



LONDON UNDERGROUND *SPECIAL PAY BULLETIN*

February 2024

Pay 2023 update from your regional organiser

RMT has won a further £30m funding for our 2023 pay round. By standing together as an all-grades union we showed that management's full and final offer was not the best they could do and your RMT company council reps are now engaged in talks with LUL, and the other TUs, to seek agreement on a new, far improved offer.

In response to RMT's strike action management agreed to work towards introducing an enhanced National Rail travel facility based on the Priv rate, in April 25. This is something all unions have been demanding since it was withdrawn. We now have a target date for implementation.

Now, RMT is pushing our remaining priorities, which, we believe can be achieved from the £30m additional funding:

- **A further flat-rate increase above the 5% already offered, for all grades.**
- **An additional increase for those currently earning less than £40K.**
- **The indexation of bands so that members on banded pay are not denied the consolidated pay rise.**

Why a flat rate increase?

The first part of 2023's pay rise would still be a 5% pay rise.

But we know that members in the bottom half of the pay range are struggling in the cost-of-living crisis. A further increase set at a flat rate will benefit

these members by sharing out the £30m that is available equally, rather than giving most of it to those on the highest pay.

This is why RMT is demanding a flat rate additional increase, on top of the 5%.

More details of our demands over page

A further uplift for those on under £40K

Using some of the £30m to give a further uplift to our members on under £40K will make a massive difference to those members. The median average wage in London is £49K. Paying rent, heating costs and buying food is a challenge for anyone earning significantly below this.

RMT has members in several functions of APD (Asset Performance Directorate) who earn less than £40K. CSA 1s and 2s on stations are also in this position.

RMT will always fight for our lowest paid members.

Just as importantly, if the bottom of the bands are frozen then members moving into jobs next year would be put on lower salaries than those in the roles now, who would have had the pay rise.

It is nonsense to award a pay rise and then say that management can choose who gets it. That is why we are pushing for the indexation of the pay bands.

Index the bands

There are RMT members across the pay bands in LUL. If the bands are frozen then anyone whose pay rise takes them above the top of the band would only receive a non-pensionable, non-consolidated pay rise.

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frozen then members moving into jobs next year would be put on lower salaries than those in the roles now, who would have had the pay rise.

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RMT – Standing together, all grades united

We were able to win £30m in new funding for our pay award because we stood together as an all-grades union. RMT was able to demonstrate the importance of the work we do, across functions and grades, with our disaggregated strike strategy at the start of the year.

The bosses now know that every engineer, fleet maintenance worker, driver, member of stations staff, signaller and the rest are needed to run London's public transport system, without which they don't make the massive profits generated in London.

We deserved a better offer than 5%. RMT has made sure we'll get one.

I will update you again as soon as possible.

Jared Wood

LT Regional Organiser



www.rmt.org.uk