

Works & Staff Boardings (where applicable)

Boardings

In Newsletter #18 we informed you that *'The Company have unilaterally decided to continue the suspension of the boarding process. This was a sudden and surprising change given that a date for reinstatement had already been agreed.'*

In mid-August the Staff National Bargaining Group (SNBG) asked the Company for an update as no proposal to resume boardings or deal with the backlog had been shared with the Group. Despite having preliminary discussions, the Company only presented **their** proposal to modify our collectively negotiated, agreed, and balloted upon boarding process in early September. Furthermore, Inchinnan and Solihull were only engaged in discussions in late-September, whilst, no approach at all has been made to either EOS or Rotherham.

The Company's proposal was not acceptable to the SNBG group, who made a counter proposal in mid-September which would restart the process immediately using our existing agreements along with a fair and transparent method to sequence the backlog over a period of 9 months and deliver a consistent backdated remuneration for all in line with the collective agreements.

The current boarding process already has criteria that must be met for a boarding to proceed, the criteria includes an assessment by your local Manager as to whether they need you to be working at the next level. This was agreed in 2013 (for SNBG) and was based on the previous boarding agreements.

Whilst initially presenting a process that included additional selection criteria to assess financial viability, retention risk and behaviours, the Company agree with our position that they should simplify their approach in order to deal with the backlog.

However, in subsequent meetings they argued that they could not utilise our negotiated agreements as it may result in promoting people they do not need or wish to board, instead they wanted to **implement an unfair proposal** that included extra layers of approval from HR and the Functions (no longer just your Manager), giving them more control over who they choose to be boarded and who they reject irrespective of how much work people had already done.

It is unacceptable to the Trade Union that we will have people who have been doing the work at the next level, been supported by their Manager and in some cases already put the pack together, who will be prevented from boarding due to these added layers of approval.

In a nutshell this would mean that some of you would not be boarded if we agreed with the Company's approach.

These unacceptable proposed added layers of approval would also seek to assess the skills/capabilities required in the Function against current and future workload. They would use this to determine the numbers they would accept at each grade, again resulting in some of you being prevented from receiving the boarding and associated pay for the work you have already been doing.

The narrative from the Company has evolved over the last 5 years, during transformation in 2018/9 they claimed that we needed to stop doing work that we could not afford to do, now they appear to be saying they are not willing to pay all of you for all the work you are doing, but instead select who will be remunerated through their modified boarding proposal.

At the end of the negotiations the company told us that they are going to continue with their proposal without an agreement. This is not acceptable to the TU as this will breach the SNBG and other agreements. It is also not a fair process and doesn't guarantee that everyone will get a boarding, as previously explained this is subject to functional and HR approval if affordable to the business. **This proposal also puts a split in the SNBG as the proposal is for Civil and Central Functions (GBS etc) whilst Defence will be continuing with the current process (for now).**

We made it clear that these were not acceptable. We have a process which has worked well for nearly ten years so why change something that isn't broken?

It is disappointing that the company is still adamant on attacking the Staff and trying at any opportunity to work towards a 10% pay reduction despite having a clear message from you in the consultative ballot run earlier this year that we will not tolerate an attack on our T&C's.

So, we have been left with no alternative but to put in a formal Failure to Agree (FTA), we realise this may further delay some of you boarding, however we hope you agree that defending our agreements and protecting your future pay is a priority.

Astoundingly the Company fails to accept that we have a legitimate right to defend our Negotiated Agreements and also refuses to engage to resolve the position through valid dispute resolution procedures, They have refused to accept the FTA presented to them on Friday 1st October and the principle that until resolved the 'Status Quo' should be maintained.

We will now seek our own legal advice and agree our next steps, as always, we will keep you informed and updated.

Let us be clear, we know this does not affect all of us at this time, but if the Company succeed in this opportunistic change to our agreements, what will come next? Holidays, Sickness, Shifts or Additional hour payments, one of these will impact us all.

Please remember these newsletters are intended for Works and Staff Members of the TU.

Thank you for your continued support.

TU National Negotiating Group

Lee Purslow	Bryan Huish	Stuart Hedley
Mahf Khan	Aiden Papworth	Kev Wright
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All previous newsletters can be found at the following link:

<https://unitetheunion.org/campaigns/rolls-royce-play-your-part-in-rebuilding-our-economy-dont-slash-jobs/>

