

Matt Barrow

TSSA

Emailed

17 July 2023

Dear Matt,

Amey Pay and Benefits 2023 – Pay offer for the Collective Bargaining group

Further to latest meeting 28th June, I am writing to confirm Amey's revised pay offer in relation to the 2023 pay increase with effect from 1st March 2023 for those covered under the Rail Collective Bargaining Group.

In our meeting, we discussed and set out our proposal to increase basic pay by £2,300 or 6.8% whichever is the greater. As stated in our meetings, we continue to recognise the challenges with the cost of living increases, and we believe that our revised and final offer set out below, is supporting those challenges and continuing to ensure that those on the lower salaries are also recognised.

Revised and final 1 Year Pay Offer (2023-2024) which includes the following:

- 7% annual pay award with an underpin of £2,300 pro-rata'd where appropriate to be applied to basic salary plus agreed allowances to be backdated to 1st March 2023. This is an improved offer from last year's agreed award, and represents a minimum 13% increase over 2 years.
- Commitment to no compulsory redundancies. We are still in the process of reviewing our contractual commitments and resourcing levels and some progress has been made in this area. At this time we are able to offer the a commitment of no compulsory redundancies for Rail Operations till the 1st March 2024. The no compulsory redundancy date for Consulting Rail is currently under review and we shall confirm our position once this review has been completed.
- Commitment to the training and development of all employees. We are currently in the process of launching our Professional and Engineering framework within Transport Infrastructure and the testing of an electronic database, to ensure such opportunities are made available to all employees. Once this has been reviewed, Amey will be happy to share the framework and new process.
- Commitment to review Amey's policies, including family friendly, flexible working and maternity/paternity policies. Amey are happy to share the current policies and welcome any suggested changes.

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

Yours sincerely

Justin Page

Business Director