



Ref: DDC-CW

13th November 2023

Great Western Railway

Milford House
1 Milford Street
Swindon
SN1 1HL

GWR.com

Dear Steve,

HEX PAY AND CONDITIONS PACKAGE

I am delighted to say that, following negotiations at Drivers' Divisional Council, a package of pay, terms and conditions for Hex drivers has been agreed. Please note that this agreement is outwith the national dispute and is the conclusion of a long standing negotiation following the transfer of Hex across to GWR. This package incorporates changes needed to allow the Hex service to be delivered in a consistent and reliable way whilst offering a substantial pay increase in return.

A number of existing terms and conditions remain in place, but there are updates to reflect the changes that have taken place since Hex joined GWR as well as new items that support the future of the business. In addition, you will see items that reflect processes used by GWR, many of which were agreed as part of the original transfer process.

These changes to the terms and conditions represent a significant financial investment. I've summarised below the key changes included in this package:

1. Pay Changes

- a) If the terms and conditions package is accepted, qualified drivers will receive a pay increase of £2,500 a year backdated to 1 April 2023.
- b) Existing arrangements in relation to overtime and rest day pay remain unchanged.
- c) Pay admin arrangements have been included, including sick pay and expenses.

2. Terms and Conditions – Key Changes

2.1 Traction

- a) Hex drivers will be required to work any traction / routes allocated to the Hex operation where trained and competent to do so without requiring additional payment or enhancements.

2.2 Training

- a) Hex Lead Drivers will deliver any Hex / GWR training as required by the business where competent to do so.
- b) Hex Drivers will assist with the delivery of any Hex / GWR training where competent to do so.
- c) If Hex Lead Drivers / Drivers are needed to support the delivery of non-GWR / Hex driver training, the proposal will be consulted at DDC.

2.3 Ts&Cs general

- a) The new handbook reflects a number of changes that align Hex T&Cs with GWR's where there wasn't a defined Hex T&C including rostering & resourcing processes.

Kind Regards,

A handwritten signature in blue ink, appearing to read 'RR', followed by a period.

Richard Rowland
Customer Service and Operations Director