No. 067/26

5th March 2026

Dear Colleague

Royal Mail: PFSL – Pay Claim 1st April 2026

Branches are advised that the Postal Executive has endorsed a pay claim for our RMPFSL members. The pay review date is 1st April and our claim includes:

- **Pensions – the Collective Plan** - As an integral part of the Royal Mail Group, PFSL members currently sit outside of the Collective Plan (with the exception of legacy ROMEC members) in an inferior DC scheme, and as such do not enjoy the benefits of the Collective Plan offered to all other RMG employees once they have completed a year's service. In the interest of fairness and equity, our claim is that the Collective Plan is made available for PSFL members to join.

- **Pay - Cleaners** - a ***minimum*** pay increase in the hourly pay rate to the Real Living Wage from 1st April of £13.45 (national) or £14.80 (London) together with a commitment to embrace future Living Wage Foundation increases ***as a minimum***. We also need to at least maintain the 50p per hour differential for Mobile Cleaners.

- **Pay – Engineers / Technical Services & Admin** – last year's PFSL Pay Agreement secured parity with the 4.2% basic pay rise for Year one of the RMG Pay Agreement for all grades outside of Warehouse Operatives (who were assimilated onto the Tech 3 grade rate of pay) and Cleaners. Therefore, for consistency purposes, our claim is ***as a minimum*** to match the RMG Year two Pay Agreement, although we have also let management know our aspiration is to explore reaching an Agreement for pay rises greater than this.

Our formal Pay Claim letter has been sent to Neil Chaplain, Director Engineering, Process Design and International Operations, and we have two Pay meetings scheduled in the diaries. Further developments will be reported at an appropriate time.

Yours sincerely

Andy Furey

Andy Furey
Assistant Secretary