

No. 245/26

15th September 2026

Dear Colleague,

ROYAL MAIL: PFSL PAY & PENSIONS CAMPAIGN - CONSULTATIVE BALLOT OF PFSL MEMBERS

Further to LTB 236/26 and the National Briefing on 9th September.

Members' Private Email Addresses Required

As highlighted at last week's National Briefing, it is imperative that Branches provide PFSL members' private email addresses to Lisa Parrett – lparrett@cwu.org by close of play on Wednesday 23rd September. We need to bring this activity to a successful conclusion to enable us to undertake the Consultative Ballot. Branches are therefore urged to give this matter the focus it needs.

CWU Dedicated Web Page for PFSL Members

Our Comms Department has developed a dedicated web page for our PFSL members which can be accessed via: <https://www.cwu.org/campaign/pfsl> (**QR code below**). It would be very helpful if Branches could send photos of both Cleaning and Engineering members indicating their support for the campaign and the requirement for the Real Living Wage and/or Pension Fairness. If these could be sent to Hayley Moffat – hmoffat@cwu.org they can be uploaded to the dedicated web page.

CWU HQ Email Address for PFSL Members

We also now have a dedicated email address for PFSL members to send us questions or enquiries – pay-pensioncampaign-pfsl@cwu.org Branches should share this email address with PFSL members, and our team will monitor the inbox and respond accordingly.

Communication – Engagement with PFSL Members

Lastly, attached is a communication designed to assist Branches in engaging with our PFSL members. Please encourage members to **vote YES & YES** in the forthcoming consultative ballot to enable us to return to negotiations with the strong voice of our members behind us. The plan in terms of next steps is to work up a Ballot Timetable which will enable us to move into the next phase of the campaign. Further developments will be reported including the ballot timetable once known.

Yours sincerely,

Andy Furey
Assistant Secretary



Collective Plan 13.6% Employer Contribution versus current Pension arrangements

PFSL currently pays just 4%, 5% or 7% into the pension schemes that are in place for PFSL members. This figure will depend on whether PFSL members are in the NEST scheme or the L&G DC scheme and which Tier they are in.

Whereas, all other employees of Royal Mail, including all managers, receive the benefit of 13.6% of their salary being paid into the Collective Plan by Royal Mail.

These arrangements are grossly unfair and will disadvantage PFSL members significantly in the long term and will mean that many members won't be able to afford to retire and will have to work until they die. The current arrangements will definitely create pensioner poverty, especially for the lowest paid members across the Cleaning grades. All we are seeking is equalisation and fairness by ensuring that PFSL members are treated exactly the same as everyone else across Royal Mail.

Pay for Engineers

The 3% pay offer for Engineers is broadly acceptable as it matches the 3% achieved for all other grades across Royal Mail. However, we need to ensure the 3% flows through to the call-out allowance and all other allowances and overtime rates.

£200 Christmas Bonuses

All Operational grades in Royal Mail receive £200 Christmas bonuses and it is high time that our Cleaning and Engineering members received this benefit as well. Everyone needs extra money at Christmas time and why should Cleaners and Engineers be disadvantaged in comparison to all other Operational grades.

Our priority is to reach an agreement: Two Year Pay Agreement is an option

Our primary objective is to conclude a pay agreement for 2026 as soon as possible. However, because we are now in September, and it has taken us over six months to get to this position, bearing in mind the union lodged the pay claim back in March, an option is to reach a two-year Pay Agreement to include the pay increase from April 2027. PFSL members have waited long enough for this year's Agreement; therefore, we want to get in front of this situation by addressing next year's Pay Agreement in one package. This will provide certainty for our PFSL members as we approach 2027.

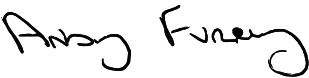
Next Steps

Members voting **YES & YES** in this consultative ballot, this will enable us to return to negotiations with the strong voice of our members behind us. This will demonstrate that PFSL members are not prepared to be treated in an inferior way to all other Royal Mail employees.

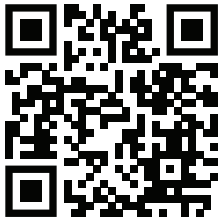
By voting **YES & YES**, PFSL/Royal Mail management will have to sit up and listen and take onboard the legitimate concerns of our PFSL members and they won't be able to ignore two massive **YES** votes.

Summary

We need all members to participate in the consultative ballot and we need members, for their own benefit, to vote **YES & YES** to send a strong signal to PFSL/Royal Mail management that we are not prepared to accept half measures and poor pay, and pensions.

Yours Sincerely,

Andy Furey
Assistant Secretary Postal

Scan ME for more info on the campaign



VOTE  **YES** +  **YES**

IN THE CWU CONSULTATIVE BALLOT

PFSL: PAY & PENSION CLAIM

REPS' BRIEFING DOCUMENT FOR ENGAGING WITH PFSL MEMBERS TO DELIVER THE YES & YES VOTES

Background

The Postal Executive has rejected the PFSL pay offer as being inadequate as it doesn't match the Real Living Wage for our Cleaning Members and it doesn't make any progress on key policies including the critical issue of Pensions. Consequently, the Postal Executive has determined that we should engage with the members in a Consultative Ballot.

The Consultative Ballot will have the following 2 questions:

1 Do you support the CWU rejection of the PFSL pay offer?

2 Do you support the CWU policy for PFSL members to join the Collective Plan pension scheme?

Purpose of the Consultative Ballot

Delivering two massive **YES** votes, with a great turnout, will place pressure on PFSL/Royal Mail to return to negotiations with a better offer, and potentially a plan for pension equality and fairness.

Overall Aims & Objectives

Real Living Wage - we want to secure the Real Living Wage hourly pay rate of £13.45 for all Cleaners as a minimum, in keeping with previous years and going forward we need to ensure that each year PFSL/Royal Mail at least match the Real Living Wage for our Cleaning members.

Pensions - we want to secure equality and fairness by ensuring PFSL members are eligible to join the Collective Plan and receive the benefit of the Employer Contribution of 13.6%.

Why we need Members to Vote and Vote YES & YES - Membership Voice is critical

The negotiating team has taken the talks as far as possible and we have reached an impasse. We therefore need our members to demonstrate their anger and frustration by voting **YES & YES** in the consultative ballot so that we can deliver the Real Living Wage for Cleaners and make progress towards the Collective Plan pension scheme for everyone.

Voting YES & YES is the best chance to get positive movement towards an overarching Agreement.

Negotiations thus far and what we have rejected as not being good enough

Real Living Wage - we have rejected £13.38 per hour for Cleaners, as this is 7p shy per hour of the Real Living Wage, which is £13.45. PFSL/Royal Mail can easily afford 7p extra for all Cleaners. Clearly, the attempt to not pay the Real Living Wage is a decision to move away from previous arrangements now and in the future, and if we were to give up on this principle on this occasion, we will struggle to match the Real Living Wage in future years.

Pensions - unfortunately we have made no progress on the issue of equity for pensions, which means that PFSL members are 2nd class citizens in comparison to all other Royal Mail employees. This is unfair as our PFSL members are losing out on the Employer contribution of 13.6%.

Real Living Wage for Cleaners £13.45 v PFSL offer of £13.38

The Living Wage Foundation is due to announce its new hourly pay rate in late October. Our key objective will be to ensure Cleaners receive this hourly pay rate from April 2027. If we don't secure £13.45 per hour this year, we won't get anywhere near the new 2027 Real Living Wage rate, and the difference will quickly be greater than 7p per hour.



PFSL MEMBERS - VOTING

~~YES~~ + ~~YES~~

FOR BETTER PAY & PENSIONS