

6 July 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, which include accelerated Productivity talks.

As discussed at previous meetings, 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 communities across Wales and Borders.

In the spirit of Social Partnership, we wanted to write to you to put forward some further consideration to the 2023 collective base pay offer. In order to conclude our negotiations, we have increased the underpin which ensures we maximise the offer for our lower paid colleagues.

The amended offer is set out below:

1. 2023 Pay Offer

- a) The collective base offer of 4% with no conditions attached (no change).
- b) The underpin will increase to £1,760 (for full-time equivalent) for those on a salary of £44,000 or less (this is an increase from the original underpin of £1,450 for those on a salary of £36,250) which will see the majority of our workforce seeing a salary uplift of between 4.6% and 7.8%.
- c) We remain committed to no compulsory redundancies (no change).

For illustrative purposes, the pay offer applied to the following grade would be as follows;

- Station Colleagues: The range will be from 5.0% to 6.8%
- Clerical Colleagues: The range will be from 4.8% to 6.2%
- Management Colleagues: The range will be from 4% to 6.3%

2. Grade-specific Productivity talks

We are continuing with individual grade productivity discussions, in addition to the 2023 base collective pay offer and hope to create a multiyear 3-year deal. Discussion areas include the following examples.

Stations Restructuring Initiative (SRI)

The SRI will focus on productivity elements concerned with Sundays in the Working Week, Multi-modal service provision, improvements with tablets and online learning, and changes and refinements to the Stations 2010 harmonisation agreement.



Clerical Restructuring Initiative (CIRI)

The CIRI will provide opportunities to harmonise the various clerical grade terms and conditions.

Management Restructuring Initiative (MRI)

These items included reduction in the working week to 35 hours to align with other grades, the opportunity to explore rotational weekend working, and reviewing bolt-on pay across various functions. There is further opportunity that productivity could support our multi-modal aspirations and continuous transformation agenda.

We believe the approach set out above provides an opportunity to work together to allow us to create a pay deal that delivers both for our people and enables us to deliver the transformation across Wales and borders.

Once again, may I thank you for your time and your continued support of our social partnership. I hope you can agree that we have improved our offer in the boundaries of what financially, TFW can support.

I look forward to hearing from you.

Yours sincerely

Marie Daly

Prif Swyddog Cwsmeriaid a Diwylliant / Chief Customer and Culture Officer