

EMPLOYER

29<sup>th</sup> November 2023

Dear \_\_\_\_\_,

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

As you will know, TSSA members in Train Operating Companies voted in February 2023 to accept the offer you made to us on pay and job security via your representative, the RDG. This offer stipulated a pay increase for general grades with a commitment to then enter 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. The full offer as voted on and agreed to is attached.

We have, in good faith, engaged in discussions on workforce change before your company paid the 2022 pay component of the offer/agreement. This was on the basis that the RDG confirmed Train Operating Companies would implement the deal in full through the course of those discussions. I am writing to confirm that TSSA agrees you should immediately, without fail, honor your 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) will 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. We also expect the National Principles contained within our agreement to act as a minimum set of standards for any forthcoming discussions on workforce change proposals. I ask that you table meetings 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.

TSSA Organisers will be in touch to agree how this will be communicated with staff. I am sure you will agree that it is in everyone’s best interests not to miscommunicate the basis on which these payments are being made. TSSA members and Reps will certainly not accept any position that suggests our agreement is not valid or that any payment is being made in relation to any different process or agreement than the one we made in February this year.

If any part of this letter is unclear, please contact me or the TSSA Organiser supporting our members at your company.

Yours Sincerely,

A handwritten signature in cursive script, appearing to read "M. Eslamdoust".

Maryam Eslamdoust  
TSSA General Secretary