

No: 081/25

17th April 2025

Dear Colleague,

Commencing Pay Negotiations and Section 5 of the EP Agreement

We can confirm that we will commence negotiations on 29th April in accordance with the EP Agreement Rebuilding Royal Mail on Pay and resolving outstanding issues in Section 5. Our negotiations will cover the following:

1. A pay agreement.
2. Equalising New entrants' Pay, terms and conditions over an agreed period with the first step occurring within three months of the transaction.
3. A new career path.
4. A plan to reduce agency.
5. Addressing overtime and scheduled attendance rates.
6. Improving sick pay arrangements.
7. Reaching an improved voluntary redundancy package.
8. Agree on a new incentive scheme based on local/plant measures.
9. Introducing pilots on new ways of working, including mechanisms to allow postal workers to have more say over day-to-day operations and workload management. This will include, but is not limited to, piloting a more supportive way of utilising the "my performance app" application and any data.

Our aim is to reach an agreement covering the above by 14th May, which would be subject to the endorsement of the Postal Executive. We plan to present this at a Special Briefing of our Senior Field Officials and Branch leaders on 21st and 22nd May. Then, it will be subject to an individual member ballot. Any agreement will not come into force until EP becomes the sole controlling shareholder and the company is delisted.

We will provide further updates in due course.

Any enquiries to this LTB should be referred to the DGS(P) Department.

Yours sincerely,



Martin Walsh
Deputy General Secretary (Postal)