

No. 249/26

17th September 2026

To: All Branches

Dear Colleagues,

FURTHER FINANCIAL REMEDY FOLLOWING THE OUTCOME OF THE LORD FALCONER REVIEW AND THE SUBSEQUENT COLLECTIVE AGREEMENT

The purpose of this LTB is to report to CWU Branches, representatives and members on important developments which have led to RMG and CWU agreeing a further remedy for a significant number of CWU representatives and members, linked to the original Lord Falconer Review and the subsequent collective agreement.

Branches will be aware, that through the efforts of the union, we had already secured a major reinstatement and financial remedy package for the overwhelming number of our members involved in the Lord Falconer Review. However, the terms of reference for that review were understandably limited to dealing with the actual cases of our members and the union was always clear that we would continue to look at any additional information that emerged in connection with this review.

In reaching this settlement the union has taken appropriate legal advice, as did Royal Mail. It is important to highlight that in agreeing to this the company and their lawyers do not accept any liability as a result of this settlement.

We have also agreed with EP Group/RMG that concluding this review paves the way for the agreed reset of Industrial and Employee Relations, the details of which are now being finalised.

The representatives and members who will benefit from this settlement are those individuals who were directly linked to the previous Falconer Review – but crucially must still be working for the company. Alongside this group a small number of other individual cases have been settled.

The relevant individuals have been contacted by the union, and we have explained that to receive their settlement they will be required to sign a non-legally binding letter that has been cleared by CWU's lawyers, the terms of which are confidential and cannot be disclosed.

The CWU welcomes this outcome and believes this to be a very positive development which brings these issues to a conclusion. However, the settlement does not preclude the union from addressing any further issues that come to light in the future, and Branches will be aware that we highlighted our concerns on these matters at the recent Parliamentary Select Committee.

Finally, we also recognise the efforts and intent of the current Royal Mail leadership team in reaching this settlement and we look forward to working together on delivering the reset.

Any enquiries on the content of this LTB should be addressed to the General Secretary's department - Dawn Lynch dlynch@cwu.org and Deputy General Secretary (Postal) department - Hayley Ford hford@cwu.org.

Yours sincerely,



Dave Ward
General Secretary



Martin Walsh
Deputy General Secretary (Postal)