



National Union of Rail Maritime and Transport Workers
Unity House
39 Carlton St
London NW1 1JD

Attention: Mr Paul Jackson

Tube Lines Limited
Operations JNP

15 Westferry Circus
Canary Wharf
London E14 4HD

Phone 0845 660 5466
www.tubelines.com

20th February 2017

Re: Transplant Engineering Train Operators

Dear Paul

Following our recent discussions I am writing to confirm the basis of our agreement;

1. All current industrial action will be suspended and no further industrial action will be taken unless there is a failure to reach agreement in relation to all of the items set out below.
2. An initial salary increase of 3.15% will be made to the relevant employees on the first available pay date following the completion of items (3) and (4) below. This increase will be cost neutral and will be funded by the completion of item (3) below.

Registered office is
Windsor House, 42-50 Victoria Street
London SW1H 0TL

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authority within the meaning of

3. The following elements of the Draft ETO Regrading Initiative will be implemented with immediate effect:

Section 3: Crewing of Trains· Section

Section 4: Assistant Train Operators (Assists)

Section 6: Plant Link·

Section 8: Drinks Machine

4. A local level Working Group will examine the practice of how meal breaks are taken and the reciprocal arrangement for staff leaving at the end of their shift. An agreed process mirroring existing methods of working will be drafted and implemented by the end of February 2017. In the event that this is not achieved then an Officer Level Meeting will take place at the first mutually agreeable date.

5. A further salary increase of 3.15% will be paid on the first available pay date following the successful implementation of the following efficiencies as set out in the Draft ETO Regrading Initiative. This is anticipated to be by the end of May 2017 and will not be unreasonably delayed by either party.

Section 7: Completion of Utilisation of Paid Hours work by April 2017

Section 2: Rosters and their Implementation Dates to be agreed as per the 2010 Roster Agreement for Day and Night Link Driver by May 2017. The number of required positions will be decided following the Transplant Reorganisation and following 6.1.1.of the Main Framework Agreement

For the avoidance of doubt payments under this section will not be backdated.

6. The review of the individual managers salary for 'pay compression' will be completed by May 2017, and any recommendations implemented.

7. Following successful implementation of the above, both ASLEF and RMT will confirm that this dispute is resolved and undertake not to raise any further dispute in relation to the pay or working arrangements for Transplant employees during the course of the current pay deal.

Kind Regards



Martin Coppen

Head of Operations – AP JNP

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