

No. 054/26

24 February 2026

For the Immediate Attention of All:

Postal Branches
Divisional Representatives
Parcelforce Regional Organisers
Territorial Engineering Representatives
Area Distribution Representatives
LGV Representatives
Area Processing Representatives
Area Delivery Representatives
Area Health & Safety Representatives

Dear Colleagues,

ROYAL MAIL LGV Apprentices 2026

The department has been in discussions with Royal Mail regarding the 2026 LGV Apprentices Program. Colleagues will recall we had previously agreed and launched an LGV Driver Apprenticeship as part of the Driver Academy process in 2021. While discussions had concluded on the detail the department was awaiting notification of the timeline, however we have become aware that Royal Mail have commenced the activity and the roles are currently being advertised. These positions are open to internal candidates and members can apply using the QR Code at the bottom of the LTB or via the Links attached.

Although the apprenticeship advert is currently live, through our discussions we have been able to extend the closing date from Monday 2nd March to Thursday 5th March, if you would like to be considered for the apprenticeship you will need to apply before the closing date of 5th March 2026.

We have confirmed with the business they will follow the process covering the previously agreed LGV Recruitment defined in the Driver Academy activity in 2021 which was confirmed in LTB 034/25 Royal Mail LGV Apprentices 2025, with the pay rates updated to the current levels, which are highlighted below:

Pay rates and grades below, Rates effective from 01st April 2025

LGV Driver Class C National	£24,476.00	£29,523.00
LGV Driver Class C Outer London	£26,573.00	£33,529.00
LGV Driver Class C Inner London	£27,707.00	£34,959.00

The above rates are inclusive of paid meal relief and are NMW compliant and will be uplifted by the agreed CWU pay increase due in April 2026.

The LGV Apprenticeship Scheme will be open to external and internal candidates over 21 years of age and with 1 to 2 years driving experience and will offer the opportunity to join Royal Mail and attain the Apprentice qualification, a C&E Licence, DCPC and be ready to progress to a Professional Driver role within 13 months.

The apprenticeship will include modular learning, Driver training and on the job training over the 13-month period. The attainment of the LGV C&E Licence will be scheduled in the early months of the course.

- All Apprentices will be recruited on a 36.25 hour net contract in line with the terms and conditions for the LGV Professional Driver Grade. To confirm the additional 1 hour paid relief is included in the annual pay amount.
- Apprentices will also qualify for Underpin payments as appropriate.
- Pay rates will increase in line with future pay agreements.
- On attainment of the LGV C&E Licence and sign off from a Royal Mail Advanced Driver Coach pay will be varied to 75% of the National LGV C&E Pay along with this the OT rate will be increased
- Where applicable, the appropriate LGV OT rate will be applied for any extra duty performed, in accordance with apprenticeship, driver's hours and working time guidelines.
- Apprentices who successfully complete their Royal Mail LGV Apprentice Scheme training will be offered permanent Royal Mail employment contracts at LGV grade. If the offer of permanent employment is accepted, the previous 12 months' employment will be treated as service and qualify these individuals for sick pay, pension membership and all other entitlements linked to completing 12 months' service.
- All other LGV terms and conditions of employment, except where amended by this agreement will continue to apply to all LGV Apprentices.

The department can confirm in line with LTB 034/25 issued on 18th February 2025 the apprenticeship opportunity is open to current internal employees, however it must be noted, should they apply and be successful they would be accepting the Driver Apprenticeship Scheme Terms and Conditions including Pay Rates.

The LGV Apprenticeship scheme will be managed and monitored by GTG. For clarification the business has confirmed they will not be running an internal Driver Academy Training process.

The locations and numbers per VOC for the apprenticeship program are below:

ADM	Location	No of Roles
Scotland & NI	SDC	4
	Preston	4
	Newcastle	2
	Manchester	2
North	YDC	7
	North West SH	10
Central West	MSH	10
	Coventry	5
Central East	EMA	7
South West	SWDC	5
South East	PRDC	4
Total		60

We would advise when applying for this role, the program can be challenging, however the conclusion of the course does result in the attainment of a professional Class1 (LGV) license and a role within National Distribution. It must be noted when taking up the apprenticeship that this is a commitment to the driver career path and that we cannot guarantee an automatic return to your previous role should you subsequently decide that you no longer wish to pursue this opportunity. **Please find attached - LGV Apprenticeship FAQs –Internal Applicants only.**

We do believe the apprenticeship opportunity will be welcomed by our members many of whom would like to take the opportunity to progress to Professional Driver roles. Branches are asked to ensure that the contents of this LTB are brought to the attention of our members across Royal Mail Group.

Any enquiries in relation to this LTB should be addressed to Davie Robertson, Assistant Secretary, email: jrodrigues@cwu.org or jmansell@cwu.org quoting reference LTB 054/26.

Yours sincerely,

Davie Robertson
Assistant Secretary



LGV Apprenticeship FAQs – Internal Applicants only

*The purpose of this document is to provide clarity to internal applicants who are moving on the LGV Apprenticeship scheme.

- 1) Will you lose your length of service by joining the scheme? ***No, you are still employed by Royal Mail, so your length of service will continue. Seniority will be protected and managed locally.***
- 2) What happens to my pension? ***Nothing will change with your pension, you will remain in your existing pension plan and contributions will continue providing you do not drop below National Minimum Wage)***
- 3) What about my Annual Leave? ***You're Annual Leave will be in accordance with Ts and Cs of the grade (based on length of service).***
- 4) Will I be treated as a new hire? ***No, the move to the Apprenticeship scheme is classed as an internal transfer.***
- 5) What support will I be given on the scheme? ***You will receive regular check ins from your Manager and GTG (Apprenticeship provider), you will also have a buddy and access to the wider Apprenticeship network.***
- 6) What happens if I do not manage to complete the programme? ***If this happens, we will support you in sourcing an alternative position within Royal Mail.***
- 7) Will I receive an induction to the programme? ***Yes, a full induction onto the scheme will be provided – we are currently working with GTG to finalise the plan, but this will be shared with you on Day 1.***

Req No	Advert Links	Internal/External Ads
	Midlands Super Hub	
335527	https://performancemanager.successfactors.eu/sf/jobreq?jobId=335527&company=C0001112080P	Internal
	https://careers.royalmailgroup.com/gb/en/job/RMGRMGGB335527EXTERNALENGB/LGV-Driver-Apprentice	External
	PRDC	
335531	https://performancemanager.successfactors.eu/sf/jobreq?jobId=335531&company=C0001112080P	Internal
	https://careers.royalmailgroup.com/gb/en/job/RMGRMGGB335531EXTERNALENGB/LGV-Driver-Apprentice	External
	Yorkshire Parcel Hub	
335543	https://performancemanager.successfactors.eu/sf/jobreq?jobId=335543&company=C0001112080P	Internal
	https://careers.royalmailgroup.com/gb/en/job/RMGRMGGB335543EXTERNALENGB/LGV-Driver-Apprentice	External
	North East VOC	
335544	https://performancemanager.successfactors.eu/sf/jobreq?jobId=335544&company=C0001112080P	Internal
	https://careers.royalmailgroup.com/gb/en/job/RMGRMGGB335544EXTERNALENGB/LGV-Driver-Apprentice	External
	Manchester VOC	
335545	https://performancemanager.successfactors.eu/sf/jobreq?jobId=335545&company=C0001112080P	Internal
	https://careers.royalmailgroup.com/gb/en/job/RMGRMGGB335545EXTERNALENGB/LGV-Driver-Apprentice	External
	NW Super Hub	
335579	https://performancemanager.successfactors.eu/sf/jobreq?jobId=335579&company=C0001112080P	Internal
	https://careers.royalmailgroup.com/gb/en/job/RMGRMGGB335579EXTERNALENGB/LGV-Driver-Apprentice	External
	SW Parcel Hub	
335581	https://performancemanager.successfactors.eu/sf/jobreq?jobId=335581&company=C0001112080P	Internal
	https://careers.royalmailgroup.com/gb/en/job/RMGRMGGB335581EXTERNALENGB/LGV-Driver-Apprentice	External
	EMA (Nottingham)	
335584	https://performancemanager.successfactors.eu/sf/jobreq?jobId=335584&company=C0001112080P	Internal
	https://careers.royalmailgroup.com/gb/en/job/RMGRMGGB335584EXTERNALENGB/LGV-Driver-Apprentice	External
	Scottish PH	
335586	https://performancemanager.successfactors.eu/sf/jobreq?jobId=335586&company=C0001112080P	Internal
	https://careers.royalmailgroup.com/gb/en/job/RMGRMGGB335586EXTERNALENGB/LGV-Driver-Apprentice	External
	Coventry VOC	
335587	https://performancemanager.successfactors.eu/sf/jobreq?jobId=335587&company=C0001112080P	Internal
	https://careers.royalmailgroup.com/gb/en/job/RMGRMGGB335587EXTERNALENGB/LGV-Driver-Apprentice	External
	Preston	
335594	https://performancemanager.successfactors.eu/sf/jobreq?jobId=335594&company=C0001112080P	Internal
	https://careers.royalmailgroup.com/gb/en/job/RMGRMGGB335594EXTERNALENGB/LGV-Driver-Apprentice-Preston	External