

Circular No. IR/49/09

Our Ref: BR1/0001, SH/0001, BR4/0001, BR2/0001

19th February 2009

TO ALL BRANCHES, REGIONAL COUNCILS AND REGIONAL OFFICES

Dear Colleague,

Rates of Pay & Conditions of Service 2008 – ISS Arriva Cross Country

The following offer has been accepted by the GGC and I have requested that the increase and backpay is implemented at the first opportunity. The offer is as follows:-

- A 4.5% increase for all staff, backdated to 1st April 2008.

**Rates of Pay & Conditions of Service 2008
Carlisle Cleaning and Support Services – Transpennine Express**

After long and protracted negotiations, an offer has been made by the company. The Regional Organiser has sent in his report and the GGC have accepted the offer, which is as follows:-

- A 3% increase in pay, backdated to 1st January 2009.
- A commitment to enter into early talks for this year's pay anniversary in April

The company have been informed of our acceptance and the increase should be reflected in the next available pay packet.

Rates of Pay & Conditions of Service 2009 – Hovertravel

After a hard fight to gain recognition with this company, the following offer has been accepted by the GGC. Full credit must be given to the local reps and the Regional Organiser for all their hard work in this matter. The offer is as follows:-

- A 4.5% increase in rates of pay with the lowest paid staff receiving a £600 lump sum.
- Paternity pay will be enhanced to two weeks at full pay and Maternity Pay will be increased to 8 weeks at 90% of pay.
- Overtime will be amended so that staff taking leave or lieu days within the working week will receive payment for any extra duties worked within that week over and above their normal duties at the current overtime rate.

- It was agreed that the pension contribution of new joiners or staff new to the pension scheme will be 5%.
- A time and attendance system will be introduced when a suitable system is identified.
- Discussions regarding a possible move to monthly pay will be deferred to a later date.

This is an excellent starting point for future industrial relations with the company and we have requested that the increase is implemented at the earliest opportunity.

Rates of Pay & Conditions of Service 2009 – Wightlink Ltd

The following offer has been accepted by the GGC:-

Year One

- An increase of 4.2% on rates of pay

Year Two

- An increase of 2.5% or RPI plus half a percent, whichever is the highest. In addition, a lump sum minimum payment of £450 for anyone earning under £18,000.

Rates of Pay & Conditions of Service 2008 – Manchester Ship Canal

Despite our best representations, management have chosen to impose a 4.2% pay increase on our members. The GGC have taken note of the situation and members will be advised of any further developments.

Rates of Pay & Conditions of Service 2008 – Hydrex

A ballot for strike action has been held and due to the disproportionately low turnout, any action would be difficult to maintain and therefore the General Grades Committee has instructed me to initiate a campaign to strengthen our membership in Hydrex in order to be in a better position for the future.

Rates of Pay & Conditions of Service 2009 – Colas Rail

Originally, the company had offered a ZERO increase and then grudgingly offered 0.5%. After some tough negotiating by RMT, the company relented and made the following offer:-

Staff with Anniversary date of 1st April

- 2% increase in basic rates of pay

Staff with Anniversary date of 1st January

- Agree to change of anniversary date to the 1st April, effective from this year.

- 2% increase in basic rates from 1st April
- Lump sum payment (taxable) to be made equal to 2% of basic pay as at 1st January to cover the period from 1st January to 31st March (13 weeks) as compensation for the change in anniversary date.

This offer will cover the following groups represented by RMT and not those on personal contracts:-

- On-Track Machine Operators/Drivers, P-Way staff, Freight Drivers and Ground Crew, P&T, P-Way, Clerical, S&T grades 1-4, Assistant SM's and workshop supervisors.

After consultation with reps and members, the GGC have accepted this offer. The company has been informed and I have requested that the increase is implemented at the earliest opportunity.

Rates of Pay & Conditions of Service 2008 – South West Trains

The company made 2 offers, one being a 4.8% increase to all and the other being 4.75% with a guaranteed £700 increase for the lower paid grades.

A referendum of members has been held with members voting to accept a 4.75% pay increase with a guaranteed £700 increase for the lower paid grades. However, management had added a clause into the offer that all unions had to accept the same deal. The other union went straight ahead and accepted the 4.8% without even consulting their members and as you all know this is not the way that RMT works, all members have a right to their say on what will affect their livelihood for the next 12 months. It has been made very clear to management that we will not tolerate a negotiated settlement that is dictated by a minority union and clearly does nothing to improve the lot of the lower paid grades. I have expressed my deep concerns and disappointment to the company over their attitude towards the lower paid grades and have reluctantly accepted the 4.8% offer.

I trust this keeps you all updated.

Yours sincerely



Bob Crow

General Secretary