

No. 206/26

21st July 2026

Dear Colleague

Royal Mail: Sports and Social Clubs – RM Decision to Stop Subscriptions from Payroll

Further to LTBs 074/26, 086/26, 107/26 and 177/26. Branches will be aware that we escalated this matter to Kieran Judd, Chief People Officer. A formal meeting was held with Kieran Judd, along with Andrew Smith, HR Director, Industrial Relations, on 23rd June, during which it was put to them that the wellbeing of the Sports & Socials Clubs was essential and that they had existed for many years and as such were an integral part of the fabric of Royal Mail. Furthermore, I emphasised the genuine concerns received via our Branches and Reps that some clubs may potentially have to close their doors due to the financial impact of RM's decision, with the potential loss of valued social and community support for our members. As a consequence, Royal Mail agreed to reflect upon whether there was a more supportive way forward to facilitate a smoother transition, whilst retaining their plans to cease subscriptions via payroll.

We met again on 8th July, during which a "**4 point plan**" was proposed by RM, aimed at supporting the 11 largest Clubs which had not yet been contacted, with an effective migration to the new arrangements. To facilitate this, Kieran Judd proposed to extend the deadline to the end of November to allow for the S&SCs to put in place robust plans to retain members and in turn protect their income. The proposal was received formally yesterday, 20th July and is attached to this LTB.

The 4 key components of the plan are as follows:

- 1. The Company will delay any further changes until end of November 2026, allowing more time for the Clubs to manage the transition with their members.*
- 2. The Company will identify a Point of Contact to work with the CWU and the Clubs leadership, facilitating this transition but also the below additional points.*
- 3. The Company will provide proactive support to the Clubs still to transition, enabling easier and more effective communications with their membership to facilitate a smooth transition.*

4. Furthermore, the Company will work with all the clubs to explore additional promotional options available to help them identify and encourage new membership, both from the current workforce but also from new joiners.

Conclusion

The Postal Executive believes the 4 point plan above is the best outcome in the circumstances. Obviously, it is disappointing that RM are still adamant that the new payroll system needs to be simplified, meaning the stoppage of subscriptions, and this is something we cannot agree to. **We have though gained a firm commitment from RM to support the growth of all the clubs through "promotion options".** Clearly this is a positive commitment from RM which the Postal Executive hopes will be welcomed by the clubs, who in turn will need to be proactive in engaging with RM in terms of club membership recruitment campaigns.

The 11 largest clubs are as follows:

- Eastern Post S&S Club
- NDC Sport & Social
- Glasgow Area PO SOC & REC Club
- Harrow & Wembley PO S&S Club
- Romford PO Sports & Social Club
- RM Romford & Ilford Carers Society
- Mount Pleasant CWU Welfare Fund
- Wolverhampton PO S&S Club
- Mount Pleasant PO S&S Club
- London Post Office S&S Association
- Civil Service Sports Council

Mole Meade, Postal Executive member, will lead on this project and will liaise with RM's "Point of Contact" to help facilitate the transition and also to draw up an action plan in terms of a marketing campaign to attract new club members. Mole will also engage directly with the 11 S&SC's who have not yet transitioned to the new direct debit arrangements to ensure they are supported throughout the process until the extended deadline of the end of November.

If Branches, Representatives or S&SC Chairs/officials have any questions in relation to this matter, please contact mmeade@cwu.org

Yours sincerely

Andy Furey
Assistant Secretary

From: Emma Bamford, **On Behalf Of** Kieran Judd

Sent: 20 July 2026 12:34

To: Andy Furey <AFUREY@cwu.org>

Cc: Kieran Judd, Andrew Smith

Subject: Social Clubs

Importance: High

Good afternoon Andy,

Social Clubs

I write further to our meeting on 8th July 2026, during which we had a wide-ranging discussion about how we can best support the social clubs through and beyond the period of payroll transition. I committed to outline the conclusion of our discussion, and trust that you find this to be an accurate reflection.

- We agreed that the Social Clubs have been an important part of the culture of Royal Mail for many years and that we would all like them to continue and succeed in the future.
- Whilst we recognise the issues associated with the changes to payroll, they must also be seen in the context of both the challenging and disparate social club membership. Indeed, it is the latter points that would most benefit from our collective efforts if the Clubs are to have a prevailing role in our culture.
- I socialised some of the options we had considered, since our initial meeting, to try and find an alternative mechanism for supporting the payment of membership fees (such as utilising MyBundle). Unfortunately, they do not offer a credible solution.
- I explained that I believe Royal Mail can do more to help support Clubs, not just through this transition period, but also in their effort to grow membership in the future. With that in mind, I committed to a 4-point plan:-
 1. The Company will delay any further changes until end of November 2026, allowing more time for the Clubs to manage the transition with their members.
 2. The Company will identify a Point of Contact to work with the CWU and the Clubs leadership, facilitating this transition but also the below additional points.
 3. The Company will provide proactive support to the Clubs still to transition, enabling easier and more effective communications with their membership to facilitate a smooth transition.
 4. Furthermore, the Company will work with all the clubs to explore additional promotional options available to help them identify and encourage new membership, both from the current workforce but also from new joiners.
- In addition, and at your request, I am happy to ensure that the nominated Point of Contact attends a portion of the meeting you are intending to have with the remaining clubs' leaders, to discuss the above actions on defining a communication / promotions campaign.

Whilst I recognise that this transition is difficult for the Clubs, I do hope that the above commitments evidence a genuine desire from the Company to support the Clubs now and in the future.

Yours sincerely,



Kieran Judd
Interim Chief People Officer



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