

# London Underground Pay

## 2019



EVERY JOURNEY MATTERS

## What we heard from you

- Preference for a longer term deal if it enabled further reductions in the working week
- There should not be a trade off between the cost of implementing a reduction in the working week and pay
- Any reduction in working time needs to be banked to enable meaningful time off work
- Our estimated RPI was inflated
- Functions cannot be allowed to frustrate implementation
- Other issues included in pay claims need to be addressed



## Our full and final offer

A four year deal with a reduction of one hour in the contractual working week across the life of the deal:

- **Year 1** – 2.7% (RPI Feb 2019 +0.2%)
- **Year 2** – 1.4% plus 30 minute reduction in working week (three banked rest days - target implementation date: mid 2020)
- **Year 3** – RPI Feb 2021 +0.2%
- **Year 4** – 1.4% plus further 30 minute reduction in working week (three further banked rest days)
- Time off to be taken as six banked rest days (by Year 4) across all areas
- Timing of banked rest days to be determined by management with the aim of managing fatigue



## Further detail

- In Year 1 there will be a minimum increase for all of £750
- Opportunity to move permanently to post 1996 travel benefits for eligible employees
- Medical Assistance Programme extended to all LU employees
- Boxing Day issue to be tabled for discussion at Trains Functional Council on 11 October
- Flexible Working/Smart Working issue to be tabled for discussion at MATS/Managers Councils on 21 November
- Neurodiversity and family friendly policies to be tabled for discussion at Diversity and Inclusion Forum on 29 January
- All other issues remain as set out in offer of 16 August



## Benefits for our people

- 4 Year deal - equates to an investment of £160m
- Guaranteed pay increases each year for four years
- Provides certainty
- Shortest average working week in the industry
- Six additional days off work per year
- Provides same benefit for all



## Trade Union pay claims - ASLEF

The following pay claims were made by ASLEF and our response is set out below:

Pay claim	Response
An additional increase in salary above and in addition to, the cost of living claim above, to bring train operators on London Underground to the appropriate salary level for driving grades in the London region	While we acknowledge that certain London based TOC's offer basic drivers 'salary higher than offered in LU, we are confident that the overall value of our package, taken together with terms and conditions and working practices, compares favourably to other TOCs
An increase in the current level of payment for drivers working on Boxing Day from 2019. It should also increase in line with pay awards for future years	We think that the current level of payment for drivers working on Boxing Day of £350 is appropriate. However, this is a function specific issue and it would be more appropriate for further discussion at Trains Functional Council
All duties to include a paid meal break of at least 30 minutes	A 30 minute paid meal break would equate to a base salary increase of 7%, or in excess of £80m per annum across LU. In any event our view is that the concept of an unpaid meal break protects employees' right to an undisturbed break. This is unaffordable
Improvements in work-life balance opportunities giving all staff the option to reduce their working hours or number of days worked on a pro-rata basis	We have previously committed to working with the trade unions on a range of initiatives in support of promoting greater work life balance and we will continue to do this. For example, in Trains, we have introduced pro-rata working arrangements, and we are happy to explore these issues in more detail at the relevant Functional Councils





## Trade Union pay claims - RMT

The following pay claims were made by the RMT:

Pay Claim	LU Response
An increase in payments for Protection Master (PWT), Site Person in Charge	These are payments largely confined to specific functions within the LU organisation. Whilst we consider that the current levels of payment remain appropriate, these may be issues that could be discussed at the relevant Functional Councils
An increase in payments for First Aiders	Currently First Aider payments are £150, £200 or £250 depending on qualification. This is a voluntary scheme and we are pleased that so many of our staff choose to take up the opportunity to obtain such valuable skills
CSA2 Grade should be abolished with those members of staff affected entering the CSA1 Grade	This is a function-specific grading issue and not appropriate for pay negotiations. Further, the introduction of the grade was part of a previous agreement with the trade unions which remains in place

# Trade Union pay claims - TSSA

The following pay claims were made by TSSA

Pay Claim	LU Response
Introduction of a Recovery Day (rather than a rest day) at the end of a rostered run of night shifts	<ul style="list-style-type: none"> <li>Our current arrangements are entirely consistent with the requirements of the Working Time Regulations. The suggestion is that employees working a series of nights are disadvantaged on the last night as they do not receive a full rest day. We do not accept this as it fails to take account of the fact that they receive additional time off prior to the start of their night shifts, which more than offsets any notional time off lost</li> </ul>
Extend the Medical Assistance Programme to all	<ul style="list-style-type: none"> <li>The medical assistance programme (MAP) is a discretionary scheme operated by our Occupational Health team. It can provide early intervention in sickness management by funding investigations or treatment (or both), which can help people return to work more quickly</li> <li>We have committed to extending eligibility for MAP to all LU employees, following existing scheme conditions</li> </ul>
Recognition of the problems faced by employees with neurodiversity conditions and a commitment to provide them with practical help and support	<ul style="list-style-type: none"> <li>We recognise that a number of our people are dyslexic and/or dispraxic and their hidden disabilities can have an impact on their roles. We share the desire of the unions to recognise the challenges faced by our people with neurodiverse conditions</li> <li>We will work with the unions in the trade union diversity and inclusion engagement forum, and other appropriate forums</li> </ul>
Review the Company's Arrangements for Employees approaching retirement	<ul style="list-style-type: none"> <li>London Underground provides support for our people in the lead up to their retirement. Those aged 55 years or over and with 20 years' total service will be eligible for five days pre-retirement leave in their final year of service – and three days for those with less than 20 years' service.</li> <li>We offer people the opportunity to attend pre-retirement seminars to help them prepare for life after work</li> <li>In the year of retirement, full annual leave entitlement is granted.</li> <li>We contribute £300 towards a leaving event for each employee retiring at the age of 55 or over who has at least five years' service.</li> <li>Our view is that our arrangements for employees choosing to retire are market leading and don't require further enhancement</li> </ul>





## Trade Union pay claims - Unite

The following pay claims were made by Unite:

Pay claim	LU Response
Staff Living Outside London should not have to pay to obtain child zip cards	There is an admin charge for the issue of any Zip card and this applies to all customers – there are no specific staff arrangements in place.
Increase Long Service Awards	Our Long Service awards are a non contractual, discretionary reward for service and as such, not in scope of pay talks



## Pay claims made by multiple Trade Unions

The following pay claims were made by multiple Trade Unions:

Pay claim	LU response
Increased Annual Leave	<ul style="list-style-type: none"> <li>• LU employees approximately 17,500 people. Therefore, agreeing to an additional day's annual leave for all employees would, simplistically create 17,500 shifts/duties to cover</li> <li>• The base cost in salary terms across LU would be around £7.5m per year, and it would also be necessary to employ at least 100 additional employees and is unaffordable</li> </ul>
Improvements to Family Friendly Policies	<ul style="list-style-type: none"> <li>• We're very proud of the way we support our people with caring responsibilities, and helping our people achieve a better work life balance. In many cases, what we offer exceeds statutory requirements and is better than many equivalent industry-standard policies.</li> <li>• Specific policies that recognise and support the caring requirements of our people include:</li> <li>• Flexible working arrangements – where our people can apply to change their working hours or patterns of work to meet family, caring or other similar responsibilities</li> <li>• Family leave – a suite of leave options available to employees beyond their annual leave entitlement for a variety of reasons relating to family and domestic commitments, including maternity leave, paternity leave, adoption leave, parental leave, time off for dependants, death or illness of a near relative, funeral leave, moving house and domestic leave.</li> <li>• Special leave – where employees may apply for special leave for activities such as performing public duties, attending judicial proceedings, taking time off for further study or making preparations for imminent retirement</li> <li>• Career breaks – where employees can apply to take an unpaid break in service, or period of unpaid special leave in order to: meet primary childcare responsibilities; be the prime carer for an elderly and/or seriously ill person, normally a relation; pursue a course of full-time study; or deal with family affairs or undertake an extended period of travelling, normally abroad</li> <li>• We're also committed to making LU a more diverse and inclusive workplace which represents the city we serve. In every part of our organisation, we want all of our people to feel welcome and valued</li> <li>• Our Diversity and Inclusion team is working on a number of D&amp;I priorities to develop a more diverse workforce, drive more diversity within our leadership team and create a more inclusive culture within London Underground</li> <li>• So, whilst we believe our policies are some of the best in the industry, we remain keen to collaborate with trade unions on this important work and have established a new D&amp;I trade union engagement forum, where we will engage on D&amp;I strategy, identify areas where partnership working could be developed and encourage the exchange of ideas</li> </ul>



## Pay claims made by multiple Trade Unions

The following pay claims were made by multiple Trade Unions:

Pay claim	LU response
Travel Facilities	<ul style="list-style-type: none"> <li>• There are two discretionary staff travel benefit schemes in place for London Underground employees. One for employees who joined the organisation before 1996, and one for those who joined after.</li> <li>• While they are clearly different, we are confident they are broadly comparable in value. In reality, the value of the benefit to any individual employee will be dependent on their own personal circumstances.</li> <li>• Having investigated this, it's not possible for us to replicate the pre 1996 arrangements for employees who joined after this date, and it would therefore be wrong to provide employees who joined before 1996 with improved benefits, particularly where this might be discriminatory.</li> <li>• Even so, we have, in the last five years, approached TOCs with a view to creating reciprocal staff travel arrangements. Where TOCs believed that reciprocal arrangements were of benefit to them, we have been able to establish agreements, e.g. LNER and GTR. We'll continue to explore these opportunities going forward.</li> <li>• Thames Clipper services operate under a licence, part of that licence agreement is to offer discounted fares for Travelcard holders, which includes staff Oyster cards. These arrangements continue until last until 2029.</li> </ul>