

No. 221/26

6th August 2026

Dear Colleague,

Royal Mail: PFSL Pay Negotiations 2026 – Formal Pay Offer Rejected

Further to LTB 0217/26 dated 3rd August.

Earlier today, a formal pay offer for our PFSL members was received from Neil Chaplain, Managing Director, Royal Mail Engineering. The offer, which falls considerably short of our claim, and therefore our aspirations, has been unanimously rejected by the Postal Executive.

The key headlines of the offer are as follows:

- **Engineers** – a 3% pay rise from 1st April, matching year 2 of the 3-year RMG pay deal
- **Cleaners** – an increase in the hourly pay rate to £13.38 which is 7p shy of the Real Living Wage (RLW) hourly rate of £13.45 (the Cleaners moved onto the National Minimum Wage of £12.71 per hour from 1st April having been on £12.60 from the last Pay Agreement)
- **Pensions** – no offer to improve pensions or to open up the Collective Plan to PFSL members
- **Christmas bonus** – no offer to match the £200 OPG bonus arrangements.

The formal offer is very disappointing, bearing in mind it has taken management over four months from the pay review date to come up with an offer that, for Engineers, is broadly the same as for all other grades in RMG and for our Cleaning members breaks the link with the Real Living Wage hourly pay rate, which we have managed to secure for the last few years. Consequently, this is a retrograde step. Also, the lack of progress on Pensions and the Christmas bonus arrangements, both of which were the subject of Conference motions earlier this year, is unacceptable.

The majority of our PFSL members will continue to be second class citizens in respect of Pension benefits and indeed, for Cleaners, who are our lowest paid grades, the

current arrangements, if allowed to continue, would undoubtedly lead to a position of pensioner poverty and RMG employees to be facing this situation is intolerable.

A pay negotiation meeting with PFSL management has been agreed for Tuesday 25th August and further developments will be reported.

Yours sincerely,

Andy Furey
Assistant Secretary