

No. 214/26

31st July 2026

Dear Colleague,

ROYAL MAIL GROUP: NEW ENTRANTS – CONTRACTS OF EMPLOYMENT

Branches will be aware that Paragraph 3.2 of the agreement for the Equalisation of New Entrants' Pay, Terms, Conditions, and specifically the third bullet point, commits both the CWU and Royal Mail Group to review the contracts of employment for New Entrants as part of the relationship reset. For the avoidance of doubt, the review includes the contracts for New Entrant OPGs and those in Engineering, Fleet and HR Services. Andy Furey, Assistant Secretary, and Lee Wenban, Postal Executive member, are leading on this important matter on behalf of the Postal Executive.

We are able to report that an initial exploratory meeting has been held with management and this meeting was constructive, with a good alignment on the task that we have set ourselves, although there is a recognition that these matters are both substantial and complex. As a consequence, further analysis is being undertaken as there have been a number of changes to contractual matters, such as the introduction of the Collective Plan from 7th October 2024 that have in fact rendered clauses within the New Entrant contract to be effectively out of date. Another example of this is reference to Scottish Widows for the RMDCP, which is in the process of winding up, with the transfer to Legal and General Mastertrust. In essence, this means that a detailed solution needs to be identified and worked up to make the contracts of employment fit for purpose for New Entrants and this activity will undoubtedly be time consuming.

Branches will also be aware that the agreement committed both parties to concluding the review by 1st September 2026. Unfortunately, with planned annual leave from both ourselves and management, this date is unlikely to be met. We have, however, agreed that further meetings will be held as soon as practical, and dates are being identified to ensure that we build momentum into the talks and make progress towards an agreed position. Further developments in this regard will be reported.

If you have any queries in relation to this LTB, please contact snicholas@cwu.org or hmaughan@cwu.org

Yours sincerely,

Martin Walsh
Deputy General Secretary (Postal)

Andy Furey
Assistant Secretary