



Recipients name

Matt Burrows
TSSA
Emailed

7th August 2022

Dear Matt

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

Further to our previous meetings 22nd March, 30th March, 19th June and 19th July, I am writing to confirm Amey's pay offer in relation to the 2022 pay increase with effect from 1st March 2022 for those covered under the Rail Collective Bargaining Group.

In our meeting of 19th July we set out our revised proposal to increase basic pay by £1800 or 4.21% whichever is the greater. We recognise the challenges surrounding the cost of the living increases and we believe that our offer is supporting those challenges with particular consideration for those on the lower salaries who are most impacted.

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

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

- 4.21% annual pay award with an underpin of £1800 to be applied to basic salary plus agreed allowances to be backdated to 1st March 2022. This underpin would apply to 64% of the workforce.
- Amey will commit to no compulsory redundancies until 1st 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