

No. 300/2024

9 September 2024

TO: ALL BRANCHES WITH RMPFSL MEMBERS

Dear Colleagues,

RMPFSL Pay – Ballot Timetable

Further to LTB 281/24, we can confirm that the ballot timetable for the above ballot is as follows: -

- Ballot papers dispatched to home addresses from 12th September (Second Class)
- Ballot closes on 3rd October (Second Class)

We would urge all Branches to encourage our members to participate in the ballot, and to return their ballot papers as soon as they can.

We have also attached for your information the members' bulletin which was sent to email addresses a few days ago.

Any enquiries on this LTB should be addressed to the PTCS Department, quoting reference number 320, email: hmaughan@cwu.org or the Outdoor Department, quoting reference number 120.12, email: Pharacz@cwu.org.

Yours sincerely,

Mark Baulch
Assistant Secretary

Bobby Weatherall
Acting Assistant Secretary



The Communications Union

Royal Mail Property & Facilities Solutions Limited

MEMBERS BULLETIN

 @DaveWardGS

 The Communications Union

 @CWUNews

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Negotiators Agreement on Pay and Associated Issues 2024 / 2025 For CWU members in Royal Mail Property & Facilities Solutions Limited (RMPFSL)

Dear Colleague,

Following a period of challenging talks over many months with RMPFSL, we have now reached a negotiators agreement on this year's pay.

You will shortly receive your individual member's ballot paper on this proposed agreement and the CWU is recommending you **Vote Yes** to endorse the agreement.

The Negotiators Agreement

Cleaners' Pay:

Increase to hourly pay for cleaning grades, as recommended by the Real Living Wage Foundation for the financial year 2024/25, effective from 1st April 2024. To confirm, this is £12 per hour for national cleaners and £13.15 per hour for London.

50p per hour differential for mobile cleaners, backdated to April 2024. This means national relief cleaners' pay will increase to £12.50 per hour and London relief cleaners to £13.65 per hour.

Summary of the increases:

- **National Static & Multi-Site Cleaners – from £11.44 to £12 per hour**
- **National Mobile Cleaners – from £11.75 to £12.50 per hour**
- **London Static & Multi-Site Cleaners – from £11.95 to £13.15 per hour**
- **London Mobile Cleaners – from £12.80 to £13.65 per hour**

These increases are on top of a 21% to 24% increase in pay for national cleaners secured in the 2022/23 Agreement.

Engineering and Generic Admin Pay:

- 2% increase to basic pay, effective 1st April 2024
- A one off non-consolidated lump sum of £250 (pro-rata for part-time workers)

This is an overall 13% increase against the wider RMG (Royal Mail Group) 10% during the same three-year period.

Annual Leave:

Increase to Post Acquisition (i.e. those employed from 1st April 2016 onwards) annual leave, effective 1st April 2025, as follows:

- 5 weeks 2 days after 10 years' service
- 6 weeks after 20 years' service
(plus bank holidays and pro-rata for part-time employees)

Currently Annual leave entitlement is capped at 5 weeks after 5 years for those employed after 1st April 2016.

Annual Leave entitlement is now aligned with those employed before RoMEC was brought back in-house to the RMG.

Sick Absence

Alignment of Leaving the Business Due to Ill Health lump sum compensation to Royal Mail Group at 16 weeks' basic pay, with current terms around Pay In Lieu Of Notice remaining unchanged. Transition arrangements will be communicated following ratification of the pay deal.

While the proposed agreement has removed all other pre-conditions set out by RMPFSL linked to any agreement on pay, we have agreed to:

- Review the Real Living Wage rates set by the Living Wage Foundation each year
- Review the Technical Pay Structure in Engineering with a joint aim to conclude those discussions before the next pay review is due in April 2025
- Continue discussions regarding the approach to attendance and how we can jointly find ways to bring overall sick absence levels down

Individual member's ballot timetable:

- Ballot papers dispatched to home addresses from 12th September (Second Class)
- Ballot closes on 3rd October (Second Class)

Following what has been at times a protracted set of discussions and given RMPFSL's previous pre-conditions on any pay increase, which have now been removed from the pay offer, the Postal Executive believe that this is the best settlement that can be achieved through negotiations.

The CWU is therefore recommending that you vote YES.

Mark Baulch
Assistant Secretary

Bobby Weatherall
A/Assistant Secretary