

No. 080/26

16th March 2026

To: All Branches

Dear Colleagues,

Further Extension to both the USO and Equalisation

Following a meeting with EP, Royal Mail and the union, we have agreed that we should extend the two DRPs which were intended to end today, until Monday 30th March.

This is in recognition that progress has been made in both DRPs. We have jointly agreed to now escalate the equalisation of new entrants' pay, terms and conditions to EP & CEO and General Secretary & DGS(P) level to try and find a resolution.

The negotiations are still being carried out based on the principle of nothing is agreed until everything is. It is therefore difficult to communicate the full detail of the negotiations, whilst still under the terms of the DRP.

Royal Mail and the CWU have mutually agreed to a further extension to the two Achieving National Agreement procedures that have been running at the same time – one on the deployment of Universal Service reform and one on the Equalisation of new entrants pay, terms and conditions.

The procedures started at the beginning of February and will now conclude on Monday 30th March 2026. Discussions have been constructive, with progress made, and we look forward to continuing the talks to hopefully reach agreement on both topics as soon as possible.

We will provide a further update in due course.

Alistair Cochrane
CEO

Martin Walsh
DGS(P)

The extension will allow for another two weeks of negotiations to try and resolve the current DRP processes.

Yours sincerely



Martin Walsh
Deputy General Secretary (Postal)