



**Matt Barrow**

TSSA  
Emailed

5<sup>th</sup> October 2022

Dear Matt,

**Amey Pay and Benefits 2022 – Pay offer for the Collective Bargaining group**

Further to latest meeting 4<sup>th</sup> October, I am writing to confirm Amey's revised pay offer in relation to the 2022 pay increase with effect from 1<sup>st</sup> March 2022 for those covered under the Rail Collective Bargaining Group.

In our meeting of 4<sup>th</sup> October, we set out our further revised proposal to increase basic pay by £1800 or 6% whichever is the greater. We continue to recognise the challenges with the cost of living increases, and we believe that our revised offer is supporting those challenges and continuing to ensure that those on the lower salaries are also recognised.

Amey is committed to Diversity and Inclusion and recognise the value that equality reps can bring to helping Amey to achieve a diverse workplace. We are therefore committed to supporting the paid release of elected members to attend Equality Advisory Committees.

Amey is currently working towards achieving bronze level of the LGBT bargaining standards.

**1 Year Pay Offer (2022-2023) which includes the following:**

- 6% annual pay award with an underpin of £1800 to be applied to basic salary plus agreed allowances to be backdated to 1<sup>st</sup> March 2022.
- Commitment to no compulsory redundancies until 1<sup>st</sup> June 2023.
- Commitment to review Amey's policies, including training, professional development, family friendly, flexible working, maternity, paternity, and premature baby policies by December 2022. To consult on the enhancement of the terms and conditions of Programme Manager and Resource Manager roles with CEFA, recognising the seniority and line management responsibility for more experienced Managers. The company's proposal includes a banding change from B to C and a salary increase for those meeting the criteria for senior roles.

I trust you will give this offer your full consideration and confirm accordingly.

Yours sincerely

**Justin Page**  
**Business Director**