

No. 282/26

23rd October 2026

Dear Colleague,

Royal Mail: PFSL Pay Negotiations – Impasse Reached

Further to LTB273/26 dated 14th October.

Branches are advised that two negotiating meetings with PFSL management and the Senior IR team were held on Thursday 15th and Tuesday 20th October. The first meeting was broadly exploratory. We had hoped the second meeting would be more productive, and whilst there was an indication that there was potentially scope for marginal improvements around the edges of the rejected offer, it quickly became apparent that progress in a number of key areas, such as pensions, was unfortunately not possible, and therefore we were not able to reach an Agreement.

To all intents and purposes, an impasse had been reached; however, it was agreed we would reflect on where we had arrived at. Disappointingly, but unsurprisingly, Royal Mail have today confirmed there is currently no ability for them to improve the offer to an extent where we believe an Agreement would be possible. Essentially, we have now broken down and there are no further talks planned.

The Postal Executive is due to meet on Tuesday 27th October, and the intention is to review our position and determine next steps, which could include the Union formally instigating the Dispute Resolution Process via the PFSL IR Framework. Following the Postal Executive meeting, we plan to meet with our Senior Representatives for both Cleaning and Engineering grades at the earliest opportunity to discuss our strategy, which may also include re-activating the plans for a consultative ballot of members.

Branches are asked to share this update with PFSL members and also to thank them once again for their patience, whilst reassuring them that the Union is seeking to secure the best possible deal that fully recognises the value of our PFSL members' contribution to Royal Mail Group.

Yours sincerely,

Andy Furey
Assistant Secretary