



MATS NEWS

Banded Grades & TUPE Attacks



SPECIAL POINTS OF INTEREST:

- Tfl strategy to level down salaries by stealth
- Concerted campaign to attack LU non-operational grades
- No real requirement for the TUPE of LU staff into TfL
- Future recruits directly into TfL roles on a lower salary
- Stunted salaries for TUPEd former LU staff
- Lower pay awards with TfL
- Future pension pay will be less on retirement

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Imminent Warning For LU Non-Ops Grades!

Do you remember during the 23/24 LU pay talks, that management were intent on freezing the pay bands of circa 4,100 LU roles some 25% of the LU workforce?

Well, RMT put a stop to that almost entirely, except for the cap which management have imposed on any grade or member of staff should their salary reach £99,500. This impacts a limited number of LU staff this year, but the figure which will grow greatly year on year if we continue to receive decent real term pay increases, & anyone whose salary goes over this figure will receive their pay rise as a one-off lump sum which

will not be added to their pension contributions or their base salary.

So this pay cap was a very clever strategic move by



management to try & split our Union, and it did lead some members to question, how we could carry on fighting & holding out for

members who are already on a good salary, when we had all been waiting for our pay rise for almost a year & bearing in mind, that we are still in a cost of living crisis. We had to make a compromise that some of our members who hit the £99500 salary with a cap for this year only, in order to accept the parts of the pay deal that RMT had forced management to improve on following the action that we took & had scheduled for a whole week. RMT forced management's hand because we are collectively strong & effective.

What does TUPE actually mean?

TUPE regulations govern the transfer of employees from one company to another. Imagine if B&Q bought out Wickes, it would mean that the Wickes staff would retain their T&Cs, (salary, working hours, work location, annual leave entitlement etc) &

they would carry on working in the same way, but they are now being paid by their new employer, B&Q. So now, TfL have begun to transfer whole departments of LU into TfL following TUPE regulations. You might think, "But we all get paid by TfL, are we

all not one company already? So how can LU staff be transferred within its own company?" We are in fact a subsidiary of TfL, as are Dial-A-Ride, Rail for London & many others, so in the eyes of the law, LU is a separate company so can be subject to transfer.

LU Payband MythBusters



1. There are not that many staff in LU banded grades employed by London Underground. **X FALSE**

London Underground currently employ circa 16,400 staff, 25% of whom are on LU banded salaries, circa 4,100 staff. No wonder management were attempting to freeze the LU pay bands as part of their 23/24 pay offer

2. All LU banded grades are represented by the MATS Functional Council (Managers, Administrators, Support, Technical). **X FALSE**

LU banded salaried staff are represented in 8 out of 9 of our Functional Councils, the exception is the Trains FC (solely represent Train ops)

3. All LU banded grades are on huge salaries circa £99,500. **X FALSE**

There are only approximately 60 out of 4100 LU banded salaried staff whose salaries are more than £99,500. For the past 5 years, management's drive is to recruit all staff at the bottom of the bands.

Examples of the bottom of the LU bands: approx £35k (ADC0),

£39k (Q grades) £41k (SMD0), £57k (MMG0) the equivalent grades for Tubelines & Metronet are lower.

4. The issues around LU banded grades will not affect me as I am on a spot/fixed salary.

X FALSE

If staff have aspirations of progressing within their department or seek a promotion to a role with an increased salary, there is a strong possibility it would be in to a role with a LU banded salary. If management freeze bands, future promotions will not be

“circa 4,100 or 25% of all LU staff are on banded salaries and are represented in 8 out of our 9 Functional Councils”

Why are the LU to TfL TUPEs happening?

There are 3 reasons for carrying out a TUPE transfer & the employer must clearly state their reasons. They come under the headings of Economic, Technical & Organisational (ETO). Economic could be because of essential cost saving requirements, Technical could be because of the

use of new processes or new equipment & Organisational could be because of making changes to the structure of the organisation. Management are categorically stating that these TUPEs are not

for Economic reasons & are not driven by cost savings, **which is a lie!**



Cold, Callous & Calculating

Managements latest strategy is to attack entire departments in one fell swoop. They are being indiscriminate in who they target, irrespective of grade or salary, & this latest tactic is a legal loophole which allows

them to level down scores of staff at a time. It's called TUPE, (Transfer of Undertakings Protection Of Employment rights)



TUPES ARE CLEARLY A LONG-TERM COST SAVING & LEVELLING DOWN EXERCISE?



1. On March 4th, 139 LU Project Management Staff have been TUPEd into TfL, 96 (69%) of them are now automatically above the top of the

TfL pay structure that they have been forced to sit within meaning they will no longer get consolidated (Pensionable) pay increases. TfL could have transferred their LU pay structure with them, but they unapologetically & actively chose not to.

2. Any staff TUPEd in to TfL who are already, or who go over the top of the TfL pay band, will be substantially detrimentally financially im-

pacted upon retirement. The more years left that one has until retirement, the worse off they will be. Their annual pension will be less than it would have had they remained with LU.

3. The TfL base pay awards are typically lower than LU. Over the last 10 year TfL have seen a percentage base pay rise of 13% in comparison to the LU increase of 27.5%

“Many MM grades do not manage staff, they have a management grade as a result of the scoring system of JDs”

LU Payband MythBusters Cont.

5. I do not ever intend to move from my spot/fixed salary role so a band freeze wouldn't affect me.

X FALSE

Eventually if the LU salary bands were frozen some spot salary roles would rise above the bottom of the LU salary band relative to that area, which would give no incentive for staff to work through the grades into a supervisory position. This leads to staff

being recruited from outside the area & put on the bottom of the band with less experience & knowledge of the area & a resentment that their reports earn more than they do.

6. LU Banded grades are all management roles. **X FALSE**

Yes there are some Line Managers who are in banded grades, but the vast majority of banded staff DO NOT have direct reports or have

to performance manage staff as part of their role.

Some examples of LU roles with LU banded grades: Admin, Trainers, Planners, Building Surveyors, Asset Control Centre Operators Track Access Controllers, Power Control Room Operators, Shift Supply Engineers, Network Operations Engineers, Operations Engineers, Support Managers, Ambiance Inspectors, L&E Inspectors, PM4 Inspectors, Duty Signal Incident Managers, Service Controllers/Managers, Trains Managers, Customer Service Managers, Project Managers

TUPES ARE CLEARLY A LONG-TERM COST SAVING & LEVELLING DOWN EXERCISE

4. The LU salary band structures rises at an equal percentage both top & bottom to the LU negotiated pay award, whilst the TfL band structure only increases marginally, should “External market rates” dictate, which is very subjective & on management's decision. In real terms this means that the bands do

not increase as much as the TfL pay awards leading to more people moving beyond the top of the band, resulting in part of any pay award being non-consolidated & stunting their actual base salary.

5. TUPE only protects your salary at the point of transfer. As part of the transfer, the

employer may choose to place you in what they consider to be a pay scale that your grade should sit within. If you are close to the top or already over the top of the pay band, part or all of any pay award will be non-consolidated & your base salary stunted.





Scan the QR code to join RMT today



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TUPES ARE CLEARLY A LONG-TERM COST SAVING & LEVELLING DOWN EXERCISE

6. The TfL pay bands are drastically lower paid than what they see as the equivalent to the LU Grades salary structure:

TfL Band 1 £22,500 - £31,750
LU ADC0 £38,380 - £53,970

TfL Band 2 £31,250 - £48,000
LU SME0 £47,927 - £65,343

TfL Band 3 £47,750 - £74,750
LU MMH0 £66,150 - £93,612

As you can see from above, their comparable grading is nowhere near comparable in terms of salary

7. Salary progression will be virtually impossible if you have been TUPEd into TfL from LU should look to gain promotion. An example of this is as follows: I am a project coordinator former LU grade ADC0 & salary of £48,200, I was TUPEd into TfL, retaining my LU salary. My natural career progression path would be to Assistant Project Manager, which in TfL is a Band 2 role, salary range of £31,250 - £48,000, but if I accepted the role, it would be considered as a business-as-usual promotion & offered to me on the TfL salary & T&Cs. As I already earn above the top of the pay band,

I would have to take a pay cut to receive to take up the role & a promotion, despite moving into a role of a supposedly higher grade with additional responsibilities & accountabilities.

