

No: 154/26

18th May 2026

Dear Colleagues,

ROYAL MAIL: BONUS PAYMENTS 2025/26 FOR CUSTOMER SERVICES, FINANCE, HR & LEGAL SERVICES AND LA1s IN LOGISTICS

Branches are reminded that the arrangements for the bonus schemes for our members working in Customer Services, Finance, HR/Legal Services and LA1s Logistics are based on Royal Mail's overall business performance.

I am pleased to report the **bonus for 2025/26 will be paid at the maximum** for the respective Business Units. The total amounts payable are as follows:

Business Unit	Bonus Payment 2025/26
HR/Legal Services	£1,500
Customer Services	£2,000
Finance	£2,000
LA1s Logistics	£650

All of these payments (pro-rata for part-timers) will be made with May salaries to those who have been in post since 1st January 2026 and who are still employed at the payment date.

These bonus payments have arisen from agreements the union has reached on behalf of the members concerned. Therefore, Branches and Representatives with members in these Business Units are encouraged to reinvigorate recruitment activities by focusing on this positive news which should aid recruitment amongst Admin grades.

Yours sincerely,

Andy Furey
Assistant Secretary