

No 213/25

30th September 2025

Dear Colleagues,

CWU Annual Pay Claim 2025/26 – RM Property and Facilities Solutions LTD (PFSL)

We are pleased to inform Branches that we have reached an in-principle agreement with the company in order to settle the 2025/26 pay claim.

The draft agreement was today unanimously endorsed by the Postal Executive with a recommendation to our members to vote 'YES' in the forthcoming ballot.

Attached to this LTB is the pay offer along with the draft agreement.

The main points of the agreement are:

Cleaners and Warehouse Operatives

A total 5% uplift in the hourly rate to the Real Living Wage Foundation recommendation of £12.60 for all cleaners and warehouse operatives and £13.85 for our London based cleaners.

Maintenance of the 50p differential for mobile cleaners meaning an uplift for this group to £13.10 National and £14.35 for London.

Engineering and Generic Admin Grades:

A 4.2% increase in basic pay. This matches the increase achieved in the rest of the Royal Mail Group.

The increase will flow through to overtime and non-cash allowances and is effective from 1st April 2025 for all grades.

- A target date of 31st October to conclude and finalise an agreement on progression in the Technical Grade Structure review.
- Harmonisation onto RMG Attendance Procedure once agreement is reached in the negotiations currently being conducted.
- A trial on SISO
- Further Engineering Scheduling improvement.

We would like to invite Representatives to a special briefing in order to discuss further details.

This will take place via Teams on Thursday 2nd October @ 11am and the following Reps are invited:

- RMPFS National Reps (Engineering and Cleaners)
- RMPFS Regional Reps (Engineering and Cleaners)
- Royal Mail Territorial Engineering Reps
- Divisional Rep (one per division)
- Branch Secretaries

We hope to have further details on the ballot timetable on Thursday, but if we have not finalised these then we will obviously issue a further LTB to this effect.

Any enquiries in relation to this LTB should be addressed to Bobby Weatherall, Acting Assistant Secretary, email: hmaughan@cwu.org

Yours sincerely,

Bobby Weatherall

Acting Assistant Secretary

RM Property & Facilities Solutions Limited (PFSL) and CWU Negotiators Agreement covering pay and associated issues 2025/26

This Negotiators Agreement contains the position reached between RM Property & Facilities Solutions Limited (PFSL) and the CWU regarding pay and associated items for CWU represented grades in PFSL 2025/26.

Outlined below are the full details of the pay agreement subject to CWU members' ratification:

Pay Settlement

Cleaners & Warehouse Operatives' Pay

PFSL agrees to implement the following hourly pay rates effective from 1st April 2025:

- £12.60 per hour for all Cleaners and Warehouse Operatives nationally.
- £13.85 per hour for London-based Cleaners.

A continued 50p differential for Mobile Cleaners:

- £13.10 per hour for national Mobile Cleaners.
- £14.35 per hour for London Mobile Cleaners.

Engineering and Generic Admin Pay

PFSL agrees to apply a **4.2% increase to base pay** for all other CWU-graded roles, effective from 1st April 2025.

All payments, including backpay of overtime, will be made as soon as possible once the agreement has been endorsed by CWU members in a consultative ballot. The CWU will share the ballot details separately.

Other associated Items covering all CWU grades

Harmonisation to RMG Attendance Procedure

CWU and PFSL agree to continue discussions on harmonisation, pending broader agreement within Royal Mail Group.

SISO Technology

CWU supports the trial of SISO technology in the coming year. PFSL commits to joint discussions to ensure appropriate implementation.

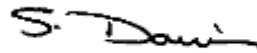
Technical Grading Structure Review

An in-principle agreement has been reached on next steps. PFSL & CWU will issue an agreed formal written update by the 31st October 2025, along with an agreed position on

progression so employees have the opportunity to progress through the grading structure.

This pay agreement and associated items is seen as a positive achievement for PFSL and the CWU. Both parties are committed to continuing to work together to achieve mutual outcomes to ensure the continued success of the business and wellbeing of its employees.

XX September 2025

A handwritten signature in black ink, appearing to read "S. Davies".

Bobby Weatherall
Communication Workers Union

Stuart Davies
Managing Director PFSL

A handwritten signature in black ink, appearing to read "H. Hadfield".

Hannah Hadfield
Senior HR Business Partner

Via email

RM Property & Facilities Solutions Limited
Highbank House
Exchange Street
Stockport
SK3 0ET

23rd September 2025

Without Prejudice / Subject to Negotiation

CWU Annual Pay Claim 2025/26 - RM Property & Facilities Solutions Limited (PFSL)

Dear Bobby,

Thank you for your letter dated 16th September 2025 following our pay offer of 27th August 2025.

Pay Offer

We have considered your feedback, particularly regarding your aspiration for parity with the wider RM group pay settlement and your clear objective to secure the Real Living Wage Foundation (RLW) rate for Cleaners and Warehouse Operatives.

- **Cleaners and Warehouse Operatives:** We are pleased to confirm our offer to implement £12.60 per hour for all Cleaners and Warehouse Operatives, and £13.85 per hour for London based cleaners effective from 1st April 2025.

In addition to this we will maintain the 50p pay differential for mobile cleaners, effective from 1st April 2025. This would mean an hourly pay rate of £13.10 for national mobiles and £14.35 for London mobiles. This ensures the differential remains aligned with market expectations and continues to fairly recognise the nature of mobile roles.

While we recognise the importance of this pay increase and the positive impact it will have on our lowest-paid colleagues, we want to make it clear that future increases will be subject to negotiation and agreement.

- **All Other CWU-Graded Roles:** In response to your request for a comparable offer in line with the wider RM group, we are prepared to revise our offer to a 4.2% increase to base pay for all other CWU-graded roles, effective from 1st April 2025. We believe this demonstrates our willingness to work collaboratively and recognises contribution of your members.

Other Items Raised

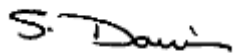
- **Harmonisation to RMG Attendance Procedure:** We note your ongoing discussions with RM and your willingness to agree harmonisation in PFSL once a broader agreement is reached. We are happy to continue engaging on this basis and will await further updates.
- **SISO Technology:** We welcome your support for SISO trials in the coming year and are open to further discussions to ensure the technology is implemented in a way that works for PFSL.

- **Engineering Scheduling Improvements:** As discussed, this is considered a business-as-usual (BAU) activity and does not need to be included in this year's pay claim.
- **Technical Grading Structure:** I believe our recent discussions were productive, and we have made progress, reaching an in-principle agreement on next steps. We will send a formal written proposal in the coming days reflecting our discussion, this will also address London Weighting harmonisation for BFM grades.
- **Scottish District Islands Allowance:** After further investigation, I can confirm that this allowance exists for pre-JV terms only. Currently, no employees on these terms qualify for the allowance. There will be no changes to this previously agreed position within this pay offer.

We hope this revised full and final offer addresses your concerns and provides a fair and balanced outcome for all. Our aim remains to reach a timely agreement that supports both our people and the long-term sustainability of the business. As previously noted, in order for this deal to be implemented in time for our employees to receive payment before Christmas, any agreement would need to be finalised and balloted by 10th October 2025.

We look forward to your response and to continuing our positive discussions.

Yours sincerely,



Stuart Davies
Managing Director
RM Property & Facilities Solutions Ltd