



## **\*\* Black Friday \*\***

# **TfL's Pay Offer for Paybands 1 - 3**

**Today, your Trade Unions met with TfL in order to hear their proposal for the pay award for 2014. TfL outlined their proposals as set out below:**

**Option 1:** A non-consolidated one-off payment of £400 (gross) for Paybands 1 - 3 who are subject to Performance Related Pay (PRP) who have achieved a minimum rating of 3 for the Performance Year ending March 2014.

**Option 2:** A non-consolidated one-off payment for Paybands 1 - 3, as listed below, who are subject to Performance Related Pay (PRP) and have achieved a minimum rating of 3 for the Performance Year ending March 2014. All figures are gross.

<b>Payband 1 (over threshold)</b>	<b>£300</b>
<b>Payband 2</b>	<b>£375</b>
<b>Payband 3</b>	<b>£530</b>

Payband 1 (under threshold) have the following option only: those on spine point 14 will not receive any increase to basic pay or any one-off payments. Those below spine point 14 have already received their annual increment and no further payment will be made.

**As a comparison, your colleagues in London Underground have received a consolidated payrise of 3.2% for 2014.**

**Your Trade Unions are insulted at this derisory offer as it shows contempt for the hard working Payband 1-3 staff at TfL. This is a direct attack on your pay and pensions and is a clear indication of things to come.**

**We are arranging a series of workplace meetings for early next week so you can give us your views on TfL's proposals. These will be open to all staff (regardless of whether you are a Union member or not). Please look out for details of these and come along to these very important sessions.**

**We will continue to press TfL for a fair deal.**

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