No. 198/26

13th July 2026

Dear Colleague,

ROYAL MAIL: FINANCIAL WELLBEING; SALARY ADVANCE

Royal Mail is today launching a new facility for monthly paid employees that allows for salary advances, which may be welcomed by some members when facing temporary financial difficulties. All monies advanced will be paid back via payroll at the next salary; therefore essentially this is simply an advance of salary and is not linked to a Salary Sacrifice product, which would be paid back via instalments, and it doesn't have an impact on the minimum wage. Disappointingly, we have been informed the new product is not available for RMPFSL employees.

Branches and Reps are advised that there has been no meaningful engagement on this matter, and Royal Mail simply appraised us of their planned actions and as such did not seek our formal agreement. However, it would be fair to say that this employee benefit may enable our members to avoid the high cost of payday loans, unapproved overdrafts with excessive bank charges and of course unscrupulous loan sharks. As many members live hand to mouth and won't have any savings to fall back on, this facility is welcomed.

There is a small transaction fee of £1.69 for accessing this product, and practically, the employee checks their eligibility via the new "Salary Finance" App and can access up to 50% of what they've earned in the last month. The monies are usually available within minutes. The attached slides and "Your Wellbeing" publicity materials that can also be accessed via the Robin App or through My Bundle+ provide further details.

The example given by management as to a potential need for an urgent salary advance was an employee's boiler packing up and with it the cost of calling out a service engineer and of course the cost of replacement parts, which can't wait until the next pay date in the depths of winter.

Going forward, it will be necessary for us to understand the ongoing take-up of salary advances, and I will engage with Royal Mail for them to provide us with statistics and to undertake a trend analysis to see which grades avail themselves of this facility.

Yours sincerely,

Andy Furey
Assistant Secretary

Your Benefits

We deliver MORE

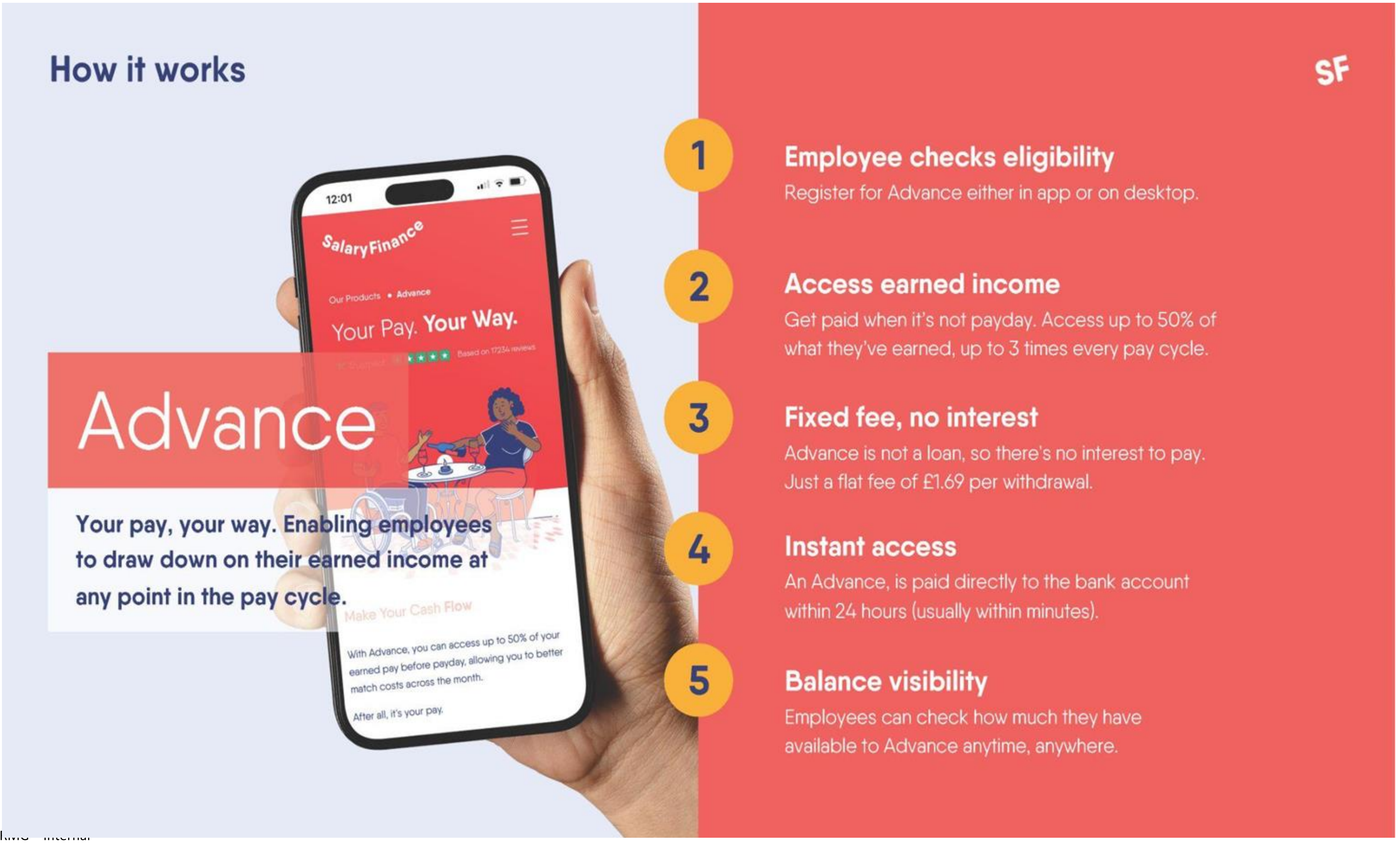
Financial Wellbeing; Salary Advance

Purpose of today

- Introducing the new
  - ‘Advance’ employee benefit and
  - Salary Finance App
- What next

Introducing ‘Advance’

A cost-effective alternative to credit cards or payday loans



- Royal Mail’s role is to deduct the amount of the advance plus the £1.69 fee from the employees’ net pay and pass the proceeds to Salary Finance.

Advance is available to all monthly paid employees and works like this:

- It’s two weeks into the month and Paola’s car breaks down. The repair costs £350.
- She checks the Salary Finance app and has £400* of her earned pay available to access early.
- She decides to use Advance to access £350 and pays a £1.69 transaction fee.
- The money is in her bank account within hours
- The repair is sorted immediately, and £351.69 (£150 + £1.69 fee) is automatically deducted from her pay at the end of the month.

* This is 50% of her two weeks of earned pay, after tax

Is it value for money?

PRODUCT	COST	CALCULATION	TOTAL COST
Salary Advance	£1.69	N/A	£1.69
Payday loans	Capped fees at 80p/£100/day	(£0.80/£100) * £170 * 15	£20.40
Arranged overdraft	£1/day on amounts up to £3,000	£1 * 15	£15.00
Unarranged overdraft	£5/day, capped at £100	£5 * 15	£75.00

Illustrative cost comparison
Based on an Advance of £170 for 15 days.

What next

- This information is embargoed until launch on 13 July
- On 13 July there will be:
  - an email from Kieran Judd
  - a Signpost article
  - TV screens message
  - Robin announcement
  - My Bundle+ Blog

YOUR WELLBEING

Helping colleagues feel more in control of their money.

Practical financial support for everyday life.

Introducing the new Salary Finance app, helping make everyday money management easier. The app provides access to three financial wellbeing benefits: Learn, Advance and Borrow.

More information is available on MyBundle+ or the Your Money section on Robin.

Download the Salary Finance app today
salaryfinance.com

Borrow

Get the loan you need
Borrowing made simple with affordable, stress-free loan repayments taken straight from your pay.

- Quick decision: Get a response fast so you know where you stand right away
- Price promise: Loans under £5,000? If you find a better rate elsewhere, Salary Finance will match it.

Representative rate: 11.9% APR (fixed).

Advance

New

Cover the unexpected
Life doesn't always line up with payday.
Take a portion of your pay early to cover urgent bills or surprise expenses, giving you peace of mind and helping you stay on top of your money.

- Advance what you need for a £1.69 flat transaction fee (per withdrawal)
- Once requested, your Advance usually arrives the next working day

Available for monthly paid colleagues only.

Learn

Turn your pay into progress
Everything you need to manage your money, plan ahead, and make your pay go further – all in one place.

- Get personalised tips to help you handle money without the stress
- Access smart tools and step-by-step guides to stay on track

YOUR WELLBEING

More control. Built into your pay.

New

With Advance, you can take a portion of your pay early to cover urgent bills or surprise expenses, giving you peace of mind and helping you stay on top of your money.

Download the Salary Finance app today
salaryfinance.com

See how Paola handled a car breakdown with Advance

1. It's two weeks before payday and Paola's car breaks down. The repair costs £150.
2. She checks the Salary Finance app and has £400 of her earned pay available to access early.
3. She decides to use Advance to access £150 and pays a £1.69 transaction fee.
4. The money is in her bank account within hours.
5. The repair is sorted immediately, and £151.69 (£150 + £1.69 fee) is automatically deducted from her pay at the end of the month.