LETTER TO BRANCHES

The Communications Union @CWUNews #TheCWU CWU.ORG

No. 304/26

3rd November 2026

Dear Colleague,

Royal Mail: PFSL Pay Negotiations – Consultative Ballot Timetable

Further to LTB282/26 dated 23rd October. Branches will be aware we recently held two negotiating meetings with PFSL/Royal Mail, which concluded without an Agreement. As a consequence, we registered a Dispute Resolution Procedure (DRP) in line with the PFSL IR Framework Agreement. As a result, the Postal Executive has decided to undertake the Consultative Ballot (previously paused), with the following timetable:

- Ballot papers despatched – Thursday 12th November
- Ballot closes and results declared – Friday 27th November

The two questions on the ballot paper are:

- Do you support CWU's rejection of PFSL's inadequate pay offer?
- Do you support the CWU's policy for all PFSL members to be able to join the Royal Mail Collective Plan pension scheme?

The Ballot will be undertaken on the basis of a mix between postal and online ballot papers (we have 75% of members' private email addresses). The two ballot questions are necessary due to our policy of seeking pension reform and fairness with PFSL members being able to join the Collective Plan. Royal Mail's continued resistance to this position is detrimental to our PFSL members, who deserve to be treated with more respect. Equally, the failure of Royal Mail to at least match the Real Living Wage (RLW) is a retrograde position, bearing in mind that the Living Wage Foundation announced last month that the new RLW hourly pay rate is £14.10.

We will now renew our campaign to engage directly with the PFSL members, urging them to **vote Yes & Yes** and Branches are encouraged to do everything possible to rally the PFSL members behind our strategy.

Yours sincerely,

Andy Furey
Assistant Secretary

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