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 Regional Organiser
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Our reference: ER/SB/1014

15 December 2016

Dear Matt

Network Rail, Maintenance, Operations and Controller Pay Bargaining Groups, Rates of Pay and Conditions of Service 2016

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:

Performance Rating	% Increase
Outstanding	1.3
Exceeded	1.2
Good / DIR	1.1
Partially achieved	0.3
SPIR	0

This fixed distribution fully utilises the overall budget of 1.1% increase for Role Clarity bands 5-8.



I would reiterate that the differential increase only applies to employees on Role Clarity bands 5-8 and not those employees who are covered under collective bargaining on spot rates who will receive November's RPI value of 1.1%.

Yours sincerely,

A handwritten signature in black ink, appearing to read "Tim Craddock", with a stylized flourish at the end.

Tim Craddock
HR Director, Network Operations