

LTB 202/25

18 September 2025

Dear Colleagues,

CWU Annual Pay Claim 2025 – 2026 – RM Property & Facilities Solutions LTD (PFSL)

Although our Pay Claim Letter was sent to PFSL way back in April, negotiations with the company did not begin in earnest until very recently. The main reason for this was the take-over of Royal Mail by the EP Group putting all discussions on the back burner until this was completed.

The negotiating team met with PFSL on 21st August, where our claim was discussed, following which PFSL submitted to the Union a proposal which was subject to further negotiation.

Branches and representatives will know our pay claim set out the following objectives:

- An above inflation pay rise.
- An increase in cleaners and warehouse operative's pay to the Real Living Foundation recommendation.
- Parity in percentage pay terms with the rest of the Royal Mail Group for our engineers.
- Restoration of the ill-health retirement lump sum if this is achieved in the Royal Mail Group talks.

We met with the RMPFSL management team on 21st August and they subsequently wrote to the Union on 27th August with a closed offer, subject to further negotiation.

We held a National Briefing for our Senior PFSL Representatives and our Divisional Officials on 26th August where we outlined the proposal from the company. The overwhelming feeling from that meeting was that the proposal did not match the Union's aspirations in order to settle this year's pay claim.

At the next meeting of the Postal Executive the proposal was discussed and formally rejected by the Union and PFSL management were subsequently informed of this decision in writing.

We are awaiting a full response from the company and no doubt a further meeting will be arranged.

We will update branches and representatives as soon as there are any further developments.

Any enquiries in relation to this LTB should be addressed to the PTCS Department at hMaughan@cwu.org and lpietrzykowska@cwu.org.

Yours sincerely

Bobby Weatherall
Acting Assistant Secretary

