



Severance & Services

In January, Train Operating Companies (TOCs) began confirming which staff had been accepted for Special Voluntary Severance. The numbers have been far below what the government was seeking in cost savings, leading our union to seek clarity on the future of rail services.

An industry-wide Special Voluntary Severance Scheme (SVSS) was introduced in the rail industry in August 2021. It was initiated by the Rail Industry Recovery Group as part of the industry's response to the coronavirus pandemic. It applied in Network Rail and TOCs which come under the Department for Transport (ie the majority in England, but not Scotland or Wales).

The scheme belongs with the employers and was not agreed by our union, or any other rail unions. It's part of government efforts to cut £2 billion from the operating costs of rail – something that the Department for Transport revealed in 2021.

The coronavirus pandemic has decimated public transport passenger numbers and revenues. According to Office for Road and Rail (ORR) passenger use data, rail journeys plummeted from 1,739 million in 2019-20 to just 388 million in 2020-21 and have recovered to levels between only half and two thirds of pre-pandemic levels. Commuter traffic has seen the greatest hit, while increases were experienced in some leisure services.

The impact on passenger numbers has been even more acute in terms of finances. From 2019-20, total passenger revenue in Great Britain stood at £10.4bn, but following the pandemic, dropped to less than £2bn in 2020-21. Despite passengers returning, revenue has lagged behind footfall

because of the loss of peak time travel with changed travel behaviour. With so many covid restrictions applying over the past two years, it remains unclear where passenger travel habits will settle.

In the face of such uncertainty, our union has argued that government is "putting the cart before the horse" to seek job cuts without first knowing what level of operations will need to be staffed.

Network Rail took a phased approach to SVSS, first seeking expressions of interest for Bands 1-4 (management grades), with many being told the outcome of their application shortly after the September deadline. News from the second phase is yet to deliver a clear picture of how many staff may leave under those arrangements, and a proposed phase three is yet to be implemented.

"The government must come clean on its plans for our railways" said Manuel Cortes after he wrote to Transport Secretary Grant Shapps in January seeking clarity on government plans for rail. "Passengers and staff deserve to know what's happening to their services and their industry and what level of rail services the government wants our country to run."

As ever, our General Secretary made a strong case for the wider benefits of rail travel, saying that "our railways are crucial to our economy, our fight against the climate crisis and in keeping our country connected. Cutting our railways would cause greater harm."

■ As we went to print there had been no reply from the Transport Secretary.



Photo: G-13114



Shadow Secretary of State for Transport, Louise Haigh (right) with TSSA members.

LU 'All Change' – TSSA Preparing to ballot

With job losses and service cuts looming across London Underground, our union is getting ready to ballot for action.

Ahead of 11 December 2021 - when Transport for London (TfL)'s funding arrangement with Government was due to expire - it was announced that 500-600 station job roles were being axed. Coupled with the ongoing recruitment freeze, downsizing front-line operational roles means our members are being stretched to the limit, working additional hours to meet legal safety requirements in keeping stations open.

"It's a serious situation" explains Organising Director Lorraine Ward. "Service Controllers are at an all-time burn out. Fatigue has kicked in with many controllers now starting to refuse overtime working." With staff shortages running high and no plans for enrolling trainees, the cracks are starting to appear with significant gaps showing in staff rosters. "This poses a risk of tube line closures so the general safety and well-being of our members is now coming under deep scrutiny" said Lorraine.

In non-operational roles, middle managers and staff in admin grades are experiencing long-term negative effects from homeworking resulting from the pandemic. Some are working in isolation, while others juggle family life, alongside working from not ideal home office set ups, raising concerns over the mental health of many.

In the absence of TfL securing a long-term funding agreement with the Department for Transport (DfT), it is feared more job cuts will follow and a package of cuts will likely be drawn up resulting in pensions and staff employment terms at stake. Talks continue with reps across all LU functions to discuss potential areas of change for making cost savings.

With 'all change' now hanging in the balance, TSSA is stepping up plans to prepare for industrial action. The continual short term-funding packages are preventing long-term investment decisions for the safe-running of the tube and with growing uncertainty over jobs this is severely impacting the general well-being of our members.

In a recent TSSA survey, 96% of LU members told us they are strongly opposed to any attack on jobs and pay. "Our union is strongly opposed to job cuts. We have

stepped-up plans with elected reps to prepare for strike action and get ballot ready, to fight against the threat of job losses, and any future attack to pensions and terms and conditions of employment" said Lorraine.

Now is the time to organise and with plans underway, it is important you ensure your membership details are up to date – please log in to the MyTSSA section of our website to check your membership details, or contact our Helpdesk.

Onwards for HS2

TSSA reps are entering our first ever set of pay talks with High Speed 2 (HS2) as the company reaches key milestones in the project.

"Last year was a bumpy ride for our members in HS2, even without the pandemic" explains TSSA Organising Director Nadine Rae. The major infrastructure project has had its critics from the start and continues to draw protest and divide opinion, but it experienced a major setback in 2021 with the Integrated Rail Plan downscaling its scope.

TSSA accused the government of "betraying northern towns, cities and communities" when the Eastern Leg was scrapped last year. Our union has argued from the start that HS2 should be built in full and continue through to Scotland to realise its full potential with significant benefits for climate, connectivity and capacity.

Despite the Eastern Leg disappointment, staff at HS2 are gearing up to deliver key stages of Britain's biggest infrastructure project. And TSSA is stepping up organising too. "We've set up a health and safety committee with the company and we've got some great reps full of energy doing brilliant things in HS2" says Nadine.

This year's pay talks will be an important step in TSSA's relationship with the company as the recognised union for directly employed staff across HS2.

Our 2022 Challenges



The new year has started in much the same fashion as the one just gone - amid a pandemic, Conservative chaos in Britain and concern about the economic outlook across our globe.

I want to be positive about the year ahead - given how far we have come in the battle to defeat the worst of the Covid pandemic, and the success of the vaccination programme.

It's also important to pay tribute to all of you, particularly those who have remained on the frontline facing the virus in the darkest of times and have kept Britain and Ireland moving. You are true heroes, each and every one of you.

Still, the pandemic, which took hold in the Spring of 2020, continues to define everything. For our union that means not only protecting you but fighting to make sure our transport and travel industries have a strong future. This is vital because the choices made by governments right now will shape our longer-term post-Covid recovery.

This is a very real concern and you need look no further than the series of last minute, short-term deals by the British government to keep Transport for London afloat whilst its long-term future stills hangs on the balance.

Instead of backing Britain's capital city Tory Ministers are taking London for a ride. So far this attitude is leading to the loss of 600 Underground station jobs, making the network less safe.

Such thinking is all too typical - right from the start of the battle with the virus the British government has been slow to act or failed to act at all amid all the parties in Downing Street. There's no doubt this approach has cost many lives.

Sadly, across our railways in Britain we are seeing jobs lost

in a Tory-backed drive to find at least £2 billion worth of savings per annum. So our union is now on a war footing in Britain over the potential use of compulsory redundancies. Widespread industrial action during 2022 is very much on the cards.

With all these challenges we are fortunate to have an incredible opportunity in the shape of a proposed merger with the Boilermakers union.

Be in no doubt, this would secure our future, provide more resources to protect your interests and allow our union to fill the staff vacancies we are carrying due to financial reasons.

We will retain the best of our TSSA family - including our name, our recognition agreements, our democracy and our reps and organising structures. In fact, the only difference that you will see is our union having greater resources to fight your corner.

As we look across the next twelve months, it's possible to see a clear way forward. More than ever we must strengthen our resolve to face the future together - it is ours to win, and win together.

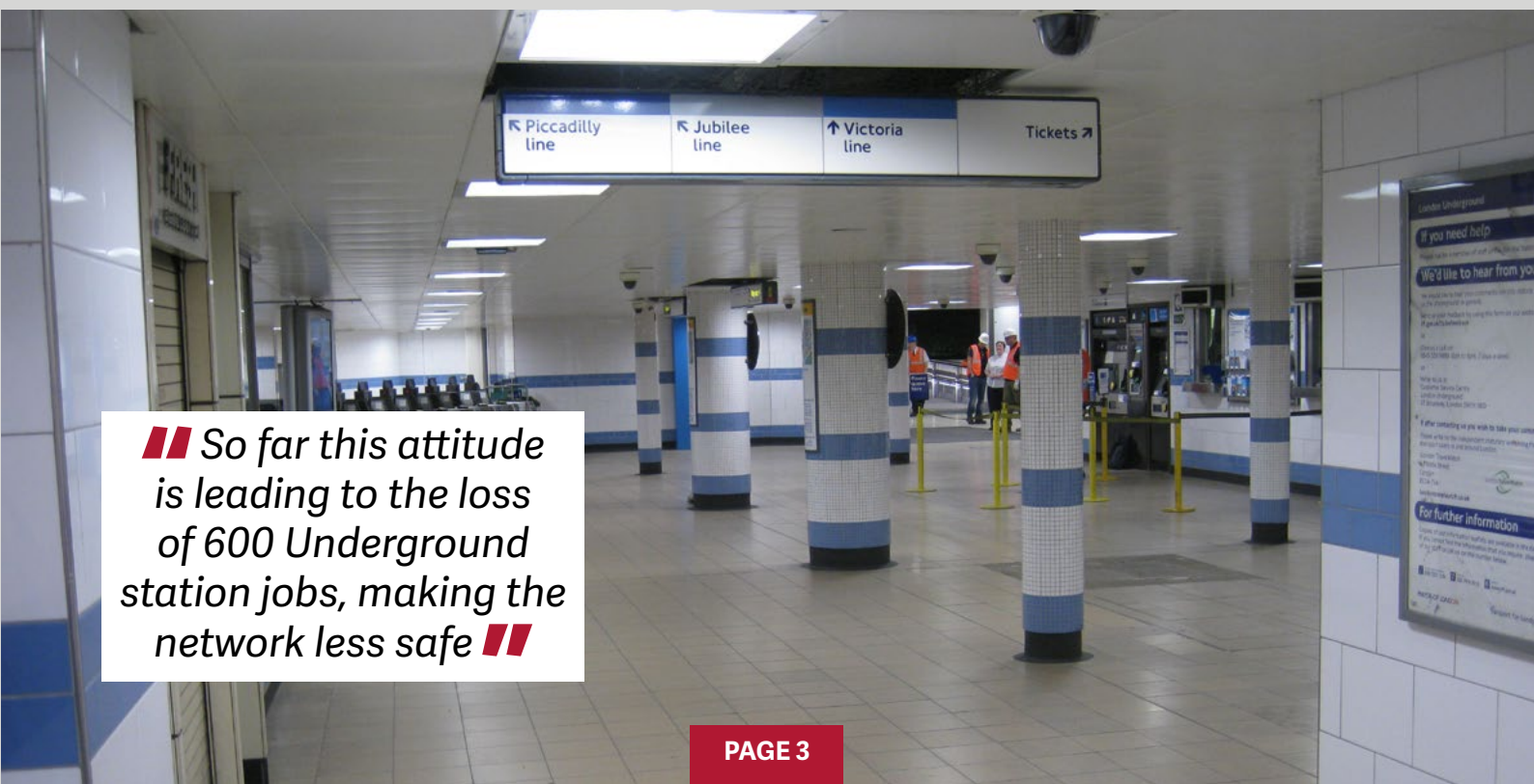
Let's also celebrate our 125th birthday. Our TSSA family from across Britain and Ireland will come together in May - in Sheffield where we were formed - to commemorate our wonderful history and look forward to our future.

There is much to do and many obstacles lie ahead. One thing is certain - our union never has and never will tire of fighting to improve your lot!

Solidarity and best wishes for 2022.

Manuel Cortes, TSSA General Secretary

/// So far this attitude is leading to the loss of 600 Underground station jobs, making the network less safe ///



Transport for London



Labour MPs join trade unionists at Westminster demonstration, December 2021

Our union is fighting on a number of fronts across Transport for London (TfL) at present.

TfL has become a political plaything in the eyes of the government from the start of the pandemic. With major reductions in passenger numbers since the first lockdown TfL has been forced to accept a series of strings attached short-term deals, often offered at the last minute.

We have made it clear – directly to the Transport Secretary and others – that this is wholly unacceptable and farcical situation.

Instead of accepting that London's public transport system is the engine which can power the countrywide recovery from Covid, this Tory government has set about slashing jobs, a direct result of the precarious funding situation.

Plans snuck out in December would see an eye watering 600 jobs go at London Underground stations. This will be strongly resisted by our union. We stand in total opposition to cuts right across TfL and will have no hesitation in balloting for industrial action over the matter.

We are also keeping a close eye on pensions at TfL. A recent report showed that the existing scheme remains a viable ongoing option for staff. That is welcome of course – but we are clear that any cuts proposed to pension provision, or hikes to staff contributions, would be unacceptable.

The way to solve all these grievances, and potential grievances, would be for the government to do the right thing and come forward with a long-term funding deal

which underscores the value of London's public transport network to the capital city, its people and far beyond.

Without doubt transport across London will grind to a halt if we are to continue with short-term measures, rather than having a meaningful financial plan in place.

Remember, thanks to Boris Johnson when he was Mayor, we have already seen the loss of the Operating Grant – central funding worth £700m a year. That loss has resulted in an overreliance on the fare box. This does not happen in other world cities, and it should not happen here.

We believe London's commuters, communities and key workers deserve a first-class public transport system - not job cuts, attacks on conditions of employment and fare hikes.

However, the strength of our collective voice is reflected in the fact that TfL has now agreed to fully implement its ban on e-scooters across the network and premises.

This follows call by TSSA – the biggest union across TfL – for the ban's enforcement as a result of rising safety concerns related to the lithium batteries in the scooters.

Our fears were realised at an incident on a Tube train at Parsons Green in November which saw a scooter catch fire as a train entered the station and blaze on the platform. There had been a similar incident the previous month inside staff accommodation.

As a result of our campaign, our members are now safer, as is the travelling public. This shows we can win in TfL and there is much to fight for over the coming year.

Travel trade – fighting for a post Covid future



None of our members who work in the travel trade need to be told that 2021 was another tough year for the sector which has been hit hard by the pandemic.

Our travel trade has had to cope with so much, given the deep uncertainties and myriad restrictions thrown up by Covid; to say nothing of the way Government reacted, or failed to react, to the virus and its economic implications.

It has always been our union's position that public safety must be front and centre in all considerations. Yet so too is the battle to save jobs and businesses. In that regard we have been unrelenting in making the case that there needs to be a strong travel trade in place for when things begin to return to normal.

Indeed, that is what we were starting to see before the Omicron variant struck. After that bookings again collapsed - another bitter blow after a fairly decent summer, by the standards of 2021 in which far too many jobs were lost as a result of businesses going to the wall.

Eurostar, and their ancillary industries, have also been particularly badly hit, as disgracefully, the government refused to give them the same bailout they gave to other train companies in Britain.

Throughout these dark times we have seen virtually no sector specific support for travel, despite repeated calls made by our union for financial help and a dedicated Minister.

Our General Secretary, Manuel Cortes, has personally taken up this fight – writing directly to the Business Secretary and Transport Secretary on a number of occasions - calling for measures such as the return of furlough.

Despite the deaf Tory ears in Westminster we will not tire of the fight to make sure our travel trade has a secure future once Covid fades into the background of our lives.

That is our promise and one we can deliver with the collective strength of our TSSA union family.

New Rail Minister

In December's government reshuffle, a new rail minister was appointed.

Wendy Morton (pictured) – a Conservative MP for Aldridge-Brownhills – took up the role vacated by Chris Heaton-Harris who was appointed to the post of Europe Minister. Wendy Morton was elected to Parliament in 2015 and has served on a number of parliamentary committees. Before being appointed Rail Minister she was Parliamentary Under Secretary for the Foreign Office.



New Shadow Transport Secretary



In Labour's reshuffle last November there was a changing of the guard in the transport team. Jim McMahon – who had been in post since Keir Starmer took up the Party leadership – was moved to head up the environment and rural affairs team and Louise Haigh (pictured) was appointed Shadow Secretary of State for Transport. Louise was elected in 2015 as the youngest Labour member of that parliament.

One of her first acts in the new role was to speak at our 'Protect Public Transport' TfL demo outside parliament. "We look forward to working with Louise and her team on Labour's transport policy and wish Jim well in his new role" said TSSA general secretary Manuel Cortes.

New London Transport boss

In December 2021 London's Deputy Mayor for Transport, Heidi Alexander, stood down after three and half years in the role. She hopes to "spend more time on my bike and less time on Teams" but will remain on the TfL board until the central section of the Elizabeth line is in passenger service. She has been succeeded by former Labour MEP Seb Dance who started on 4 January. TSSA hopes to have a constructive relationship with the new Deputy Mayor as 2022 is a critical year for TfL with pensions, finances and services all facing challenges.

Heidi Alexander



Wellbeing focus in Wales

In Wales, the main train operator is newly publicly owned Transport for Wales (TfW) Rail Limited, and TSSA is working on delivering improved pay, conditions and wellbeing for members, along with pushing the union's equality agenda.

"We're continuing to engage positively with TfW Rail Limited" explains TSSA organiser for Wales, Natalie Feeley, "and we're attempting to instil the principles of Social Partnership on a continuous basis." There was a lot of change last year when the train operating company (TOC) was taken under governmental ownership and a series of organisational changes followed soon after with a number of TOC staff being seconded into the authority TfW to bring a more multi-modal focus.

Covid-19 continues to cause challenges and, like the rest of the industry, TfW are seeing higher than average sickness rates which has affected services. TSSA has been visibly involved in the wellbeing agenda, with Natalie recently delivering a series of focused events to line managers to try and upskill them in the area of mental health and managing ill health absence. "The sessions were positively received, and I was asked to run more sessions in January of this year. It's been great to give some practical guidance on this important area while also increasing TSSA's visibility among members," said Natalie.

TSSA's executive committee (EC) member for Wales, Gemma Southgate, has been championing the union's equality agenda and she has launched a pilot 'period dignity' (menstruation dignity) project across several TfW sites. "We think it's important to make the company and the wider industry as welcoming as possible to female colleagues," said Gemma.

In terms of Rail Reform, the impact of what's happening in England isn't yet clear as transport is a devolved issue for both Wales and Scotland. At TfW, there is a no compulsory redundancy agreement in place until the end of the contract which extends until 2033 and TSSA has confirmed that we are committed to working with the company in the interests of Social Partnership to discuss any organisational changes that may arise.

When it comes to pay, the 2021 negotiations have proved "challenging" says Natalie. The current offer which ranges between 1% and 2.5% depending on salary is under review by TSSA. "We've asked the company to reflect on the nature of the offer and consider a less divisive approach" explains Natalie. TSSA members are obviously mindful that the majority of other railway employers are not in a position to negotiate on pay increases currently.



Photo: Geof Sheppard

What's the story for 2022?



2022 will be a momentous year for ScotRail as it returns to public ownership following massive failures by the franchise-holder Abellio.

There are obviously big concerns for ScotRail's future with the threat of job cuts and cuts to services, just as there are in the rest of Britain.

But ScotRail's transfer into public ownership in April offers a fantastic opportunity to re-imagine how to run the railway in Scotland – and in the rest of the UK.

Run properly, in public hands, ScotRail could become more accessible, more appealing to passengers, and play an essential role in achieving Scotland's net zero carbon targets.

Manuel Cortes wrote to First Minister Nicola Sturgeon at the end of last year with five key asks for ScotRail's future:

- **No cuts to staff** It's a Tory myth that cutting staff means more efficiency. The reality is that railways need sufficient staff to cover when people are off sick so trains aren't cancelled. Staff numbers are already stretched too far, with ScotRail relying too much on rest day working. More cuts will only mean more trains being cancelled and harm passengers' trust in the railway.
- **Stop cutting services** Climate change is already upon us. We need people on the trains more than ever to reduce our carbon footprint – and bring fares revenues in. Cutting services will put people off taking the train. It is completely counterproductive.
- **Keep ticket prices low** In Scotland bus travel is now free for over 60s, under 22s and some people with disabilities. To get passengers back onto the railways it's essential that ticket prices remain affordable for ordinary workers. With ScotRail going into public ownership, and no longer having to pay shareholder dividends from railway money, there's a golden opportunity to bring ticket prices down.
- **Cancel plans to close ticket offices:** ScotRail is consulting now over closing booking offices for the back shift. This is the wrong step for growing numbers on the railway. Booking office staff don't just sell tickets, they help passengers on and off the trains and they keep stations safe for passengers. Cutting station staff will simply put people off travelling on the railways and reduce fares revenue.
- **No going back: Keep ScotRail public forever.** Franchise exercises are a massive waste of public money – money that would be better spent investing in our infrastructure or in keeping fares low.

This is the vision for Scotland's railway that the Scottish government should be engaging with to give ScotRail a brighter, public, future.

Ireland report

Covid and pay talks at CIE

Ireland was once again dominated by the covid pandemic during 2021. TSSA actively engaged with the CIE group of companies during the year to ensure that the health and safety of our members was at the forefront of any policies or actions that the CIE group of companies enacted.

"Many of our members are continuing to work from home, or on a hybrid work plan. But of course, we also had members working on the frontlines ensuring the public transport kept moving and delivering essential services," said TSSA Organiser, Patrick McCusker.

Passenger numbers continued to be significantly lower due to the pandemic. But it was noticeable that during periods when restrictions were eased, and capacity increased, there was a noticeable increase in passenger numbers. It gives us reason to be optimistic that passenger numbers will bounce back to a health and sustainable level after the pandemic.

"Luckily for us in Ireland, the pandemic has not yet resulted in job losses," says Patrick. "We need to remain vigilant and ensure that employers don't use Covid-19 as an excuse to cut jobs in the future."



"The pandemic has proven the importance of public transport and especially the need for it to remain in public hands. We only need to look to the UK to see how under a privatised system the pandemic will be used as an excuse to slash public transport jobs. It's essential that we resist the push for further privatisation in Bus Eireann and Dublin Bus."

2021 saw further announcements of investment in Irish Rail. Funded under project Ireland 2040, this should deliver on investment in infrastructure, electrification and rolling stock. TSSA welcomes this as a boost to jobs growth and the opportunity to provide an efficient rail system that delivers for passengers and the environment.

With inflation averaging around 5% at the start of 2022, TSSA members are facing a real cost of living crisis. TSSA has served notice for pay talks with all the CIE group of companies. It is crucial that CIE companies address the cost of living increases for all our members.

Poor internet sacking win!

TSSA saved NSL Dingwall employee Baylee Morrison's job in February 2021 after she was sacked for poor internet connectivity and the story came in the top 20 most-read stories on online news site UnionNews.

Baylee had to work from home during the Covid pandemic after outsourcing company NSL closed their offices in Dingwall. However, like many Highlands residents, Baylee lived in an area with poor connectivity, through no fault of her own. And, like many in their first full-time job, she was unable to move away for financial reasons. Baylee did her best to solve the problem, but NSL sacked her rather than offer her furlough or work with her to find work she could do from home without internet.

TSSA brought Baylee's plight to national attention, prompting an outcry and garnering support from across Britain, including Scottish Labour MSP Rhoda Grant, and councillors in Westminster Council. Her story was one of the most read stories on the UnionNews website, coming in at number 16.

Manuel Cortes said, "Baylee came to us for support and I am delighted we were able to win her job back. It shows the importance of joining a union as soon as you start in the workplace."



CalMac's ferry woes

Ferry company CalMac has struggled to deliver services over the winter, due to a combination of Covid-related sickness absence and ferries breaking down, but staff have unfairly been taking criticism in the press.

The Hebrides Islanders are dependent on CalMac to provide a lifeline service. "Our members should be praised for keeping things going throughout the pandemic – often at great personal risk, which is reflected in the high rates of covid infection amongst staff" said TSSA organiser Claire Johnston.

Despite that situation, staff received regular criticism in the press over the Christmas and new year period. TSSA hit back, with Claire saying "our members deserve better than to be blamed for CalMac's ferry problems."

"Let's be clear," says Claire, "it's the Scottish Government who are responsible for procuring new ferries. They are the ones who should be blamed for the current problems."

"CalMac management have made many mistakes, but they don't own the ferries. They can't be held responsible for failure to replace them. It's the Scottish Government who have badly let down the communities who rely on them."



TSSA125

Celebrating 125 years of a union representing railway, transport and travel workers

Monday 9 May 2022 is TSSA's 125th "birthday", and the union will be celebrating this momentous anniversary in Sheffield during this year's Annual Conference.

All TSSA members and former members are invited to attend "TSSA125", an all-day event starting at 11:00 at the Mercure St Paul's Hotel next to Sheffield Town Hall. It will be a great opportunity for TSSA members and staff, past and present to meet socially.

TSSA125 organiser, Steve Coe remarks, "By May, we will all hopefully be putting Covid behind us, and I hope that TSSA members will be confident to attend and take part in the celebrations. It will be wonderful for our members to be able to get together and see each other again after the difficult lockdown periods we have all endured over the past two years."

TSSA125 will include a display of TSSA banners, and an exhibition covering TSSA's history as well as its current campaigns. The exhibition will also feature various stalls from organisations to which the union is affiliated, as well as some of the union's Branches and Self Organised Groups.



Andi Fox and Cheryl O'Brian holding TSSA banner



futureTSSA members at TSSA conference 2021



1981 lobby of parliament against Transport Bill



NE London Divisional Council delegates Torquay 1983

Other trade unionists, politicians and special guests have been invited to TSSA125, and some of these will be asked to address the gathering. Amongst those attending will be the General Secretaries of TUC, RMT, ASLEF and the Scottish TUC, and the Irish Congress of Trade Unions will also be represented.

The speeches will be punctuated by various musical and other entertainments, including the showing of a film being made about TSSA in its 125th year (see box). Filming will also take place on the day, with members being interviewed. "We want to capture both the events of our anniversary, but also the voices of those members and officials who make the union what it is", explained Steve. This footage will be added to the film shown during TSSA125, which will stand as a permanent record of TSSA's 125th year.



Wilberforce Hotel Cafe



Site of Wilberforce Cafe in 2019



Emix meeting



Retired Members Group at TSSA conference 2021



A commemorative hard copy souvenir publication and a special commemorative badge will be provided to those attending. Special TSSA125 souvenir goods such as polo and t-shirts will be on sale, and complimentary items like TSSA125 pens and plastic wallets will be available.

"We're hoping that a former London Transport Routemaster bus will be available to provide tours of Sheffield" said Steve, who is a Sheffield local himself, "including of course the sites that have been significant to the union and its members over the years."

A number of other activities are being organised and will be confirmed closer to the date, including a plaque being unveiled on the site of the Wilberforce Café where TSSA was founded, and a locomotive or train naming.

The TSSA125 event will close at 16:00. After that, there will be a reception in the Town Hall followed by a formal dinner. Some of the union's guests will be speaking at these events.

Being part of something bigger! Send in a photo!

Being in TSSA means members are not on their own in their workplaces – they are stronger together.

To illustrate the power of this collective, TSSA members are being asked to contribute a head and shoulders portrait photo of themselves which will be combined with all the others received to be turned into a photo mosaic/montage to be displayed at TSSA125.

Scanned photos should be sent by email to Steve Coe at: coes@tssa.org.uk. Or post to Steve at TSSA Head Office.

Annual Conference will commence on Saturday 7 May, continue on Sunday 8 May, and then adjourn until Tuesday 10 May when it will conclude its business. Delegates to Annual Conference are being encouraged to participate in the TSSA125 event, and will be invited free of charge to the Town Hall reception and to the dinner on Monday 9 May. Limited tickets for the evening events will be made available to other TSSA members and their guests; an announcement on this will be made in due course.

For Annual Conference delegates and those visitors arriving early, there will be a social event on the evening of Sunday 8 May; watch out for details.

A TSSA Executive Committee Working Group has been established to oversee the 125th anniversary celebrations, comprising of Mick Carney (President), Gemma Southgate (EC Member for Wales & Western), Melissa Heywood (EC Member for Midlands), and Nicola Jukes (EC Member for North East).

A TSSA125 Facebook page has been set up to keep everyone up to date with the latest developments around the event, at: <https://www.facebook.com/TSSA125>

A Twitter hashtag #TSSA125 will be used to identify tweets relating to the event.

Want to be in the TSSA film?

A film is being made about the union in its 125th year.

Members that are willing to take part in the film are asked to contact Steve Coe by email at coes@tssa.org.uk.

Get involved with TSSA!

At TSSA we have a wide range of equality groups led by members. These Self Organised Groups (SOGs) ensure all our members have a voice in our union, find out more below.

Disability Working Group

The Disability Working Group exists to advance the interests of TSSA members with disabilities. It provides a forum for members with disabilities to be heard and strives to increase their active participation within the union. DWG meets physically and via Zoom, giving all a chance to become involved.

■ Please contact: tssadwg@yahoo.co.uk

Retired Members' Group

Retired members pay reduced subs and remain an important part of the TSSA community, and the Retired Members' Group (RMG) is the national organisation for these members. RMG organises social events and works with the retired members' branches to support retired members and their contribution to the union. RMG members take part in TSSA Conference and are TSSA's voice in the National Pensioners' Convention.

■ Please contact: retired@tssa.org.uk

futureTSSA

futureTSSA is the self-organised group representing members aged 35 and under. Many employers see young workers as an opportunity to exploit those who are new to the world of work and unsure of their rights. We organise to defend young workers, and to build activism amongst young members.

■ Please contact: Correspondence Secretary:
Harry Gibb: harry.gibb@hotmail.co.uk

E-Mix Reloaded

E-Mix Reloaded aims to build the role of Black, Asian and Minority Ethnic members to all representative levels of the Association. The group works to promote positive equality; combat workplace discrimination; fight racism and fascism in the workplace and in the community; and, increase awareness and benefits of diversity in the community.

■ Please contact: Correspondence secretary:
Leroy Keiler leroyk23@googlemail.com

LGBT+

The TSSA LGBT+ network was established in 2017 and aims to support all members on LGBT issues, such as homophobia and transphobia. The group works to educate TSSA, Branches and activists about the issues facing LGBT members, and provides a forum for LGBT members to meet and socialise.

■ To get in contact with the network, please email:
by2025@tssa.org.uk

Women in Focus

Women In Focus (WiF) was started nearly 20 years ago by women concerned with the lack of representation of women in TSSA. The group is organised for women, by women throughout the TSSA. WiF works alongside other women's groups in trade unions in the UK & Ireland as well as internationally. If you would like to get involved - actively or just to receive information - please sign up by logging into the website or by email.

■ Please contact: womeninfocustssa@gmail.com

15% OFF PERSONAL LEGAL SERVICES

Available for all members and their families

Morrish Solicitors will be offering 15% off personal legal services, including Wills, Probate & Estates, Property Law & Conveyancing and Family Law & Divorce.

This means TSSA staff, members and their families are entitled to:

Wills, Probate and Estates: 15% off probate and all other estates services

Family Law and Divorce: Divorce legal fees from £375 + VAT for the Respondent and £595 + VAT for the Petitioner. 15% off all other family law services.

Conveyancing and Property Law: Legal fees for house purchase as low as £318.75 + VAT and disbursements (such as search fees, Land Registry fees and stamp duty) 15% off all other conveyancing services.

NO WIN, NO FEE

Personal Injury: Morrish Solicitors'

Personal Injury service is **free** for TSSA members, meaning whether your case is successful or not, you will keep 100% of the compensation you receive.

Their expert solicitors can assist you with a range of matters, including accidents at work, catastrophic injury, spinal injuries, road traffic accidents and more.

Medical Negligence: TSSA members can access Morrish's Medical Negligence services at preferential rates. With Legal Aid available for some types of cases, they can assist with a range of matters including birth injury, brain injury, delayed treatment and more.



For more information, please visit morrishsolicitors.com/tssa, call 033 3344 9600 or email info@morrishsolicitors.com.

Gender based violence must end

Sexual harassment and violence against women and girls was firmly in the spotlight in December, when a TSSA members-only event heard powerful stories and a chilling update on restrictions of freedoms from MP Bell Ribeiro-Addy.

Held during the UN's 16 days of activism against gender-based violence, TSSA's online event explored how to eliminate violence towards women at home, work and in public.

Staffing stations

Executive Committee member Jhaenelle De Souza, who works as station staff, told the meeting that she "had more respect working on the doors as a female bouncer than I ever did working on the railway." She shared experiences of being threatened by men while at work. "I've been threatened just checking tickets" she said. "Even in the ticket office, once I had a man threatening me so strongly I had to pull my curtain down."

She also spoke about the occupational risks of lone working and being placed at remote stations, "having to walk home late at night in the dark feeling terrified." Jhaenelle shared that she had experienced violence at work and had to move station as a result, but her message to members was "don't give up. I think now there's a lot of work being done to support women at work and at home."

Make misogyny a hate crime

"We need to make misogyny a hate crime," Labour MP Bell Ribeiro-Addy told the meeting, joining to update attendees on the progress of the Police and Crime Bill.

She said the Bill "should have been doing more to tackle the root causes and to prevent and treat violence against women and girls", explaining that under current laws "you get more time for vandalising a statue than for attacking a woman."

Bell ran through some shocking statistics relating to rape cases. Only one in 60 ends in a charge, while prosecutions have been falling since 2017 and sentences have become lighter.

Bell's message was encouragement to lobby the government on the Police and Crime Bill, currently in the House of Lords. It threatens one of the cornerstones of our democracy: the right to protest.

What can we do?

Trade unions have a key role to play in tackling gender-based violence. This was the message from TUC Women's Officer Nikki Pound who explained that "members are more likely to trust their rep and disclose abuse."

This is especially important given that, according to TUC research, over 50% of women have experienced sexual harassment or abuse in the workplace - yet four in five women don't report sexual harassment in the workplace.

"We need to challenge the cultures and power structures in the workplace" said Nikki, singling out management, but also "people who are popular and less likely to be called out." She explained the legal responsibilities on employers regarding duty of care to take all reasonable steps possible to ensure the health, safety and wellbeing of staff.

Nikki also emphasised that trade unions can put tackling abuse into the bargaining agenda, by demanding a domestic abuse policy, mandatory training, and paid leave for survivors.

This focus on HR policies was something that University of Central Lancashire academic Tony Bennett also emphasised. He told attendees that "if there is one action that you could do it would be to go to your HR team and ask them if they have a domestic violence policy - if not, why not? If they do, how well is it working?"

If you have been affected by the contents of this article, you can find support and guidance from the following organisations:

■ Women's Aid ■ Rape Crisis ■ Victim Support

TSSA accounts

Every year TSSA produces audited financial accounts and makes those available to our members. The Trade Union and Labour Relations (consolidation) Act of 1992 also requires TSSA to produce the following statement to all members.

Statement to members 2020

	2020 (£)	2019 (£)
Total Income	6,047,990	5,562,892
Total Expenditure	6,338,301	6,977,431
Membership Income	4,352,909	4,068,485
Political Fund Income	114,710	112,208
Political Fund Expenditure	48,971	96,421
General Secretary's salary	93,080	91,142
Pension contribution	18,151	17,773

THE AUDITORS of the Association, Haysmacintyre LLP, 10 Queen Street Place, London EC4R 1AG, reported to the members on the financial statements for the year ended 31st December 2020 on 10 December 2021 and their report was as follows:

Independent Auditors Report to the members of the Transport Salaried Staffs' Association

Qualified opinion

We have audited the financial statements of Transport Salaries Staffs' Association for the year ended 31 December 2020 which comprise the Statement of Comprehensive Income, the Statement of Financial Position, the Statement of Changes in Equity, the Statement of Cash Flows and the related notes, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' (United Kingdom Generally Accepted Accounting Practice).

In our opinion, except for the possible effects of the matter described in the basis for qualified opinion section of our report, the financial statements:

give a true and fair view of the state of the Union's affairs as at 31 December 2020 and of the Union's surplus for the year then ended; and

have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice.

Basis for qualified opinion

The Union acquired an investment property in 2018, which is required to be carried at its fair value at each reporting date, with gains or losses on revaluation being recognised in the Statement of Comprehensive Income. The carrying value of the property in the Statement of Financial Position is its historical cost of £19,129,734 and management have not obtained an estimate of the property's market value as at 31 December 2020. We have therefore been unable to obtain sufficient appropriate audit evidence about the fair value of the investment property as at 31 December 2020 and any revaluation gains or losses that should have been recognised in the

Statement of Comprehensive Income. Consequently, we were unable to determine whether any adjustments to these amounts were necessary.

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the Union in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our qualified opinion.

Conclusions relating to going concern

In auditing the financial statements, we have concluded that the Executive Committee's use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the Union's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the Executive Committee with respect to going concern are described in the relevant sections of this report.

Other information

The Executive Committee are responsible for the other information. The other information comprises the information included in the Executive Committee's Annual Report, other than the financial statements and our Auditors' report thereon. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Matters on which we are required to report by exception

Arising solely from the limitation on the scope of our work relating to the valuation of investment property referred to above, we have not received all the information and explanations we require for our audit.

We have nothing to report in respect of the following matters in relation to which the regulations require us to report to you if, in our opinion:

- proper accounting records have not been maintained by the Union; or
- a satisfactory system of financial control has not been maintained by Union; or
- the Union's financial statements are not in agreement with the accounting records and returns.

Respective responsibilities of the Union's Executive Committee and auditors

As described on page 1 the Executive Committee are responsible for the preparation of financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice) and for being satisfied that they give a true and fair view. Our responsibility is to audit the financial statements in accordance with relevant legal and regulatory requirements and International Standards on Auditing (UK & Ireland). Those standards require us to comply with the Financial Reporting Council's Ethical Standard for Auditors.

Auditor's responsibilities for the audit of the financial statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below:

Based on our understanding of the Union and the environment in which it operates, we identified that the principal risks of non-compliance with laws and regulations related to Trade Union legislation, data protection regulations and employment law, and we considered the extent to which non-compliance might have a material effect on the financial statements. We also considered those laws and regulations that have a direct impact on the preparation of the financial statements such as the Trade Union and Labour Relations (Consolidation) Act 1992 and corporation tax regulations.

We evaluated management's incentives and opportunities for fraudulent manipulation of the financial statements (including the risk of override of controls), and determined that the principal risks were related to inappropriate journal entries in respect of revenue recognition. Audit procedures performed by the engagement team included:

- Inspecting correspondence with regulators and tax authorities;
- Discussions with management including consideration of known or suspected instances of non-compliance with laws and regulation and fraud;
- Evaluating management's controls designed to prevent and detect irregularities;

- Identifying and testing journals, in particular journal entries with unusual descriptions; and
- Challenging assumptions and judgements made by management in their critical accounting estimates.

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at: www.frc.org.uk/auditorsresponsibilities. This

description forms part of our auditor's report.

Use of our report

This report is made solely to the members of the Union, as a body, in accordance with the Trade Union and Labour Relations (Consolidation) Act 1992 (amended). Our audit work has been undertaken so that we might state to the members of the Union those matters we are required to state to them in an independent auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the Union and the members of the Union as a body, for our audit work, for this report, or for the opinion we have formed.

Irregularity statement

A member who is concerned that some irregularity may be occurring, or have occurred, in the conduct of the financial affairs of the union may take steps with a view to investigating further, obtaining clarification and, if necessary, securing regularisation of that conduct.

The member may raise any such concern with such one or more of the following as it seems appropriate to raise it with: the officials of the union, the trustees of the property of the union, the auditor or auditors of the union, the Certification Officer (who is an independent officer appointed by the Secretary of State) and the police.

Where a member believes that the financial affairs of the union have been or are being conducted in breach of the law or in breach of the rules of the union and contemplates bringing civil proceedings against the union or responsible officials or trustees, they should consider obtaining independent legal advice.

Haysmacintyre LLP 10 Queen Street Place, Chartered Accountants London, Registered Auditors

Correct details?

Please take five minutes to check that we have your correct details, including an email address and mobile phone number. As we work increasingly across digital mediums, away from offices, and with the potential for industrial action ballots ahead, it's more important than ever that we have accurate details.


Call us: **0800 328 2673** (UK) **1800 805272** (RoI)


Email us: **membership@tssa.org.uk**


Check your details online via MyTSSA:

www.tssa.org.uk/login

PLUS! You can follow us on social media:

Facebook  search TSSA union

Twitter  search TSSA union

Instagram  search TSSA union

LinkedIn  search Transport Salaried Staffs Association

Going Beyond – the next level of TSSA education

Our Union is investing in new ways to provide our Reps and members with the best learning opportunities we possibly can.

The pandemic disrupted the traditional in-person training courses we all know and love, but this also gave us an opportunity to think about what courses we offer and how we can make learning with TSSA more flexible to meet the needs of our diverse membership.

Organising Director, Luke Chester, explains, "We had already been listening to reps who were asking for a greater blend of classroom training, self-paced online content, and more support in using the skills they had learned back in the workplace.

"And for many people, travelling fair distances to venues and overnight stays are not always possible. So, we have invested in a new digital space to support a more flexible approach to learning and make it easier to sign up and participate in training."

The new Going Beyond space is easy to access through our website using your MyTSSA login and password. "Initially, we have launched the new re-vamped rep training courses, but over the next few months, we'll be hosting more courses and bite-sized learning opportunities for members on all sorts of subjects from managing people with neurodiverse conditions, to tackling mental health and well-being" says Luke.

The Going Beyond concept is about connecting passionate, like-minded individuals to discuss, problem solve and innovate new approaches. So, the new digital space will be developed to include chat forums, tutor support between courses and the ability to share practical experiences and suggest future training ideas. We want to go beyond just traditional training.



Luke adds, "We have learned that going digital gives us the ability to make all our events more accessible to a wider range of people. Hundreds of members at Network Rail have been able to hear from their Reps via Teams Live events, online surgeries at TfL have proved very popular, and only the other day one of our branch officers told me that attendance at their branch meetings had tripled once they went online, which is just fantastic."

TSSA believes in creating a culture of participation where everyone can get involved, have their voice heard and seek help and support when needed. Our Going Beyond programme will help us meet the challenges facing our industries and our society in 2022. Find it on our website and look out for emails to get involved in your learning journey with TSSA.

TSSA Benefits

TSSA Benefits gives you access to a range of offers designed to help TSSA members save on everything from everyday essentials to family adventures. Here are our highlights:

Save on your essential (and non-essential) shopping at the UK's biggest brands including Sainsbury's, Foot Locker, Boots, John Lewis and ASOS. And, while you are out why not save on your coffee break and lunch with brands such as Caffè Nero, Pizza Express and many more!

Thinking about booking a holiday for 2022? Whether you are looking for long haul inspiration or continuing to rediscover the UK we have you covered with a range of

discounts on package holidays, city breaks, cottage stays (home and away) and your travel extras.

Do you have some lingering new year resolutions you've not done much about yet? Why not take out a new gym membership and save 25%, or save 46% off digital fitness solutions, or up to 75% off golf membership. We've also got savings on professional development training and interview coaching to help you achieve your next career move.



**So what are you waiting for?
Scan the QR code and visit TSSA Benefits today.**

Terms and conditions apply. See website for details. Offer subject to change without notice and correct at time of print. Discount achieved by purchasing a gift card or eGift through Blackhawk Network shopping discounts. Subject to availability. Full terms and conditions apply, please see website for details. TSSA Benefits is managed on behalf of TSSA by Parliament Hill Ltd.

All change for our union in 2022?

Railways and transport services are facing unprecedented challenges to cut costs as the industry grapples with emerging from the coronavirus pandemic. As both staff and services are being cut, our union is seeking to futureproof the support you get through a strategic merger in 2022.

Talks are at an advanced stage regarding the creation of a transatlantic union with the Boilermakers. If it comes off, it would be a first for a British and Irish union and bring together our rail, transport and travel membership with a union founded by the railroad workers of Unites States, to establish a union whose membership is based in Britain, Canada, Ireland and the United States.

The proposed merger builds on the existing 'strategic partnership' which was struck between the two unions before the pandemic hit in early 2019. The partnership arrangement champions the sharing of education and campaigns along with sector and organising knowledge. Several joint online events have already provided inspiring content over the past year.

"We are very fortunate to have such a positive option open to our members in the form of the proposed merger" explains TSSA General Secretary Manuel Cortes. "Our new union will retain the best of TSSA – including our name, our recognition agreements, our democracy and our organising and reps structures. But we will benefit from so much more as a District within the Boilermakers family. And it will be for you to decide whether you want to take this option."

Under the proposed merger terms, our organising capacity will be boosted with a ten-year funding commitment for a further 11 new organising staff who will be deployed in areas which will lead to membership growth. There are guarantees for no job losses among existing organisers and the wider staff team - no staffing cuts and no reduction in the support and membership benefits you get. In fact, we will also fill the five Organiser vacancies which we are currently carrying due to financial reasons.

"Our Executive Committee has looked over the proposals in detail and we've been carrying out extensive engagement with branches, Self-Organised Groups (SOGs) and reps over the past few months", explains Manuel. "Some people have said to me it looks too good to be true, but the merger terms are absolutely about getting it right for our union and our members, and that's why they reflect such a good option for us."

Written into the terms is that all the membership income collected in Britain and Ireland, along with the proceeds of the rental income from Walkden House and the return from our current investments, will be kept within the new TSSA District. Policy-making and political affiliation will remain the business of the TSSA District alone, and our Branches, our Divisional Councils and our SOGs will remain the same as they are today.

"One of the exciting things about the merger proposal is what new opportunities we will have – not just what we get to keep the same" says Manuel. "For example, our democracy will be strengthened, with an annual Rail, Transport and Travel sector conference, a Biennial TSSA District Conference, and a five-yearly Boilermakers convention – far more than our current annual arrangement, giving members greater opportunity to participate and influence what we do. And we'll have a far more diverse membership as it will bring together people from different cultural backgrounds, as well as blue and white-collar workers. This will provide an exciting opportunity to learn from each other, promote best practice and extend our solidarity networks."

Our branches and SOGs will be scrutinising, debating and voting on the proposals at a Special Delegate Conference. Watch out for further updates on this exciting development.



The TSSA logo, featuring the lowercase letters 'tssa' in a white, sans-serif font, with a white wavy line underneath.

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online now



Join TSSA today, the
transport and travel union
www.tssa.org.uk/join

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