

No: 072/25

10<sup>th</sup> April 2025

Dear Colleagues

## POST OFFICE: PAY AGREEMENT 2025 – BALLOT RESULT

Further to LTB 055/25 dated 18<sup>th</sup> March. Our Post Office members have overwhelmingly endorsed the Pay Agreement for 2025/26. The result is:

Yes Votes	579	93%
No Votes	43	7%
Turnout		49%

*\*spoilt ballot papers - 1*


Post Office has been advised of this outcome and has confirmed that members will receive the minimum 3% pay uplift with April salaries. As a reminder, the key features of this one year no-strings Pay Agreement are as follows:

- **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).
- The next pay review date is 1<sup>st</sup> April 2026.

## Conclusion

Following this week's devastating news about the future of the Crown Network, for many members, job security will be more important than an annual pay increase. Notwithstanding this, I would like to thank our Post Office members for supporting this outcome.

Yours sincerely,



**Andy Furey**  
Assistant Secretary