

Mr. Steve Montgomery  
Chair  
Rail Delivery Group

Via email: [Steve.Montgomery@firstrail.com](mailto:Steve.Montgomery@firstrail.com)



24 November 2023

Dear Mr Montgomery,

**Re: Implementation of TSSA agreement for General Grades**

As has been raised with you in previous correspondence, TSSA members in Train Operating Companies voted in February 2023 to accept the offer you made to us. This offer stipulated a pay increase for general grades with a commitment to then enter into meaningful consultation with TSSA members about Workforce Changes as set out in the agreement, with no additional changes to be proposed until January 2024. Your offer also set out the National Principles that will apply for any affected employees and stated there would be protections in place for any displaced staff until at least December 2024.

Queries have come our way from employers you represent with regards to the payments of our members for 2022. I am writing to confirm that TSSA agrees you should immediately, without fail, honour your offer and commitment to all our general grades members outlined in our agreement, and accept that their payment for 2022 (including back pay to their pay anniversary dates) be made before Christmas this year. We will of course, continue to discuss workforce changes with you and those you represent early in the new year, in order to action other elements of our “paused” agreement. This will include the outstanding 2023 pay increase which we would expect to be at least 4% to comply with the agreement our members accepted in February.

I am sure I need not remind you that many companies will be fast approaching pay anniversary dates for 2024. I ask that you urge those you represent to engage with us at the earliest opportunity to implement the existing agreement in full, so as not to end up back into dispute with TSSA in the new year.

I am happy to discuss this with you further if anything is unclear, please simply contact me.

Yours Sincerely,

A handwritten signature in black ink, appearing to read 'M. Eslamdoust', written in a cursive style.

Maryam Eslamdoust  
TSSA General Secretary