

No. 142/24

22nd April 2024

For the Immediate Attention of All:

Postal Branches with Eurest Members
Divisional Representatives
Parcelforce Regional Organisers

Dear Colleagues,

EUREST (EX QUADRANT) PAY SETTLEMENT 2024

The annual Pay Review Date for our Ex-Quadrant members in Eurest was 1st April and the department has been in discussions with Compass Group on achieving a settlement for some months.

It was anticipated the discussions this year could prove extremely difficult, especially against the backdrop of another significant rise to the National Living Wage (NLW), which is relevant with regard to our National C Grade members.

Unlike in previous years, Compass Group were adamant they would not be in a position to agree a uniform percentage pay increase based on the 9.8% increase to the NLW. This is against a backdrop of an inflation rate, which at 4.5% was less than half that rate on 1st April 2024 Pay Review date, based on the CWU's preferred Retail Price Index (RPI) measure.

Compass Group proposed wide ranging pay simplification, including a reduction in the Geographic Pay Ranges (from three to two) and other measures, which were not acceptable to the CWU as presented. However, following extensive talks an agreement has now been reached on a pay settlement, which has been endorsed by the Postal Executive.

The agreed settlement retains the current Pay Ranges and provides a uniform pay increase of £1.03 per hour / £38.11 per week for all CWU grades (Pro-rata for Part Time). In percentage terms, this produces increases in basic pay significantly above inflation for all grades, which ranges between 6.3% and 9.8%. The settlement ensures our National C Grade members' pay rates remain above the NLW. In addition, overtime rates for all grades will retain the £1 positive differential.

Given the timescales, we are unable to complete a ballot in time to affect any rises in April Salaries. As such, for our National C Grade members their basic pay will be increased to meet the National Living Wage in April Salaries. Remaining increases for the National C Grade and all increases for all other Grades will be applied following the outcome of the ballot and backdated in full to 1st April 2024.

Any enquiries in relation to this LTB should be addressed to Davie Robertson, Assistant Secretary, email: sbanbury@cwu.org quoting reference: 301.13.

Yours sincerely,

Davie Robertson
Assistant Secretary