

No. 148/25

16th July 2025

For the Immediate Attention of All:

Postal Branches with Eures Members
Divisional Representatives
Parcelforce Regional Organisers

Dear Colleagues,

EUREST (EX QUADRANT) PAY SETTLEMENT 2025

The annual Pay Review Date for our Ex-Quadrant members in Eures was 1st April and the department has been in discussions with Compass Group/ Eures 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. The rise in the NLW this year (6.7%) far outstripped all inflation measures and again, made reaching a uniform agreement for all grades extremely challenging.

After a number of meetings with Compass Group/Eures between 8th March and 7th July 2025 a negotiators agreement has now been reached with the employer on pay for all CWU grades in Compass Group/Eures, which has been endorsed by the Postal Executive.

1. 77p increase to each hourly rate of pay for all grades thus maintaining the 9p differential to NLW for the National C grades, a priority issue during the negotiations.
2. The retention of the £1 premium (O/T) rate for all grades as per current arrangements for hours worked over and above 37.5. I.E. Overtime is paid at £1 per hour more than the standard hourly rate
3. No change to Night duty allowance rates or rules.

On basic pay the above process is in line with 2024's pay agreement and does apply a uniform monetary pay uplift for all Grades across the three Pay Ranges. It also ensures that the previous commitment to maintain the Premium overtime hourly rate at £1 above basic pay rate.

The uniform uplift in pay rates results in varying percentage pay rises depending on the starting point but all are well in excess of inflation. Rises range between 4.4% for Inner London A Grade and 6.7% for National C Grade employees. In the latter case although the full 6.7% increase would not have been required to honour the NLW, we have been successful in ensuring that the full uplift was achieved to ensure that we maintain the buffer between C Grade pay and the NLW. C Grade employees are by far the majority grade within the Eures structure.

Given the timescales, we were unable to complete a ballot in time to affect any rises in August Salaries. As such, for our National C Grade members their basic pay was 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 2025.

The ballot timetable will be:

Papers Despatched: Monday 21st July 2025

Closing Date and result: Monday 11th August 2025

Any enquiries in relation to this LTB should be addressed to Davie Robertson, Assistant Secretary, email: jrodrigues@cwu.org quoting reference LTB 148/25.

Yours sincerely,

Davie Robertson
Assistant Secretary