivated and perform continuous back to back teams calls and complete Performance reviews, when all benefits have effectively been scrapped with the same underlying excuse 'You are lucky to have a job'?
Despite Covid affecting one month of 2019/20, why have bands 1-4 not had the pay rise that would have been budgeted for the year?
Does Shoveller think we should pay for the privilege of working for NR?
Every year we discuss "travel facilities", is it fair and just that someone who has been in service since BR days is not entitled to allowances that "off the street" employees receive just because they are in receipt of a taxable benefit rewarded for serving the industry so long?
Everyone understands a constrained pay for 2021 and MAYBE 2022, but the 2020 award is still at large. Energy suppliers, supermarkets, fuel, council taxes etc haven't frozen!
Given that network rail is a public sector body, how can it justify executives salaries that far outstrip workers salaries and the kind of salaries being paid to executives of other public sector bodies. Shouldn't wages be being distributed more equally to ensure equality for all?
How much did the PPF structure cost?
How will Network Rail be able to offer any incentive reward to me if I have a great performance review?
https://find-and-update.company-information.service.gov.uk/company/10161107/officers
If as stated in the meeting the government have put a two year pay freeze on public sector workers, does that mean that we will receive one next year when the other sectors don't?
If the talks relate to 2019-20, which we understand was funded through CP6 funds, then why is it an issue not to simply grant a pay rise in line with the other settlements given to the public sector?

If you're so worried about the political optics of a pay award why not as a creative solution offer us an extra days holiday this year instead? We still receive a reward but it's not down as a pay rise.
Is the absence of an offer to do with keeping the CEO out of the front page of the papers? With regulatory criticism of NRs safety and asset stewardship under his watch there may be calls for him to be replaced if the media spotlight is shone.
It's easy to survive a few years of a pay freeze when you're earning over £200k per year. Can Exec team take a pay cut down to lowest Band 4 salary that I'm on for a couple of years and see if they still feel lucky to have a job?
Maybe look at just a Band 4 level for the uplift in salary seen as majority of Band 1-3 are already on a decent salary
Noise about a charter and two years spent 'looking at' ideas suggests they should all be removed and someone capable of a bit of hard negotiating appointed to take us forward.
Seeing as working from home has been so successful, why not release a large majority of NR offices to save money
The Band 1-4 pay award should have been resolved last summer, long before the letter from the rail minister. The Covid pandemic didn't prevent large reorganisations taking place last year. Why were the reorgs easier to resolve than the question of pay?
The talk down to the grades appeared a bit condescending.
There are a number of staff willing and wanting VS one for their benefit and too for the chance for people with a number of years still to complete to be able to survive on these hard times
Tim and Pauline did not answer the question as to why it is acceptable to award the general grades with an above inflation pay rise for 2020 but not the bands 1-4
We have seen a "real world" decrease in pay over the years whilst bands 5-8 have gone up, has the Exec team seen a "real world" decrease like ourselves?
What are the plans for aligning Manager's salaries where they are lower than the team you manage?
what do we need to achieve (SMART measures) to get a pay rise
What is the purpose of annual appraisal when there is no reward at the end for hitting challenges?
What strategic work such as a full document any of senior management has written themselves that has made an impact to the company
When will the pay freeze come in effect from? Will we be getting last years pay rise like all the other grades and departments
Why are managed station staff never given any recognition for all the hard work they do, they have turned up everyday still helping the public, performing first aid, encouraging social distancing, working all different shifts only to be told they don't deserve a pay rise, we are not self serving, we do our best for no reward as per usual
Why are the Eastern Stations buying large numbers (in excess of 10) electronic poster boards at a cost of around £2,000 each when the management team get in real terms a pay cut and CSAs are still not being compensated for the Sunday's they work?
Why are we increasing costs with more onerous standards each week ? why not revert to our 2008 standards & costs.
Why are we not being given the 19/20 financial yet a payrise? This is our entitlement as it has nothing to do with the pandemic. Network Rail had already budgeted for it.
Why did our consultants get a salary increase and Network Rail employees did not
Why did we proceed with PPF in the face of this adversity. I understand that has increased headcount.
Why do NR take 18 months to make no offer - who needs sacking for ineptitude?
Why do we still have over 40 external adverts to recruit
Why have we built a fat bloated management structure full of band 2s some of which have not been in the office for 12 months and are sponsors for projects that are now cancelled.

Why is network rail continuing to give taxpayers money to private sector companies which could be allocated to its own workforce?
Why is there no pay rise pre-covid?
Why isn't the contract for Quo Change published?
Why should Band 4s cooperate with "pets win prizes" performance reviews if there pay rises are frozen?
Why was PPF not halted. Basically every post has been multiplied by three and now every route is running with vacancies that cannot be filled.
Why won't you share the DfT letter details?
Why would covid affect the 2019/2020 offer with three weeks of the financial year left to run
Would Network Rail consider a 32 hour, 4 day working week instead of a monetary pay award?
Are nwr prepared for us working to rule
Are there any benefits that can be reviewed in place of a pay rise?
At what point are the role clarity bands going to be reviewed to recognise the vast amount of safety critical and safety of the line responsibilities that maintenance engineer carries? Add into that the vast array of other responsibilities and you have to question why we are graded the same as some non essential HQ positions with no responsibilities, no direct reports, no financial or commercial responsibilities, no safety responsibilities, no asset responsibilities, no workbank responsibilities. The jump from a maintenance engineer to an basic IME salary is almost £30k. How is that justifiable?
Can Tom provide one good reason why I should be proud to work for Network Rail?
Does Shoveller realise how arrogant and high handed he is?
Had NR intended to provide a pay rise to bands 1-4 in 2020, this would have been agreed before the impact of the COVID crisis, so using COVID as an excuse not to provide pay rises or bonuses in 2020 (to management grades only) is surely just a thinly veiled attempt to fund the ridiculous top heavy organisation created by the PPF debacle?
Have you pushed back to the DfT and highlighted the pay rise MPs have received?
How can Network Rail not award an annual bonus and pay rise to Key Workers in line with other public sector workers when Network Rail was funded for pay awards in the control period?
How can NWR managers justify breaking all assurances given previously now that we have worked hard through the pandemic?
If I had spent the last two years navel gazing and produced nothing of value I would have been sacked. Will there be any sanctions for them ?
If one of the reasons for the pay freeze presented was that passenger numbers are down and with new ways of working not expected to recover for years if ever does this not take away the need for HS2 could we not save billions by scraping this vanity project.
If Pay rises are not being offered, why can't other sources such as additional days worth leave added to our contracts, free travel etc?
Is this just a free ride to make people want to leave to reduce the companies exposure to compulsory redundancy
is VR on offer
It is a very poor excuse to use COVID lockdown as the reason last years pay rise was completed.
Nothing I have heard yet justifies not having a pay increase. The 10billion pounds has been used to support the railway industry yes. But the 2020 pay award was due in JUNE 2020, COVID had barely started at this point, so the 10billion pounds we are using now is irrelevant. Year after year after year the B1-4 get the short straw, when is this going to change?
Our back dated pay should not be on the negotiating table for a compromise - to exchange for job security and benefits for other grades.
PPF in LNW is a failure. This is a connected issue, so who carries responsibility?

She gave them full time jobs and now they are leading the org changes.
Should the pay zone within a band be the same for a band 2 or 3 maintenance engineer who has safety of the line, incident management, people management, asset performance management and financial management as part of their role be the same as a band 2/3 in HR/Finance/IP etc who work 9-4 monday-friday
Staff are being unfairly taxed in benefits in kind for travel facilities they have been forbidden by travel bans to use. What efforts are being made to address this?
The 10 Billion figure quoted includes taxpayers money being used to bail out private sector companies. Why is the government putting private sector company profits and their shareholders above its own workforce
Tim and Pauline were basically making out that this was a one off event in which the bands 1 -4 were being treated unfairly with regards to pay. This is an utter disgrace as the bands 1 - 4 have been treated with utter contempt for the past 12 years!!
Tim stated that the 'pay freeze' would last a specific length of time, regardless of when it started - i.e. if 2 years, 2020-2022 for Bands 1-4 but 2021-2023 for Bands 5-8. Is he committing to Bands 1-4 receiving a pay award the year before other workers, regardless of when the freeze is lifted?
What are the plans for bringing pay gaps in line for Managers in the same band but are being paid less?
What are you going to do about the disparity between bands 5-8 and bands 1-4 historically and made worse by the 2020 pay offer differences? Are you trying to create animosity between the general grades and management?
What is the total sum of money we're spending on office based contract staff and can you provide breakdown by regions
When does NWR expect to reduce its headcount? Will it start with volunteers. Or is it going to focus on certain roles?
When will we get the 20/21 pay award?
Where is the priority. The people who provide the service or the TOCs that utilise it?
Whilst achieving diversity is a laudable aim is the amount of money being spent on this worthwhile during this time of austerity when network rail should be rewarding its existing workforce for their efforts not disenfranchising them?
Why are the unions being disrespected and not being given the time and honesty that has gone before
Why are we being discriminated when the frontline staff and Bands 5 to 8 have received their pay rises?
Why are you worried about how the tax payer views bands 1-4 pay when the media are only interested in articles on the pay of ELT and EGU grades? It isn't bands 1-4 that are in the taxpayer or the media's spotlight?
Why did network rail hand back 75m to the treasury instead of its own staff
Why does Tim think it is appropriate to laugh and smirk during the live event? his attitude stinks
Why have senior HR positions been replaced by consultants principally interested in 'systems thinking'
Why have we massively increased the operations managers on anglia to run less trains than they did before? how is this justified?
Why haven't you published governments letter on pay? Is it because it doesn't actually order you to freeze pay, it only says to show restraint? The decision is still in your hands.
Why was money returned to the DfT / Treasury when the Band 1-4 pay settlement for LAST YEAR was a known open issue - was this deliberate, required by Government or poor management?
Why were executive grades given a bonus for 2019/20 but the rest of the company were given nothing or a minimal amount ?

Will you be incentivising Professionally registered staff of the same grade non registered staff with salary increases?
Would Network Rail consider offering 5 days additional annual leave in 2021 and 2022 in place of a pay award?
Along with most, I realise the current financial and political situation of the country (with impacts from both Covid and Brexit). I would not expect a pay rise or bonus for 2020-21, being happy to have a job that provides key support to my fellow citizens. But why and how does this affect the money and incremental inflation related pay awards that we earned LAST YEAR?
Am I an idiot working longer hours, missing breaks when in reality my Band 4 salary is going backwards?
Does Agile working mean that it is acceptable to plan "teams" meetings at 17:00 when most are at work from 07:00.
Does Tim accept that he's failing those who serve him?
How can I be judged against my performance when there is no incentive to do well
How can the company afford to send paper version of Network Magazine to all employees home address when it's available is available digital to all, yet not willing to reward staff performance?
How do you propose to fix the current state of the company where staff are demotivated without any reward and have a constant assault on their self worth and mental health by constant reorganisations and no reward for going above and beyond?
How does the limit work on the levels within bands? why is it there and could they be opened up?
https://www.google.com/search?q=pauline%40quo-change.com&rlz=1C1GCEU_enGB830GB832&oq=pauline%40quo-change.com&aqs=chrome..69i57j69i58.4801j0j7&sourceid=chrome&ie=UTF-8
I would like us (TSSA and the bands 1 - 4) to refuse to take part in anymore annual or interim reviews - that is until such time as we start receiving above inflation pay rises.
If the self-serving comment were to go out in the public domain - don't forget what happened to the KPMG boss.
IMC26 Contracts are currently undergoing their Bonus reviews to be paid, if we are subject to a pay and bonus freeze, why is this only Bands 1-4 and not other employees
Inflation is still on the way up. How can NWR a justify a 0% pay rise which is, in effect, a pay cut after all the loyalty that we have shown to the company?
Is it true Tim called Band 1-4s who want a deserved pay rise as "self-serving"? Can he back up the comments In public and if true will he deliver an apology to Band 1-4s?
NWR is an engineering company with very little engineering expertise. Do NWR think there is a risk of its rewarding performance put this further at risk by rewarding younger progressive managers and upsetting all its technical expert's that tend to stabilise in a role for much longer periods
Pauline's company is a shareholder in Quo change consulting who are contracted to NR's HR department
Paulines information on workstream - who's in these work streams and when is there going to any outputs.
Peter McCurry tries to depict a company where everyone feels valued, listened to and REWARDED. How so?
The Pay award for June 2020 was based on the timeframe April 2019 – March 2020. The coronavirus pandemic started in the UK around 18th March 2020. At the most there were 2 weeks where the pay award was affected. Why has 2 weeks of this pandemic caused all B1-4 to sacrifice the whole 2019-2020 pay award year?
The regional structure has increased the cost base massively, when are we going back to coucheresque cetralisation?

Tim admitted to being self serving. Should network rails execs stop being so self serving and distribute the wealth by not having disproportionately high executive salaries which are a hangover of the railtrack days?
what is Tim really shovelling?
What methods of control and punishment are available to Network Rail for those taking industrial action now that the bonus and pay award have already been withheld?
When will maintenance engineer receive formal notification of what is happening regarding unsociable/weekend hours and unpaid overtime. The token £200 every month is laughable given what the general grades receive for the same situations
Why are white men penalised? Isn't this racism also
Why aren't we allowed to backfill critical roles when an employee leaves?
will we get a bonus as a way of off setting the pay cut which effectively we've taken with no pay rise and inflation
With a recruitment freeze (except seemingly for contractors) and a pay freeze, my team have little motivation to cover work left by vacancies. If, as Tim states, we're going to see a smaller railway, when will we see those plans?
Bands 1-4 are growing increasingly frustrated of feeling the brunt of the pay squeezes to appease others, goodwill is at the point of fracture in many places- how do you intend to tackle this?
Can part of the band 1-4 bonus be wrapped up into our salaries in line with the directors?
Can you explain why HR and Comms teams have increased phenomenally in numbers since lockdown. Check out 8 new staff appointed in Scotland HR team and similar numbers in Scotland Comms team. What additional work these staff are doing when we have the lowest numbers of vacancies
Does Tim accept that without his people, he doesn't have a operational railway
How do I grade my direct reports performance at end of year reviews when they have been working hard , overstretched yet there will be no compensation for it
How should a band 1-4 claim time back from working a weekend then multiple 12hour shifts during the week responding to incidents
I would like TSSA to initiate a vote of no confidence in our senior leadership team.
Management charter - what a load of bullsh*t! Band 4s are already discriminated against due to pay disparity, unsocial hours working and excessive hours working. This time no backing down, we deserve an infatuation rise as a minimum.
She is taking a percentage of their employment or is certainly giving special favors for them to insert her agenda. It is pure corruption,
This conversation is about the last 10 years!
Those of us who joined in 2018/19 financial year weren't entitled to the pay award in 2019, haven't seen a 2020 pay award and, seemingly, aren't likely to see a 2021 or 2022 pay award either. This cannot be fair.
We are not a standalone company so why did we not receive a pay rise in line with others?
When do we ballot for industrial action?
When will the workload requirements of maintenance engineers be reviewed to establish sufficient support (additional Assistants) to ensure the job can undertaken fully. Even when working 60-70 hours a week the job is nowhere near getting done properly. If maintenance engineers refused to work anything over their 35 hours a week and didn't complete nightshift or weekend work then the railway would rapidly deteriorate into a very unsafe place.
Where is the leadership team? Boris and his team do a daily press conference, where is the leadership from Andrew and his team
Why agree the pay principles when no action was ever intended,sanctioned or agreed

Why are you only taking questions people put their names on? Don't you realise some of the questions and comments you need to answer and listen to will come from people that want to speak their mind but are worried about how this will reflect on them?

Why is the government not recognising network rail staffs contribution to keeping supplies moving and setting up nightingale hospitals during this time when compared with other public sector workers?

Year after year after year the B1-4 get the short straw. Has there been any consideration to split the Bands 1-2 and Bands 3-4, giving a pay increase to Bands 3-4. Those in these lower bands are more likely to be reliant on the pay increase, due to lower salaries and receiving such a poor bonus.

You're only treating us this way because you assume we're weak and will not fight for our rights. Do you think you will be able to find some money once we take formal action, work to rule, strike etc?