



Admin Grade Review

A joint statement was presented to Company Council on December 8th 2009 in which it was decided to shelve the AGR.

At the end of the day the RMT are not about doing the best deal for the company, we are about getting the best in pay, benefits and conditions for our members.

With the AGR there were 4 models linked to each individual's skills as per a skills framework. The boxes were broken down as developing, established, experienced and expert. The proposals by management for pay relating to each level was unacceptable and lower than what a large number of individuals are already being paid. So both unions on the Joint Working Party changed the figures to what we thought would be acceptable to our members. Needless to say management rejected these, with the usual, "in the current climate and this should be at nil or nearly nil cost."

We suggested that each individual should be given the opportunity to opt into the AGR, or, sit where they are on their current pay without having to match the skills framework and receive the annual cost of living rise with the PRP if there was any. The management side said no! The reason being they wouldn't be able to freeze individuals pay, which they wanted to do. Initially they were going to do this with no payment but then relented stating that the annual increase would be paid as a lump sum. This is also unacceptable as it would affect member's pensions.

As far as the RMT is concerned they were trying to implement a system that would bring down their costs and give the impression there was something in it for you. There was nothing in it for you as far as we were concerned.

The fact of the matter is you have been strung along over the years and at the end of the day not only could management not afford our proposals but unbelievably couldn't even afford theirs. This is no way to treat a part of the business that has worked hard over the years to support London Underground.

We will always fight to get you a better deal but will not negotiate away your current pay and conditions which you are currently enjoying. If there are any further developments, since senior managers have said the work on the AGR is only being shelved we will let you know.

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www.rmtlondoncalling.org.uk

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