

No.163/26

2<sup>nd</sup> June 2026

Dear Colleague,

## **Royal Mail: Equalisation of New Entrants Pay, Terms & Conditions – Engineering, Fleet & HR Services**

Within Section 3.1 of the National Agreement, there is a commitment that further negotiations would be held with the aim of concluding an agreement for our New Entrant members within Engineering, Fleet and HR Services by 1<sup>st</sup> June 2026. Unfortunately, despite everyone's best endeavours to meet this date, due to the complexities surrounding these areas it has not been possible to conclude an Agreement at this stage. Further below is a Joint Statement confirming this position with Royal Mail.

Additionally, the JS confirms that a 3% pay rise for New Entrants in Engineering, Fleet and HRS will be made with July salaries and backdated to 1<sup>st</sup> April (for legacy grades in these areas employed before 1<sup>st</sup> December 2022, the 3% and arrears is being paid with June salaries).

The plan going forward is to prioritise further negotiations to establish an agreed way forward in respect of the first step towards equalisation for these members.

### ***Joint Statement by Royal Mail and CWU on Equalisation in Engineering, Fleet and HR Services***

*In line with the commitment set out in the USO Reform and Equalisation of New Entrants Agreement, over recent weeks we have held a number of constructive and productive discussions on arrangements for New Entrants in Engineering, Fleet and HR Services.*

*These conversations have helped build a stronger shared understanding of the position across each area. It is clear, however, that we cannot simply replicate the arrangements for OPGs, given the different starting points and the specific complexities within Engineering, Fleet and HR Services. As a result, there is no single solution, and further detailed work is needed to ensure the right outcomes are achieved in each area.*

*While we had jointly aimed to reach agreement by 1st June 2026, more time is needed to work through the detail and land a fair solution. Both Royal Mail and the*

*CWU remain fully committed to reaching an agreement at the earliest opportunity, and any agreement reached will apply from 1st April 2026.*

*Further talks are already planned over the coming weeks as we continue to build on the progress made and work towards a mutually agreed outcome. In recognition of the additional time required, and to ensure CWU-represented employees are not disadvantaged, it has been agreed that a 3% pay uplift, in line with the 2025 pay deal, will be applied. This will be paid in July salaries and backdated to 1st April.*

*We would like to thank everyone for their continued patience and engagement. Both parties remain focused on securing a positive and workable agreement in these key areas, and we will provide further updates as discussions progress.*

*Kieran Judd, Interim Chief People Officer*

*Andy Furey, Assistant Secretary*

*Davie Robertson, Assistant Secretary*

Further developments will be reported.

Yours sincerely

**Andy Furey**  
**Assistant Secretary**

**Davie Robertson**  
**Assistant Secretary**