



Circular 348/15 | 16 December 2015
circulation to: NR Members direct via email, EC, Branches, SOGs

2016 Pay Award: NR Bands 5-8 and equivalent and Controller Grades

Following the 2015 agreement of a two year pay deal for members in the above grades, Network Rail have published details of the arrangements for 2016. These are in addition to the negotiated guarantee of no compulsory redundancies until 31 December 2016 and ongoing work to agree a comprehensive job security package.

- Details of the two year deal: <http://bit.ly/1JuneOffer>
- Details of the 2016 pay arrangements: <http://bit.ly/2016Pay5-8>

The letter states: *“Following publication of the November RPI (Published 15 December 2015) I am now in a position to confirm the second year of the two year pay deal for the separate bargaining groups of Maintenance, Operations and Controllers which is 1.1%, effective from 1st January 2016. For employees on spot rates these will be uplifted in line with this percentage increase.*

As you are aware, our established approach to performance management for employees in Role Clarity bands 5-8, is to pay the full negotiated figure in aggregate, but with fixed differential increases to reflect individual performance ratings.

As part of the 2015 review we used a fixed distribution percentage by rating with the increase for a ‘Good / DIR’ rating set at the level of RPI. For January 2016 we will apply the same methodology for bands 5-8 as last year with a ‘Good / DIR’ rating receiving the level of November RPI, 1.1%. The table below sets out the distribution for each of the performance ratings:

<i>Performance Rating</i>	<i>% Increase</i>
<i>Outstanding</i>	<i>1.3</i>
<i>Exceeded</i>	<i>1.2</i>
<i>Good / DIR</i>	<i>1.1</i>
<i>Partially Achieved</i>	<i>0.3</i>
<i>SPIR</i>	<i>0</i>

If you have any questions or comments on the offer, please contact your TSSA Representative or the Members’ Helpdesk

