

# TATA Steel Noticeboard

Last update: 16 Aug 2023

## Latest Update

### Pay Claim 2022-23 Update

Posted on: 16 August 2023

Dear Member,

I write to update you with the ballot results:

**GMB: 79% Accept**

**Unite: 89% Accept**

The below offer will now be implemented in time for August pay:

- 7% increase to base pay, backdated to April 1st 2022
- 0.5% increase to base pay from October 1st 2022

A commitment to discuss the following at local levels:

- An employment package that encourages the attraction, retention and development of skilled personnel, including resolving disparities between engineering day and shift workers
- A solution to the standing issues of Time in Lieu owed to F-J Grades



- Completing work already started on the Minimum Earnings Limits

Thank you for your time and support throughout this process.

In solidarity,

Charlotte Childs

GMB National Officer

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In solidarity,

Charlotte Childs

GMB National Officer

## 2022 Bulletins

### Noticeboard Bulletin - 08-07-2022



**Posted on: 8 July 2022**

Dear Member,

I write to update you on the current situation with the 2022-23 pay award.

Senior representatives of both the GMB and our Joint Trade Union have today met with National Officers to discuss their mandate for the failure to agree meeting on Monday 11th July.

We are clear that members need an improved position to ballot on, whilst we are in the failure to agree process there is no risk to the current offer on the table. Contrary to a sister unions communications there has been no indication that Tata Steel UK are wanting to withdraw the offer of 7% from April 22 and 0.5% in October 22.

I will further update our joint membership after the meeting on Monday.

In solidarity,

Charlotte Childs

GMB National Officer



Posted on: 10 June 2022

Dear Member,

Firstly, a sincere thank you from your senior bargaining team for voting in large numbers in the Indicative Ballot on Pay for 2022. We are writing to update you on the next steps union members need to take to ensure that the pay offer is improved to an acceptable level for our members.

**The ballot paper was clear, if the offer was rejected, we may move towards a ballot for industrial action, up to and including strike.**

To support a successful campaign for industrial action the joint trade union reps team suggest the following steps whilst an indicative ballot for strike action is taking place.

### **Set up a Fund**

To help any member who may be affected by any Industrial Action we may choose to take we need a fighting fund. The Stewards suggested a weekly payment of £5 from each member to cover members pay should they have to take industrial action.

Contact other branches across both unions for donations to the strike fund.

Both GMB and our Joint Trade Union pay strike pay to members taking industrial action in addition to this.

### **National Protest Day**

To be organised and coordinated with reps at all Tata UK sites.

### **Preparing for Industrial Action**

Reps will support our members in doing the following:

Identify and map out the Safety Manning for each department should we choose to strike.

Arrange Posters, etc for distribution between our membership.

Develop a Timetable to visit each department and rota before and throughout the Ballot Period



## Ballot

The next step for GMB and our Joint Trade Union is to carry out an indicative ballot of our members for industrial action. Our reps will be administering this and holding meetings to explain why we need you to vote yes for strike action. This is not a legal ballot and does not mean we are going on strike but it is an effective negotiating tool when your representatives are trying to demonstrate the strength of feeling from the membership to the employer. We urge you, talk to your representatives and vote YES to both questions on the ballot paper. This will give us the strongest possible chance of getting the employer back to the table to improve their offer.

**Make sure your address and contact details are up to date, if we end up having to carry out a legal ballot the law states it has to be posted to your home address.**

In solidarity,

Charlotte Childs

GMB National Officer

## Noticeboard Bulletin – 27-04-2022



**Posted on: 27 April 2022**

Dear Member,

I am writing to update on you on the ongoing 2022/23 pay negotiations and next steps.

I know these are difficult times for you and your families. Energy bills and inflation are soaring, and it's been five years since you received an above-inflation pay increase.

Your representatives believe it is high time Tata recognised what you have done to keep the businesses going through the pandemic, and the continued loyalty you demonstrate each and every day. Tata Steel UK is in profit, and the company must make an appropriate pay award that enables you to uphold your standards of living.

However the way the company has conducted itself during these pay negotiations has been an insult to you and your representatives. The trade unions approached the negotiations in good faith, pursuing a simple and fair pay increase with no strings attached. We even offered a fast-track approach to conclude a deal before the inflation figures increased any further.



Just weeks ago it seemed we were on the verge of an agreement, but inexplicably the company reneged on an offer that had been made, destroying all trust and confidence in the process. Backtracking fast, the company said an inflationary increase must be paid for through cuts to your terms and conditions; rest assured this is completely unacceptable to your trade unions.

We know a senior manager has recently benefitted from their own bumper pay deal. We ask ourselves, what is it that makes our management believe they can treat you with such contempt?!

Adding fuel to the fire, the company cancelled a planned meeting with your negotiating representatives, seeking to avoid any confrontation by communicating their position in writing. The situation is, quite frankly, both a disgrace and a shambles, and HR must be held accountable for their continued failings.

Earlier today, your senior representatives met to discuss how we proceed from here. Your representatives are clear the company's position should be rejected. They are unanimous in their view that we are prepared to fight to get you a fair pay deal, and in pursuit of this all options remain on the table including industrial action.

In the coming days your senior representatives from across the businesses will be holding meetings to explain the position and understand your views. The outcomes of these consultations will be carefully considered before we decide on the appropriate actions to bring this company to its senses.

I will keep you updated as to further developments.

In solidarity,

Charlotte Childs

GMB National Officer

## 2021 Bulletins

**Date: August 2021**



**Posted on: 1 January 1970**

Dear GMB Member,



## To All FEP and F-J GMB Members at TATA Steel UK – Pay Ballot Results

Thank you for your participation in the recent pay ballot over the 2020/21 and 2021/22 pay offer. I can advise that GMB members have voted to accept the offer and can also confirm that our sister steel trade unions have both also voted to accept the deal.

Given your previous commitment, by way of a consultative ballot, to mount an industrial response should the employer not make an improved offer, may I once again also take this opportunity to thank you for providing your national negotiating team with a strong mandate for these talks.

See below a statement from the multi unions that will go out to all steel trade unions members.

In solidarity

Ross Murdoch

GMB National Officer

### Statement from the multi union

We are pleased to inform you that following the completion of due diligence, the pay agreement for 2021-2022 has now been formally signed.

The unions worked hard to come to an agreement with the company that goes some way to recognising your hard work over the preceding year.

The finalisation of the pay claim at this time means that you will receive a £500 lump sum payment in your August pay packet and in your September pay, 3% backdated to the 1st April of this year. This will be calculated on all hours that have been worked.

In conjunction with the award your local officials will also have the ability to conduct a review of the local bonus elements jointly with local management to consider the suitability of current measures against key drivers.

Kind regards,

**Ross Murdoch, National Officer, GMB**

**Alun Davies, National Organiser, Community**

**Tony Brady, National Officer, Unite**



**Posted on: 2 May 2022**

Dear GMB Member,

Further to recent meetings with your employer and separately with your trade union side National Negotiating Committee, please see multi-union update below:

As promised, we are getting in touch to update you on our latest conversations with Tata and our next steps.

Further to the update you received last week on 18th of May, the company proposed a way forward to resolve the failure to agree for 2020. The clear outcome of the indicative ballot - which showed members' overwhelming support for a ballot for industrial action - gives us a good indication of our members' support for our engagement with the company on this.

The company proposed as a resolution to address this matter and the pay claim for 2021 together. National Officials and local reps have agreed to this as a way to demonstrate that we are looking to have constructive and meaningful discussions.

A pay claim meeting with your representatives has been held this week and will be submitted shortly.

We have made clear to the company that they should set aside a series of dates so we can deal with these issues in a timely manner.

We will keep you updated on all future developments.

Once again thank you for your ongoing support.

In unity,

**Ross Murdoch, National Officer, GMB**

**Paul Warren, National Organiser, Community**

**Tony Brady, National Officer, Unite**





**Posted on: 1 January 1970**

Dear GMB Member,

We are writing to update you following the recent consultative ballots to determine the strength of your desire to pursue a pay award for 2020/2021. As you know the results provide overwhelming evidence that our members would support a ballot for industrial action.

This week the national officials met with the company to discuss the results in the context of the Failure To Agree (FTA). The discussion was constructive; the company has committed to coming back to us quickly, with a meaningful proposal and they want to arrange further meetings.

As soon as the company has responded, we intend to call a full meeting of your joint negotiating committee representatives.

We will keep you updated on next steps and future developments.

In unity,

Ross Murdoch

GMB National Office

**Date: May 2021 – Consultative Ballot Result**

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**Posted on: 13 December 2022**

To All FEP and F-J GMB Members at TATA Steel UK

Thank you for your participation in the recent consultative ballot over 2020 pay, which was in response to the employer fully rejecting your Pay Claim for 2020.

The results of the Consultative Ballot of Intent to take some form of Industrial Action are set out below:

On question 1. Are you prepared to take part in an Industrial Action short of strike action e.g., overtime ban – the responses were:



**100% Yes**

**0% No**

On question 2. Are you prepared to take part in Strike Action – the responses were:

**91.67% Yes**

**8.33% No**

From conversations with our sister steel trade unions, we understand all three unions results are pretty much aligned.

Therefore, we will make the employer aware of the mandate we now have from our membership and pose the question to them on the need to revisit their position on rejecting our claim. We will keep you fully updated on developments.

Once again thank you for your ongoing support.

Stay safe!

Ross Murdoch

GMB National Officer

## **NTUSCC Statement: Future Of Tata Steel UK**



**Posted on: 18 December 2020**

Dear GMB Member,

This week the Tata Steel European Works Council met about Tata's plans to separate the company and sell Tata Steel Netherlands to SSAB. As you will know, it is now clear Tata wants to separate the UK from mainland Europe regardless of whether the sale to SSAB completes, and they intend to table separation proposals to the EWC in January.

We should be clear however the creation of a standalone UK business is Tata's agenda not ours, and we are not persuaded this approach is in the best interests of the UK. We have advised the leadership of Tata Steel and TSE at the highest levels that we will not consult on separation proposals unless we are



convinced of Tata's commitment to building a strong UK business equipped to compete with TSN on equal terms.

Tata have a lot of work to do to persuade us of their long-term plans and intentions. The UK and the Netherlands have been progressively integrated over more than 20 years, and for a sustainable UK business we would need to rebuild our capabilities in key areas like commercial, engineering and R&D. Clearly that cannot happen overnight, and if the UK is to be separated we must be assured that all the key functions will be in place and fully operational from day one.

To build a viable standalone UK business it will also be critical for us to get our fair share of the order book, and we need to develop a clear business strategy for a standalone UK. Yes, we need government to back us, but asking the government to bail us out does not constitute a strategy. Tata are, and they say will remain, the owners of TSUK, and we will continue to hold them responsible for the future of our plants and our livelihoods.

Therefore, as we have told Tata, it is vital that high-level UK discussions commence as a matter of urgency. We need to review Tata's plans to build a sustainable UK business, and we need to discuss how we can work together to secure TSUK and obtain the necessary third-party support. This has to happen, and it has to happen before we enter any European discussions on separation.

This has been an exceptionally difficult year for everyone connected with the business. However in spite of all the challenges, we know that TSUK can have a bright and prosperous future. We have the best workforce anywhere in the world and given the right backing from Tata, the investment we need and the right UK leadership, we will continue to make world class steels for generations to come.

**Roy Rickhuss CBE, Chair of the Steel Committee | General Secretary, Community**

**Tony Brady, National Officer, Unite**

**Ross Murdoch, National Officer, GMB**

