

Recipients name

TSSA
Emailed

Amey
HR Service Centre
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Wednesday, 10 April 2024

Dear Matt,

Amey Pay and Benefits 2024 – Pay offer for the Collective Bargaining group

Further to meeting held on the 28th March, I am writing to confirm Amey's pay offer in relation to the 2024 pay increase, with effect from 1st March 2024 for those covered under the Rail Collective Bargaining Group.

As stated in our meetings, 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.

1 Year Pay Offer (2024-2025) which includes the following:

- 4.9% annual pay award with an underpin of £1,650 to be applied to basic salary plus agreed allowances to be backdated to 1st March 2024.
- As we have discussed, we are currently in the control period change for Network Rail and our work bank has yet to be determined, we are therefore still in the process of reviewing our contractual commitments and resourcing levels and some progress has been made in this area. As a result, we are offering a 6-month period of no compulsory redundancies, within Rail Operations subject to redeployment options. We are continuing to review our position within our consulting business and will advise should we make progress in this area.

Amey remains committed to the redeployment of employees and would seek to find alternative employment within the business should a potential redundancy situation arise. We would maintain a fair and reasonable approach to this, i.e. allowing any employee at risk of redundancy to secure a position within the business within a period of 3 months or 3 redeployment opportunities. Where the employee deems the redeployment opportunities unsuitable then a redundancy situation may occur.

- In 2023 we committed to reviewing our policies to help make Amey a more progressive workplace and are happy to confirm the following:
 - Introduction of a policy working group, that will continue throughout 2024.
 - Maternity, Paternity and Adoption Leave.
 - Increase to maternity and adoption leave to 18 weeks full pay increase from 12 weeks full pay, followed by 6 weeks at half pay.
 - Increase to paternity leave to 2 weeks full pay from 1 week.
 - Period Products - Amey offers free period products on all Amey sites.

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

Yours sincerely

Justin Page
Business Director

For and on behalf of Amey Services Limited