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05 December 2023

FAO: Adele Potten-Price, FULL-TIME OFFICER – TSSA

Correspondence sent via email

Dear Adele,

Thank you to you and your Council representatives for your continued dialogue and collaboration as we seek to close out our 2023 pay talks.

This letter contains the outputs of our recent discussions at our Management Pay Talks meeting on the 28 November 2023.

As discussed previously, Transport for Wales (TfW) are a not-for-profit organisation and as such our focus is on driving revenue and reinvestment to deliver our transformation programme for our people and the people across Wales and Borders.

The revised pay offer is as follows:

- a) A pay award of 5.5% (with a minimum uplift to £1,850 for full time equivalent for those on a salary of £33,636 or less), which is inclusive of the following productivity elements:
 - Recognition and continued commitment to our new multi-modal ways of working as we evolve our integrated transport model.
 - Delivery of the APR framework including goal setting for coming year via ESS portal
 - A commitment to continued discussions to seek restructuring initiatives within the management grade.

- b) We continue with the commitment to no compulsory redundancies.

In response to your query around payment dates, we can confirm the following:

- Acceptance of the above pay deal by 12pm on 6 December would allow us to process the full pay award, including backpay, in the 29 December pay run.

Once again, may I thank you for your time and your continued support to our social partnership as we work through our transformation programme.

Yours sincerely

Marie Daly

Prif Swyddog Cwsmeriaid a Diwylliant / Chief Customer and Culture Officer