

No: 094/26

30th March 2026

Dear Colleagues,

POST OFFICE: PAY AGREEMENT 2026 & 2027 – BALLOT RESULT

Further to LTB 071/26 dated 6th March. Our Post Office members have overwhelmingly endorsed the two year Pay Agreement for 2026 and 2027. The result is:

Yes Votes	256	92%
No Votes	23	8%
Turnout		51%

As a reminder, the key features of this two year no-strings Pay Agreement are as follows:

- **Pay Increase:** From 1st April 2026 a minimum 3% consolidated pay rise for all grades. A further minimum 2.5% consolidated pay rise from 1st April 2027. Both of these pay increases flow through to overtime and Scheduled Attendance rates
- **Pension Improvements:** The minimum Employer pension contribution increases from 9% to 10% from 1st April 2026. A further increase this time in the maximum Employer contribution from 12% to 13% from 1st April 2027. The 13% is paid if members opt to pay an employee contribution of 8%
- **Annual Leave Entitlements Increased:** For members with over 5 years' service an extra day's annual leave (rising from 31 days) will apply from 1st April 2026. For members obtaining 10 years' service annual leave will increase again by an extra day (rising to 32 days) from 1st April 2027
- **London Weighting Increase:** Both Inner and Outer London Weighting rates will increase by £300. The new rates from 1st April 2026 will be £7,300 (Inner) and £5,500 (Outer). Both of these rates will increase again by a further £300 from 1st April 2027 with the new rates being £7,600 (Inner) and £5,800 (Outer)
- **2027 Pay Increase – Re-opener Clause:** Pay negotiations will re-open if inflation is greater than 3% CPI over the 3-month period, December 2026 – February 2027. Also, if CPI falls below 2% for the same 3-month reference period, Post Office will re-open pay talks.

Post Office has been advised of this outcome and has confirmed that members will receive the minimum 3% pay uplift with April salaries. I would like to thank our Post Office members for supporting this good outcome.

Yours sincerely,



Andy Furey
Assistant Secretary