

Mick Lynch
General Secretary
RMT

Network Rail
Baskerville House
Centenary Square
Broad Street
Birmingham
B1 2ND

19th October 2022

Dear Mick

After days of constructive negotiations with your team, I was genuinely surprised to see your press release last night stating that Network Rail had performed a 'U-turn' on our pay offer.

Nothing could be further from the truth. People were concerned to know if the current offer had been withdrawn and we simply confirmed it was still on the table. We remain open to additional ideas that would make us more productive and generate additional funding for pay.

On one issue our offer has changed already – for the better. Recognising colleagues' genuine fears about job security we are now offering an even stronger jobs guarantee. This is our commitment to no compulsory redundancy for general grades colleagues until 31 January 2025. Indeed, I would hope to extend our jobs guarantee beyond this if we can work together to modernise the railway.

That is our offer so far: a jobs guarantee, a pay rise and discounted travel as follows: -

- 4 % increase in base pay backdated to 1 January 2022, including shift pay and overtime.
- 4 % increase in base pay from 1 January 2023.
- £250 increase in base salary backdated to January 2021 for colleagues whose annual base salary in 2021 was less than £24,000 per year.
- Increased pay range scales in line with the 4 % award for 2022 and 2023.

We are also offering a 75 % discount on leisure travel for our staff, their partner, and any dependents. As well as removing the cap on season ticket subsidies so those who can catch the train to work can have a 75 % discount on any season ticket.

This comprehensively responds to the elements in your dispute. In the current climate of significant economic uncertainty and looming public spending cuts I think that's a fair package. And I think many of our colleagues think so too, which is why we are disappointed you've never put it to a referendum. So we need to get round the table to sort out any specific issues urgently because delay makes the financial challenge even greater.

We do want agreement to our proposals to change working practices in Maintenance and Works Delivery, in particular, to fund this deal - as we have no additional income to pay for rises otherwise. These changes would make us more effective, safe and efficient. This means introducing individual rostering, joint response teams, co-operative working and overlapping skills becoming mandatory. We have always been transparent that Maintenance would reduce by approximately 1,850 colleagues over the next 12 -18 months, which we will achieve through a voluntary redundancy scheme for Maintenance and Works Delivery. This scheme will open for expressions of interest on 24 October.

As you know, national consultation on our proposals to change working practices in Maintenance concluded on 11 October. We offered, in good faith, to delay the start of local consultation at Route level until December to provide additional time for more talks with the Trade Unions. We are disappointed about your decision yesterday to announce strikes on November 3, 5 and 7, which effectively gives us a matter of days to reach agreement.

I must level with you that the financial impact of further strikes such as those you have now announced will make it harder to fund even the existing pay offer. Strikes risk driving away passengers and freight customer for good and cost the industry money we can ill afford in these times.

Given the public nature of your claims last night I am making this letter public and sharing it with colleagues.

We have invited you and your team to intensive talks next week after TUC Congress.

I look forward to getting a resolution in time for Christmas.

Yours sincerely,

A handwritten signature in blue ink, appearing to read 'Tim Shoveller', with a stylized flourish at the end.

Tim Shoveller
Managing director
North West and Central