



26 November 2024

Dear PTF Employers,

Thank you for your latest offer, as outlined below:

- **An additional consolidated payment of £500** for staff up to and including:
  - TfGM: Pay band 6.5
  - WMCA: Pay band 6 (spine point 29)
  - WYCA: Spine point 16 (Grade 6)
- **A further non-consolidated one-off payment of £250** to the same group of employees. The above is in addition to the original pay offer.

After careful consideration, the Staff Side has prepared the following counter proposal:

1. **An additional consolidated pay rise of £750 across the board/all salary points.**
2. **Standby/Callout Rates:**
  - a. From 1 April 2024, standby rates will be increased to £30 (Monday to Friday) and £50 (other days, including bank holidays), with a minimum callout pay period of two hours.
  - b. From 2025, standby rates will increase annually on 1 April, in line with the percentage increase in Band 4.1 pay for TfGM, unless agreed otherwise, equivalent band for the other employers.
  - c. Each employer will open local negotiations on standby and callout arrangements by 1<sup>st</sup> January 2025 and keep the PTF informed on progress.
3. **Parental Pay and Leave Arrangements** - Each employer will open local negotiations on pay and leave arrangements for new parents by January 2025 and keep the PTF informed on progress:
  - a) Effective 1 April 2024, for employees with at least 26 weeks' service, maternity and

adoption leave: 26 weeks at full pay, 13 weeks at the higher of 90% of pay or SMP, and 13 weeks unpaid.

b) For employees with less than 26 weeks' service, maternity and adoption leave will provide 6 weeks at full pay.

c) Paternity leave: Two weeks at full pay.

4. **Minimum Rate of Pay:**

- A minimum rate of £14 per hour from 1 April 2024, increasing to £15 per hour from 1 April 2025. Points below these rates or the Foundation Living Wage will not be used.

5. **Pay Gap Reporting:**

- From 1 April 2025, all employers will publish gender, ethnicity, and disability pay gaps annually.
- Employers will work with unions to improve data completeness and accuracy, understand the causes of pay gaps, and take actions to close them.

6. **Working Hours Reduction:**

- From 1 April 2025, the standard working week will be reduced to 36 hours with no loss of pay.

We would appreciate confirmation in writing on the above for the employers to aim to conclude any local reviews by the end of the financial year (March 2025). So, we don't have to revisit these issues in the next pay cycle.

Finally, the decision taken by the Staff Side reflects extensive consultation with our members. Once we receive an offer suitable for balloting on, we will proceed accordingly, aiming for a one-week turnaround.

We look forward to your response.

Yours sincerely

*Mary Onafalujo*

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**PTF Staff Side Secretary**