

**Natalie Feeley**  
**TSSA,**  
**2nd Floor, Newminster House,**  
**27-29 Baldwin Street,**  
**Bristol,**  
**BS1 1LT**

**22<sup>nd</sup> March 2023**

Dear Natalie,

### **2023 Pay Negotiations – TSSA**

I am writing to follow up on our productive meeting on 20<sup>th</sup> March 2023, where we discussed the pay and conditions at Stena Line for our people within the TSSA bargaining group. After careful consideration, we are pleased to offer the following full and final pay terms to TSSA members:

- A 2% consolidated uplift in basic salary, as per the agreed three-year pay deal, effective from 1st January 2023 and already applied to January 2023 pay
- An additional 3% consolidated pay uplift to basic pay
- A £1250 gross, non-consolidated, one-off, and non-contractual payment to be paid in the next available payroll after notification of acceptance of the offer.
- Or a £1000, one off, non-contractual Additional Voluntary Contribution (AVC) to Company Pension

We invite members who wish to contribute the £1000 amount to their pensions to contact our payroll team to process this. We recommend that members consult with an independent pensions advisor before making these requests, and we will advise of the payroll deadlines and a “hard deadline” for making these requests upon acceptance of the offer.

### **Improved Conditions**

We are committed to enhancing our Company Maternity and Paternity Leave benefits in 2023. We are proposing to enhance Maternity Pay to full pay for the first 16 weeks of Maternity Leave and Paternity Leave to 8 calendar weeks at full pay. This improvement aligns with industry-leading benefits and will be effective once the Company agrees on a Policy and Procedure with TSSA and other Unions across the Company. We believe these changes will support our colleagues in pursuing a career at Stena Line while balancing their family life.

We would also like to reaffirm our commitment to supporting our people who receive a diagnosis of a critical illness by a medical practitioner. We will offer up to 12 months of 100% Company Sick Pay for those individuals who are diagnosed with an illness on the attached appendix or a similar critical illness.

To further support the health and well-being of our people, we are proposing the introduction of a Health Cash Plan benefit in the first half of 2023. This benefit will allow our people to claim back some or all of the costs of regular medical treatments, including dental appointments,



vaccinations, and access to a 24/7 virtual GP appointment service. The Company intends to meet with the TSSA in April as part of an overview and introduction to the services from our chosen provider.

Finally, the Company has agreed with an external supplier to begin a Cycle to Work scheme in the first half of 2023. The Company will be providing further details of this benefit in the coming weeks.

#### **Additional Items**

A further request was made by the TSSA at the meeting on 20<sup>th</sup> March to consider “unsociable hours” payments. It was reiterated again to TSSA representatives that this will not form part of the 2023 Pay Offer. However, a further commitment is given by the Company to the TSSA and its Representatives to meet formally to explore this topic, no later than the end of April 2023.

The Company is now in a position where it has been identified which individuals would be eligible for retrospective payments for “lieu days”, as a result of ambiguous contractual documentation. The Company is engaging with local TSSA Representatives to undertake the validation process of this task and will be contacting the individuals concerned about any payments shortly thereafter. Payments will be made in April 2023 payroll in the form of a one-off payment.

We want to emphasise that we have taken into account the feedback of TSSA members and provided a compromise by offering substantially improved conditions to support our peoples' health and family life. These benefits come at a cost to the Company and we have worked to balance negotiating a fair and reasonable offer with affordability for the business. Therefore, we consider this offer to be full and final in its terms.

At Stena Line, we remain committed to investing in our people. We thank TSSA for continuing to bring their feedback to the negotiation table and believe that this offer will be welcomed by members and your union.

Best Regards,

**Andrew Shaw**

Group Head of Industrial Relations and Employee Relations

**pp. David Tinkler**

Industrial Relations Manager – Irish Sea



## Appendix 1

The below list is intended to be indicative but not exhaustive

- Alzheimer's disease or other forms of dementia** – resulting in permanent symptoms
- 2 Aorta graft surgery** – for disease or traumatic injury
- 3 Bacterial meningitis** – resulting in permanent symptoms
- 4 Benign brain tumour** – resulting in permanent symptoms or specified treatment
- 5 Benign spinal cord tumour** – resulting in permanent symptoms
- 6 Blindness** – permanent and irreversible
- 7 Brain abscess** – undergoing specified treatments
- 8 Brain injury due to trauma, anoxia or hypoxia** – resulting in permanent symptoms
- 9 Cancer** – excluding less advanced cases and including aplastic anaemia
- 10 Cardiac arrest**
- 11 Cardiomyopathy** – of specified severity
- 12 Coma** – with associated permanent symptoms
- 13 Coronary artery bypass grafts**
- 14 Creutzfeldt-Jakob disease**
- 15 Crohn's disease** – treated with two intestinal resections
- 16 Deafness** – permanent and irreversible
- 17 Encephalitis** – resulting in permanent symptoms
- 18 Heart attack** – of specified severity
- 19 Heart failure** – of specified severity
- 20 Heart valve replacement or repair**
- 21 HIV infection** – caught in a specified list of countries from a blood transfusion, a physical assault or at work
- 22 Idiopathic pulmonary arterial hypertension** – of specified severity
- 23 Kidney failure** – requiring permanent dialysis
- 24 Liver failure**
- 25 Loss of hand or foot** – permanent physical severance
- 26 Loss of independent existence** – unable to look after yourself ever again
- 27 Loss of speech** – permanent and irreversible
- 28 Major organ transplant** – from another donor
- 29 Motor neurone disease and specified diseases of the motor neurones** – resulting in permanent symptoms
- 30 Multiple sclerosis** – with persisting symptoms
- 31 Neuromyelitis optica (Devic's disease)** – with persisting symptoms
- 32 Open heart surgery** – with surgery to divide the breastbone
- 33 Paralysis of limb** – total and irreversible
- 34 Parkinson's disease** – resulting in permanent symptoms
- 35 Parkinson plus syndromes** – resulting in permanent symptoms
- 36 Pneumonectomy** – removal of an entire lung
- 37 Pulmonary artery surgery** – for disease only
- 38 Severe lung disease**
- 39 Severe mental illness** – of specified severity



**40 Severe sepsis** – resulting in admission to a critical care unit for 3 days or more

**41 Spinal stroke** – resulting in permanent symptoms

**42 Stroke** – of specified severity

**43 Syringomyelia or syringobulbia** – treated by surgery

**44 Surgical removal of an eyeball**

**45 Systemic lupus erythematosus**

**46 Terminal illness** – where death is expected within 12 months

**47 Third degree burns** – covering 20% of the body's surface area or affecting 20% of the area of the face or head

**48 Ulcerative colitis** – with operation to remove the entire large bowel

**49 Total permanent disability** – of specified severity