



## CSM Q&A

RMT Stations functional Council January 2024

“What are the RMT doing about the re-organisation of CSMs?”

RMT were the only union to ballot their members in December 2021 and have been in dispute since January 2022. 8 days of strike action have been taken over job cuts, pensions, and changes to agreements (t&c's). RMT organised a series of meetings for CSMs about the changes and our opposition to them. They were attended by approximately 75 of the almost 800 CSMs. RMT's fightback over the changes delayed direct attacks on CSMs until June 2023 and your SFC reps loudly opposed the proposals in a series of meetings. You can see minutes from the meetings with management from the link below.

<https://transportforlondon.sharepoint.com/sites/building-a-sustainable-future/SitePages/Stations.aspx>

“Why hasn't the RMT called a strike over the CSM changes?”

They have. RMT were the only stations union to be in dispute until very recently and remain as the only union to have called industrial action in defence of CSMs.

“Why are CSMs only getting 4 years protection of earnings?”

LUs initial proposal was 3yrs PoE without the Pension enhancement. All-grades Strike Action was called by RMT in July 2023 which was called off after a promise to extend PoE to 4 years and to protect pension contributions as well as some other concessions. SFC reps argued extensively at meetings with management and at ACAS for CSMs to keep their grades. Although still not what we would like, 4 years consolidated protection with a review after 3 years is far better than the initial 3 years non-pensionable protection first offered. In addition, one concession from calling off our October 2023 strike was that management promised to conduct a review in year 3 to identify exactly how many people face a wage drop. Even when facing a week of all grades strike action over this issue and others, the company has steadfastly refused to make any further concessions on this matter.

“Why do we have to reapply for our own jobs?”

It's important to note that the proposed CSM job is NOT 'our own job'. The new CSM jobs are directly comparable to the old DSM role. It is a managerial role and the CSMs will no longer be covered by the SFC, but by the MATS (management, technical and support staff) council.

“Is it illegal to redeploy CSM2s and 3s as CSS1?”

The Main agreement stipulates that the company must offer ‘Suitable alternative employment’. LU has taken legal advice and accept that the pay disparity between CSM1 and CSS1 is so wide that a court would probably rule that CSS1 was not ‘Suitable Alternative Employment’ for CSM1s. However, because the pay difference is much smaller between CSS1 and CSM2/3 and will narrow even further during the protection period, meaning that the company is confident that this measure complies with the law.

“When does the 4 years start and what will happen at the end of it?”

Management state that their CSM changes will take approximately 12-18 months to come into effect and the 4 years protection will not start until the end of that period. In year 3, as outlined above, management and unions will review how many people are left potentially facing a reduction in wages and expect that this number will be small enough to deal with on a case-by-case basis.

“What will the framework be for the CSM jobs?”

Management have made a proposal for a CSM framework, this is still subject to negotiation. It is likely to be like the old ‘DSM’ framework. Your SFC reps will negotiate the best protections possible.

“What is “used to best advantage?”

CSM1s who make unsuccessful applications for the new CSM role will be ‘used to best advantage’ Management have withheld the details of what this means, but it essentially means that current CSM1s will keep their grade and pay, including any pay rises, and will work wherever needed. When your RMT reps asked if there was anything protecting these people from being redeployed to a lower paid role in the future, management refused to give any guarantee. They stated that they expected CSM1s to move on to other suitable roles within a reasonable period.

“CSMs won’t get pay rises, except for performance related pay. Is this true?”

No. The new CSM role will be in Q3 pay band, currently £56,520 - £76,420. Current CSM1s are paid between £61,457- £82,908. Separately to these changes, in the pay negotiations, the company want to freeze pay bands. RMT is opposed to this measure. We secured an extra £30m in funding for pay on top of the company’s “full and final” offer of 5% across the boards. We will be negotiating a better pay rise for all grades and demanding that the freezing of pay bands is dropped. However, If the company is successful in freezing the pay bands, current CSMS on £76,420 would not receive a pay rise. Anyone earning less than that would be paid whatever cost of living rise is negotiated up to that amount.