

No. 055/25

18th March 2025

Dear Colleague

Post Office: Pay Agreement 2025

I am pleased to advise Branches we have reached an Agreement with Post Office regarding Pay 2025/26 – the pay date is 1st April 2025. The key features of the no-strings Pay Agreement (Pay Offer letter attached), which has been endorsed by the Postal Executive, are as follows:

- One year duration with the next Pay Review Date 1st April 2026
- No conditionality
- A minimum 3% pay increase (or £800 which is slightly above 3% for our lowest paid members, predominantly the PAs in Cash Centres) flowing through to all allowances, SA and overtime rates. Comparable increases also apply to London weighting.
- Annual leave entitlements improved so that the maximum 30 days is **obtained after two years' service (previously five). This benefits c.30% of our members who have less than five years' service**
- Improved Employer Pension Contribution Rates - minimum of 9%. Removal of the two lowest Employer Contribution tiers, meaning the current 7% and 8% Employer Contribution tiers rise to 9% (which will become the new minimum).

This is the second year running we have concluded pay negotiations prior to the pay review date and our Senior Reps report that members will appreciate an early settlement.

Assuming ratification of the Pay Agreement via **an individual members' consultative** ballot, the increase will be made with April salaries. The ballot papers will be dispatched later this week and the closing date is Thursday 10th April.

Branches are urged to bring this LTB to the attention of Post Office members.

Yours sincerely

Andy Furey
Assistant Secretary



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17 March 2025

Post Office
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Issued via email

Dear Andy,

CWU Pay Offer 2025/2026

Thank you for the series of meetings with Post Office over recent weeks, culminating in our discussion on 13th March 2025.

As you are aware there are a number of cost challenges currently facing the business. Based upon the affordability of the investment required to deliver on the important commitment we have made to improve Postmaster remuneration in 25/26 and deliver our strategic priorities, whilst improving pay for our people, I put forward a pay offer constructed as follows:

- The higher of 3% or £800* consolidated and pensionable pay increase
- 3% increase flowing through to all allowances including overtime and scheduled attendance, but with the exception of London Weighting
- Increase in Inner London Weighting to £7000
- Increase in Outer London Weighting to £5200
- Amendment to Annual Leave to increase to 30 days after 2 years' service
- Amendment to the Post Office Pension Plan, introducing a minimum employer pension contribution of 9%. This increases employer contributions for employees contributing 3% and 4% from the current 7% and 8%.

The pay uplift will be included in April's salaries and the associated improvements will apply from 1st April, subject to the acceptance of the agreement by your members. The next pay review is April 2026 and we are confident that through our

*Applied prorata for Part Time colleagues



ongoing and constructive discussions, we will conclude that pay agreement also in advance of the next pay review date.

Thank you again for the positive approach to these discussions, and we look forward to hearing from you.

Yours sincerely,
Nic Marriott
People Director - Partnering