

No. 108/26

13th April 2026

Dear Colleague,

RESOLUTION OF RMG & CWU DISPUTE RESOLUTION PROCESSES - DEPLOYMENT OF USO REFORM AND EQUALISATION OF NEW ENTRANTS' PAY, TERMS & CONDITIONS

Negotiations continued over the weekend, and we are pleased to announce that we have today reached a negotiators' agreement on both Dispute Resolution Processes relating to the deployment model for USO reform and the equalisation of new entrants' pay, terms and conditions.

The agreement, along with the USO deployment annex, will now be considered by the Postal Executive. A further update will be communicated at some point tomorrow.

Please see below a joint statement issued by the business and CWU announcing the news.

Royal Mail and CWU reach negotiators agreement on Universal Service reform and new entrants' pay, terms and conditions

Dear Colleague,

Further to our previous communication, we are pleased to announce that Royal Mail and the CWU have reached a negotiators agreement covering deployment of Universal Service reform and equalisation of new entrants' pay, terms and conditions.

This will now go to the Postal Executive Committee and IDS Board on Monday afternoon.

We will provide a further update by close of play tomorrow.

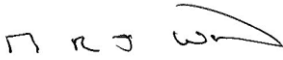
Thank you for your patience as the negotiations took place. It was important that both parties took the time to get this right in the interests of employees, customers and the company.

Alistair Cochrane
Chief Executive Officer, Royal Mail

Martin Walsh
Deputy General Secretary, CWU

Any enquiries in relation to this LTB should be addressed to the DGS(P) Department hford@cwu.org.

Yours sincerely,



Martin Walsh
Deputy General Secretary (Postal)



Dave Ward
General Secretary



Andy Furey
Assistant Secretary



Davie Robertson
Assistant Secretary



Tony Bouch
Assistant Secretary