

# Strike action suspended as ScotRail offer goes to RMT vote

November 11, 2022



ScotRail and RMT representatives have reached an agreement that a pay offer will be put to RMT members, calling a tentative halt to planned strike action.

ScotRail met with RMT representatives this week to discuss the ongoing pay dispute, and an agreement has been reached that a pay offer will be put to RMT members through a referendum.

This agreement to conduct a referendum means that the RMT's overtime ban and all proposed strike action will be suspended pending the outcome of the vote.

Phil Campbell, ScotRail head of customer operations, said: "We're pleased to have reached agreement with the RMT so that our staff will have a say on our very strong pay offer. If accepted, this will deliver an average 7.5% basic pay increase, job security for at least six years, and increases allowances in commission payments.

"We encourage RMT members to vote for this offer so that they can receive a well-earned pay rise and everyone at ScotRail can focus on delivering for customers across the country."

ScotRail's further improved offer includes an increase from £500 to £750 for acceptance of technology consolidated into basic pay, on top of the 5% basic increase. This is in return for the acceptance of current

technology, such as mobile devices for checking and selling tickets, using passenger assistance app. This would mean an average pay increase of 7.5% for general grades, which includes roles such as conductors, ticket examiners, and station staff. Salaries for lower paid staff would increase by more than 8.5%.

The offer also includes the following elements:

- Rest Day Working – the current agreement extended to 31 October 2023.
- Increasing the no compulsory redundancies job guarantee from five years to six years.
- An excess revenue share premium, up to £195 per period (less tax and NI contributions and pro rata), which rewards all colleagues where ScotRail exceeds revenue budget targets. This pays £390 so far this year (less tax and NI contributions and pro rata) and would be paid to the general grades staff as soon as possible as ScotRail exceeded revenue targets in April and May.
- Introducing a '2p per-scan' commission for mobile ticketing for the relevant staff.
- Introducing a 3% commission payment for all gate and manual barrier staff.
- Twenty-two bronze ticket offices moved to silver classification with a further review in March 2023.
- An improvement in maternity and adoption leave payments comprising of 13 weeks average pay, then 13 weeks at 50% standard pay, then 13 weeks at statutory maternity pay.
- Sunday working allowance (SWA) increased by 10%.
- An increase in minimum flat rate pay to £10.50 per hour

*Image credit: ScotRail*