



TSSA's Four Point Plan on Pay Transparency for RSSB members

December 2022

Our interests are to achieve fair pay, through a system that is transparent and has fairness and equality at its heart, alongside a strong strategy for staff progression and development. We believe that valuing our members, RSSB employees, and their important contribution to the industry, will work to recruit and retain staff. Our Four Point Plan will address transparency and enable us to pursue the broader interests of members at RSSB.

1. Summarise what already is transparent, but you just can't find it easily on the intranet.

We have uncovered that there is more available to people than is commonly known. Your reps are engaging with the company to make information easier to find. We will:

- hold an event to share what already exists in terms of pay transparency.

2. Identify what information people can get access to with regards to their position on the pay and grading system, and future jobs they may apply for.

We have put to the company that people should understand how their job has been graded according to the existing job evaluation process, and where they sit within grades/bands. We also have asked for salaries and grades to be included in job advertisements. We continue to discuss these points. We will work with the company to:

- provide a summary of information individuals can access on request.

3. Make a clear statement on the ways people can increase their pay under the current system.

There are two main ways to increase your pay. The first and most well-known way is through collective bargaining between TSSA and RSSB. The other way to increase your pay is through reviews of pay within your team each April and October. There is also the bonus of course, but this does not change your position in the pay system and is not negotiated by the union but is distributed at the discretion of the company. We will work with the company to:

- provide a clear written summary on ways to increase people's pay at RSSB;
- secure commitment to discuss development and progression pathways in 2023.

<https://www.tssa.org.uk/find-your-company/rssb>



4. Continue dialogue between TSSA and RSSB on the potential risks of discrimination in the pay system, to exclude the existence of discrimination or identify ways to tackle it, in particular by gender, ethnicity and disability.

The Employment & Human Rights Commission have a list of 'risky pay practices' that can lead to discrimination in pay. There is also data the company can produce that can help identify or rule out any issues of discrimination. RSSB have shared some important data with us to help our discussions and analysis. We will continue to push for transparency by:

- sharing with members the EHRC information on risky pay practices;
- identifying what issues remain with the pay system following transparency provided from the above in this plan;
- identifying any issues within the pay system through data analysis shared by RSSB and/or through data gathered by TSSA;
- continuing discussions in 2023 between TSSA and RSSB to address issues and concerns around the pay and grading system at RSSB.