



3<sup>rd</sup> March 2022

**FAO: NATALIE FEELEY, FULL-TIME OFFICER – TSSA**  
Correspondence sent via email

Dear Natalie

### **2021 Pay Offer**

Many thanks for your input at our 2021 pay discussions held on the 9<sup>th</sup> December 2021 and 10<sup>th</sup> February 2022.

During our discussions, we reiterated our financial position, and we enjoy the support of Welsh Government and despite the wider industry position, our transformation plans continue.

As you know, we have secured funding for a 2021 pay offer, your submissions from 9<sup>th</sup> December 2021 and 10<sup>th</sup> February have been considered, as have comments from all Unions.

Further to my email and our conversation, we make the following offer, based that we can agree by the 10th March 2022 (so the business and colleagues will not incur NI increases in April 2022).

- A RPI increase for 2021-2022 of 3.3% across all grades
- This will be back paid to the anniversary (1st July 2021) in March 2022
- Clear communication that this is for 2021, not 2022
- Productivity talks will continue, and more focus will be given to all grades to the same level of DRI talks
- We will begin 2022 pay talks in April 2022

Increases are based on full-time equivalent rate and apply to basic rates of pay only.

As always, your engagement and partnership are key to me and the management team of TfWRL.

I look forward to your response to the above proposal and your engagement with our management teams in the forthcoming pay and productivity talks.

Yours sincerely

**Marie Daly**  
Prif Swyddog Gweithredu / Chief Operating Officer