

Summary of TfGM offer 14 December 2024

TfGM made an improved [offer](#) on 14 December 2024, which they describe as 'final'.

UNISON and Unite representatives have agreed to suspend industrial action (strikes and Action Short Of Strike), up to and including the strikes planned on Monday 23 December 2024, and to ballot members on the offer without making any recommendation to accept or reject.

The new offer is summarised below. The unions will hold a joint online members' meeting at **12:30 on Monday 16 December** to answer questions about the offer and allow discussion. The unions will then ballot members, with the ballot closing at midnight on Sunday 22 December and the combined result available on Monday 23 December.

Unite has informed TfGM that to protect members' position and because of the legislation and the Christmas break, it may need to issue a further notice of action before the ballot result is available.

Pay

Band / pay point	Increase	% increase	Non-consolidated one-off lump sum
2-5.1	£2,040	7.33 – 8.90%	£100
5.2-6	£2,040	5.56 – 7.08%	
7-8	£1,290	2.50 – 3.28%	£400
9	£1,409 – £1,586	2.50%	
10-11	£1,594 – £2,207	2.30%	
900	Consolidated pay rises and non-consolidated lump sums in line with the nearest pay band		

A review of role profiles for all roles at pay points below £14 an hour (after taking account of the proposals above) to be completed by 1 April 2025.

Standby and callout

From 1 January 2025, backdated to 1 April 2024:

- Standby rates increased by 100% from £15 to £30 on Monday to Friday, and from £25 to £50 for Saturday, Sunday, and Bank Holidays
- Minimum call out pay period increases to 2 hours

Equal Pay Gaps

Gender pay gap is already reported annually. There are significant gaps in both ethnicity and disability data which is currently being addressed through improvements to the relevant data fields in SAP. Following completion of this work (December 24) a communications campaign is planned for Q4 24/5 to ask colleagues to review their data and update it. Trade union support to make the case for improved completion levels will be appreciated. We will review the data held after the communications campaign with the aim that ethnicity and disability pay reporting can commence in 2025/6.

Family Friendly

Maternity pay

Less than 26 weeks service

Retain existing TfGM position (matches GMCA):

- An employee with less than 26 weeks' service at the 15th week before expected week of confinement is not eligible for Statutory Maternity Pay (SMP) but may qualify for Maternity Allowance (MA) from the DWP or SMP from their previous employer

More than 26 weeks service but less than 2 years' service

Adopt best elements of both TfGM and GMCA policies:

- (weeks 1-6) 6 weeks SMP at 90% of an average week's pay
- (weeks 7-18) 12 weeks at 50% plus SMP at the standard rate or 90% of an average week's pay
- (weeks 19-39) 21 weeks at standard rate SMP (or average week's pay if this is less)
- (weeks 40-52) 13 weeks unpaid

More than two years' service

Adopt GMCA enhancements:

- (weeks 1-11) 11 weeks SMP/OMP based on 90% of an average week's pay
- (weeks 12-24) 13 weeks half pay (OMP) plus SMP at the standard rate or 90% of an average week's pay if this is less
- (weeks 25-39) 15 weeks' standard rate SMP
- (weeks 40-52) 13 weeks unpaid

Adoption

Adoption pay to match maternity pay.

Leave of absence with pay will be granted for the introduction meetings prior to adoption and court proceedings.

Paternity pay

Two weeks paternity leave on full pay (as long as the employee has 26 weeks continuous service by 15th weeks EWC).

Shared parental leave

Eligible employees – 39 weeks Shared Parental Pay at either standard weekly rate (or 90% of earnings whichever is lowest) which is set by the government every tax year – statutory provision.

Further work

TfGM will also continue dialogue to work with the unions on a review of family friendly policies and entitlements with the aim of completion by 1 April 2025; and we will consider union proposals, including the proposals from the women's group on maternity pay, as part of that dialogue and wider review. The updated policies will cover adoption, single adoption, fertility treatment, flexible paternity, shared parental leave, premature birth, miscarriages, stillbirths, baby loss, fostering, surrogacy, same sex parentage, death of birthing parent, fostering, and antenatal and pre-adoption appointments. They will aim to be in line with TfGM's desire to be a preferred employer.

Hours

No proposal on a shorter working week was included in the offer.