



[REDACTED]  
[REDACTED]

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16<sup>th</sup> May 2018

Dear [REDACTED]

**Information request**  
**Reference number: FOI2018/00459**

Thank you for your email of 18<sup>th</sup> April 2018, in which you requested the following information:

*In relation to Network Rail's (Network Rail Infrastructure) transparent pay, please provide the age profile of those staff whose pay has been capped at the upper limit, such that they do not receive an equal pay rise to those in other pay zones. I do not ask for any sensitive information only the number of staff whose pay rises have been capped in 5 year age bands. E.g. age bands 20-25, 26-30, 31-35, 36 - 40, 41-45, 46-50, 51-55, 56-60, 61-65, 66-70, 71-75, 76-80, 80+*

I have processed your request under the terms of the Freedom of Information Act 2000 (FOIA).

I can confirm that we hold the information you requested. Please find below a table that shows the information you have requested broken down by five year age band categories.

Age Band	Below Zone 3 Maximum	Above Zone 3 Maximum	Match Zone 3 Maximum	Grand Total
20-25	237	0	0	237
26-30	1198	1	1	1200
31-35	1583	4	2	1589
36-40	1726	11	1	1738
41-45	1721	16	3	1740
46-50	1810	35	6	1851
51-55	1451	46	6	1503
56-60	908	45	4	957
61-65	322	17	1	340
66-70	47	6	1	54
71-75	11	1	0	12
76-80	3	0	0	3
<b>Grand Total</b>	<b>11017</b>	<b>182</b>	<b>25</b>	<b>11224</b>

Please note that the Zone 3 maximum is in reference to the highest salary within our transparent pay structure for each of the band's pay ranges. This is available on our Transparency pages on our website, but for ease of reference, I have provided the information to you as attached in the document titled 'Staff salary pay bands'<sup>1</sup>.

It may also be useful for you to know that those members of staff whose salaries sit above the Zone 3 maximum migrated on their existing salary at the point of implementation of the Transparent Pay strategy, and they therefore do not receive an increase in line with the remuneration rules. This is the same for those who are now at the point where their salary matches the Zone 3 maximum.

I hope that the information provided in this response is helpful. If you have any enquiries about this response, please contact me in the first instance at [FOI@networkrail.co.uk](mailto:FOI@networkrail.co.uk) or on 01908 782405. Details of your appeal rights are below.

Please remember to quote the reference number at the top of this letter in all future communications.

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<sup>1</sup> This table is accessible on our website at the following link: <https://www.networkrail.co.uk/who-we-are/transparency-and-ethics/transparency/datasets/> under the category 'Salary pay bands'.

Yours sincerely

**Emma Wolstenholme**  
**Information Officer**

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### **Appeal Rights**

If you are unhappy with the way your request has been handled and wish to make a complaint or request a review of our decision, please write to the Head of Freedom of Information at Network Rail, Freedom of Information, The Quadrant, Elder Gate, Milton Keynes, MK9 1EN, or by email at [foi@networkrail.co.uk](mailto:foi@networkrail.co.uk). Your request must be submitted within 40 working days of receipt of this letter.

If you are not content with the outcome of the internal review, you have the right to apply directly to the Information Commissioner for a decision. The Information Commissioner can be contacted at:

Information Commissioner's Office  
Wycliffe House  
Water Lane  
Wilmslow  
Cheshire SK9 5AF