

Report from the Talks

Stations & Revenue Functional Council



Location Preferencing

The December SFC News carried advice on how to fill out preferencing forms. Below are some of the key points in response to issues being raised by members.

- This preferencing exercise has not been agreed by RMT as it is designed to help LU meet its “business needs” rather than to allow members to avoid unwanted displacement. However, if you do not preference you may be disadvantaged in terms of the location you end up at.
- *In October 2014 LU wrote to RMT and stated that no-one will lose money as a result of the Fit for the Future re-organisation. The letter stated that: “Where staff are required to temporarily cover a role of a lower grade, the pay and location guarantees would continue to apply”. In further talks LU has said there is no time limit to how long you can work under this arrangement.*
- RMT is not in control of this process but it is absolutely clear that LU have undertaken not to change the substantive salary of members who end up “covering down” (working in a lower grade) after the re-organisation.
- We called off our planned strike action, last autumn, after LU gave these assurances and also included any member who is medically restricted from their new role in the guarantee. LU also agreed we could continue to discuss overall staff numbers.
- On the basis of the written assurances given by LU the preferences you express will make **NO DIFFERENCE** to your substantive salary. Because substantive salaries are not changing there is no need for protection of earnings arrangements.
- The preferencing form gives you three choices:
 1. Preference a role in your new substantive grade in a location up to 30 mins away.
 2. Preference a role as close to your current location as possible even if this means covering down. (But remaining on the salary of your higher, substantive grade). If you are covering down you could be moved into roles in your substantive grade as they become vacant - within 30 mins of your current location.
 3. **CHOOSE** to move into a location within 30 mins of another area of your choice. **IF** you choose this option you will be asked to identify **ONE** area and you will be moved to any area within 30 mins of the one you chose.
- This exercise is about preference and you are not guaranteed to get the option you preference. The first thing LU will look at is where they need you, not where you prefer to be.
- There will be a review of all moves with the TUs and then a formal appeal process for individuals.

For individual advice on preferencing contact your local RMT rep

Your RMT Stations Functional reps

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