

**Railpen and TSSA Joint Statement  
2023 / 2024 Annual Discussions**

Railpen and TSSA have recently concluded annual discussions on salary, benefits and discretionary bonus and are pleased to be able to confirm their final position.

Railpen believes that the outcome of these discussions demonstrates our joint commitment to build a forward looking business and a secure environment for our people, working together to secure our members' future.

The outcome of the discussions between Railpen and TSSA was as follows:

**Salary increase**

Railpen's approach continues to be to award salary increases in relation to an employee's position against the maximum salary that we would expect to pay for their role, based on market data and as determined by our Reward Framework. This has been calibrated and agreed with the relevant leaders across Railpen.

Within that approach, prioritisation has been given to:

Increase the Railpen Living Wage to £24,000;

Increase everyone to at least 80% of the maximum salary for their role, where this will equate to an increase of 12% or less;

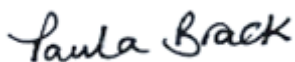
Move all colleagues closer to their maximum salary, with priority given to those who are furthest away in percentage terms.

Railpen expect that, subject to the usual approval processes, 65% of employees should expect to receive a salary increase of at least 3.5%, up to a maximum of 12%.

Following lengthy discussions with your TSSA staff reps, Railpen have agreed that we will work more closely in partnership with them going forward, in order to support the development of the reward framework and benefits proposition, with a particular emphasis now on wider transparency and understanding.

In the context of on-going cost challenges facing the rail industry, at the TSSA's request it was confirmed that there are no plans for any mass redundancy exercises in Railpen.

Salary increases are effective from 1 May 2023 and will be communicated to employees on 12 April.



**Paula Brack**  
Railpen Chief HR Officer,  
Signed on behalf of Railpen

**Date: 3 April 2023**



**Nadine Rae**  
TSSA Organising Director – North, Wales & West,  
Signed on behalf of TSSA

**Date: 3 April 2023**

If you would like to join TSSA, please visit <https://www.tssa.org.uk/join-tssa>