



13th July 2022

FAO: NATALIE FEELEY FULL-TIME OFFICER – TSSA

Correspondence sent via email

Dear Natalie,

2022 Pay Offer – Transport for Wales Rail Limited

I would like to thank you for your ongoing contribution to the 2022 pay discussions that have taken place on 1st and 30th June 2022, and I now write to provide details of the 2022 pay offer that has been made by Transport for Wales Rail Limited at the meeting held on 30th June 2022.

Our vision is to “*Create customer-focused services through a safe transport network of which Wales is proud*”. As you know, working in social partnership remains a key strength/opportunity for us and we would like to continue to work together in an open, honest, and transparent way that will allow us to deliver a positive colleague experience, and a great customer experience whilst delivering value for money for our local communities.

We began our first meeting on 1st June 2022 by setting out our desire to work together in a true social partnership to achieve a pay deal for 2022. We also sought individual pay mandates from each Trade Union and provided you with a number of options to consider for our approach to the 2022 pay offer, for which you provided us with feedback.

In addition, we also set out principles that any pay offer for 2022 would take into account that during the Covid pandemic, TfW provided our people with a pay increase in both 2020 & 2021, against the backdrop of a declining revenue position when others across the rail industry were offering 0%;

1. Over the last 2 years, in 2020 & 2021, a pay award of 1% and 3.3% respectively was given to our colleagues
2. We continue with our existing commitment to no compulsory redundancies

This approach was taken forward to our second meeting on 30th June 2022 and the following pay offer was made:

1. A continued commitment to no compulsory redundancies
2. A collective pay offer of **4.5%** across all grades (with a minimum increase of £1,500 per full-time equivalent) which is dependent on a review of absence triggers to provide us with operational resilience as well as ensuring we continue to support our colleagues back to work in a safe and timely manner. We remain committed that any underlying cause of absence will be dealt with on a case-by-case basis
3. In response to Trade Union Pay mandates, the 2022 pay offer is for a 9-month deal, with a commitment to move the pay anniversary date for 2023 to the 1st April
4. Increase in Maternity leave from 12 weeks full pay to 26 weeks full pay



5. Increase in Paternity leave from 1-week full pay to 2 weeks full pay
6. Ongoing commitment to individual grade-specific productivity talks
7. As outlined in the 30th of June meeting, to support your ambition to increase the pay offer of 4.5%, the following productivity discussion item has been identified as an opportunity to discuss between us;
 - a. **Management & Clerical** – A reduction in the working week
 - b. **Stations** – Fully harmonise G2 grade rosters across stations

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

I would like to formally propose this as the pay offer to be considered for 2022 and would appreciate any further responses to the above proposal ahead of our next meeting on Friday 29th July.

As always, your engagement and partnership are key to myself and the management team of TfW.

I look forward to continuing to work with you as we continue our discussions on the pay offer for 2022.

Yours sincerely

Marie Daly

Prif Swyddog Gweithredu / Chief Operating Officer

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1. Proposed absence triggers