



22nd October 2024

London Underground Ltd.
Nick Dent
Director of Customer Operations

Chris Rylah
TSSA

London Underground
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BY EMAIL ONLY

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Dear Chris,

London Underground Pay Negotiations 2024

I'm writing following our pay negotiation meeting held on Friday 18th October and to confirm the outcome of discussions.

As we explained at the meeting, we have now reached the limit of our ability to increase our pay offer, and the offer detailed in our letter of 10th October is the best offer we can make. We cannot increase the headline offer, flat rate, or underpin element.

While I understand and acknowledge the differences of view that remain between ourselves and the trade unions, we are committed to seeking an agreement with you, if we can. Dialogue remains ongoing between us, and we do not believe industrial action is in the best interests of your members, our colleagues, or Londoners.

During the meeting, we proposed changes that could be made to how the offer is delivered, which we asked you to consider. I have set these out below, together with responses to specific points raised by the trade unions.

Consolidation of the Pay Award

During the meeting the trade unions told us that it is important to your members that everyone in the bargaining unit receives a consolidated pay award. In response, we confirmed that we are prepared to pay the award as a fully consolidated increase to basic pay for all employees, should all trade unions agree to the pay offer.

Our position on movement of the payranges remains unchanged and where payment of a consolidated pay award places an employee above the maximum of their pay range, their revised salary will sit outside the maximum of the range.

I want to again reiterate that we are not proposing to freeze all paybands and as a result of the pay range review communicated during our meeting held on 8th October, 27 bands, covering 1,215 employees, will be subject to an increase of 3.8% + £450 to the maximum salary of the applicable range.

Working Week

In response to your feedback, we have agreed to discuss how we could develop a roadmap towards a restructured working week in a separate forum, following the conclusion of this pay negotiation. We anticipate that discussions will initially seek to identify where we can make progress on mutually beneficial changes, with a focus on where enhancements could be made to work-life balance.

London Underground Pay Framework

As we've said throughout our discussions, there is no proposal to introduce Job Families to operational spot salaried roles in London Underground.

To provide further assurance, if we are at a stage in the future to table proposals in regard to how pay is managed in London Underground, these will not directly mirror the proposals currently being discussed in Transport for London. The pay framework in London Underground is different and that means any proposal will need to reflect those differences.

We have no intention to make changes to spot salaries as part of any proposal that we may make. Any role that is currently paid a spot salary will continue to do so and we are not seeking to introduce pay ranges for these roles.

During the discussions there has been a request to review some roles that are currently in salary bands and whether a spot salary would be more appropriate, which we are open to a discussion about at the relevant functional level.

I want to reiterate that we will not be in a position to table a proposal in the near future and in all cases, pay increases will continue to be subject to the annual pay negotiation.

Retiree travel benefits

During the meeting we confirmed that, subject to agreement to the pay offer from all trade unions, service in infracos or other entities subsequently brought into TfL will be recognised in relation to staff travel benefits for retirement purposes going forward.

Paternity Leave

The proposed change to policy to provide an additional 5 days paid paternity leave forms part of this pay offer and we confirmed that, subject to agreement to the pay offer from all trade unions, the increased provision will apply from 1st April 2024. That means anyone who has taken paternity leave from that date will be entitled to an additional week.

Throughout our discussions we have negotiated in good faith and have made revisions to our position in response to the representations you have made on behalf of your members. We want to reach agreement so we can pay the increase as soon as possible. In support of that, I urge you to consider the pay offer we have made, with the additional details set out in this letter, and put the offer to your members.

Yours sincerely,

A handwritten signature in black ink, appearing to read 'N. Dent', with a long, sweeping underline that extends to the right.

Nick Dent
Director of Customer Operations

c.c.

HR/ER