

Circular 102/15 | 8 April 2015  
circulation to: NR members direct, EC, Branches, SOGs

## ACAS Pay Talks Update - Have Your Say!

After three days of negotiations at ACAS, your reps secured an improved offer for Controller grades and Bands 5-8 and equivalent in Maintenance and Operations and Customer Services. Your Area Council reps will be meeting Thursday 16 April to decide whether to accept or reject the offer. We believe that this is the best offer that can be achieved through negotiation. Tell your reps whether our union should accept the offer below.

### Improved offer

- £500 non-consolidated lump sum for all staff (pro-rata for part-time staff) covered by these bargaining groups as the pay deal for 2015
- A consolidated inflation (RPI) percentage increase for 2016, 2017, 2018, with a guarantee of no salary reduction if RPI falls below 0%
- No compulsory redundancies in 2015 or 2016 (more detail below)
- Network Rail is committed to equality proofing pay arrangements

### Employment protection understanding:

- No compulsory redundancies during 2015 and 2016 for all bands 5-8 and equivalents in the bargaining groups - maintenance, operations and controllers
- Network Rail give a firm commitment to avoid compulsory redundancies and to work within the principles of the current promotion, transfer, redundancy and re-settlement arrangements (PTR&R) by:
  - Providing redeployment opportunities, including retraining and relocation
  - Use of voluntary severance and possible bumping opportunities
  - Agreeing to have in place a formal agreement based on this understanding which has been consulted and agreed within six months of today, and to have a full joint review of its working within 12 months of today's date - 7 April 2015
  - Network Rail will endorse this agreement and mandate and ensure its implementation across the organisation.

