

GMB representatives of TSSA staff  
BY EMAIL ONLY

26 June 2024

Dear GMB Reps

As we continue to navigate through the current trade dispute, TSSA management side remain committed to finding a fair solution for both sides.

In light of this, we would like to extend an offer to settle the ongoing trade dispute.

Our proposed terms are in response to the GMB demands which have been discussed at ACAS on 30 April and on 20 June 2024. We believe that these terms address the core concerns and demonstrate our dedication to fostering a positive working environment.

We regret that GMB felt it necessary to end the latest ACAS talks before their intended conclusion. Therefore, as a sign of our good faith and in order to reinitiate settlement of the dispute in the absence of those talks, we offer the following proposed terms of agreement:

## **PROPOSED TERMS OF AGREEMENT**

### **Cessation of industrial action**

In recognition of TSSA's offered terms, GMB will agree to end its trade dispute with TSSA, and immediately end all industrial action among TSSA staff.

GMB will agree that it will make no further calls for industrial action among TSSA staff for a minimum period of 12 months.

## **Recruitment processes**

TSSA will agree to review our existing recruitment policy to ensure it remains Equality Act compliant and promotes our goal of a more diverse workforce. The finalised policy will be consulted on through our established collective bargaining machinery, seeking agreement between TSSA and GMB.

## **Independent observers**

TSSA will agree to the use of independent observers for recruitment to permanent SMT level roles. This agreement will remain in place for 12 months, at which point TSSA will review the working of the policy with GMB, considering its effects, costs, and whether there is an ongoing need for independent observers.

## **Independent investigators**

TSSA will agree to continue the ongoing use of third party investigators for investigations of complaints about the individual conduct of members of SMT and EC. Third party investigators will undertake the investigatory role under our agreed policies and procedures. Any changes to agreed policies and procedures will be consulted on through our established collective bargaining machinery, seeking agreement between TSSA and GMB.

## **Workplace policies**

TSSA remains committed to the eradication of workplace bullying and harassment.

TSSA will agree to prioritise agreement of new workplace policies on Sexual Harassment and Dignity at Work/Bullying and Harassment. Within 4 weeks TSSA will present revised draft policies to be consulted on through our established collective bargaining machinery, seeking agreement between TSSA and GMB.

TSSA will agree to undertake an accelerated review of all workplace policies and procedures, starting with areas previously proposed by GMB, such as a hybrid working policy, to be consulted on through our established collective bargaining machinery, seeking agreement between TSSA and GMB.

## **Decision making**

GMB will state its recognition that TSSA is an independent democratic organisation and that TSSA organisational values, policies and decisions must be determined by TSSA members, through TSSA democratic structures, in particular TSSA Annual Delegate Conference and TSSA Executive Committee.

TSSA will state its recognition that its democratic bodies benefit from the advice and expertise of TSSA staff.

With regard to workplace policies affecting TSSA staff, TSSA will state that it remains committed to consulting our staff through their recognised trade union, using our established collective bargaining machinery, seeking agreement between TSSA and GMB.

We believe that the proposed terms offer a fair settlement to the dispute, which meets GMB's concerns.

We look forward to your response. We ask that you give an indication of your response as soon as possible, and before the close of business on 27 June 2024.

Yours sincerely,

TSSA Management Side