LETTER TO BRANCHES

The Communications Union @CWUNews #TheCWU CWU.ORG

No. 306/26

5th November 2026

Dear Colleague,

Royal Mail: PFSL Pay & Pension Claim – Consultative Ballot Campaign

Further to LTB304/26 dated 3rd November. Branches who were at the National Briefing in Bristol yesterday will be aware that I gave an update on the current situation in regard to our claim for Pay and Pension equality for our PFSL members. I encouraged Branches to engage directly with our PFSL members and particularly Cleaners in Delivery Offices, Parcel Depots, Distribution Units and Mail Centres etc.

Branches are reminded that the Consultative Ballot papers will be despatched on Thursday, 12th November, and approximately 75% of our PFSL members will receive the ballot paper that day via email. The remainder will receive a postal ballot. Therefore, Branches are urged to directly engage with our PFSL members in the coming days, to explain the importance of voting **Yes & Yes** in the Consultative Ballot.

The Consultative Ballot provides PFSL members with an opportunity to have their say and for their voice to be heard by management. It is imperative that all PFSL members are spoken to about our campaign and this also requires Unit Reps in Delivery Offices to speak with Cleaning members. To help in this regard, attached is a leaflet / poster explaining our policies and objectives for the Consultative Ballot.

Online Members' Meeting – Wednesday 11th November

Branches are also advised that we are arranging for a PFSL members' online meeting for Wednesday 11th November from 4.30pm – 6pm. A Teams link for this meeting will be provided nearer the time. Branches are asked to encourage their PFSL members to join this meeting to hear first-hand what has transpired during the negotiations and why we have reached a position whereby the Consultative Ballot is necessary. The online meeting will also enable our PFSL members to ask questions.

Please ensure full support is given to our PFSL members to deliver the **Yes & Yes** vote.

Yours sincerely,

Andy Furey
Assistant Secretary

CWU 150 The Broadway | Wimbledon | London | SW19 1RX
E: info@cwu.org | T: 020 8971 7200 | F: 020 8971 7300
General Secretary: Dave Ward | @DaveWardGS | Dave Ward CWU

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

Most 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 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 November, and it has taken us over seven 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

BALLOT CLOSES FRIDAY 27TH NOVEMBER

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PFSL: PAY & PENSION CLAIM

Dear Member

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 has the following two questions:

1 **Do you support the CWU'S rejection of PFSL's inadequate pay offer?**

2 **Do you support the CWU's policy for all PFSL members to be able to join the Royal Mail 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 announced last month the new hourly pay rate of £14.10 for 2027. Our key objective will be to ensure Cleaners receive the £14.10 hourly pay rate from April 2027. If we don't secure £13.45 per hour for this year, we won't get anywhere near the new £14.10 Real Living Wage rate for 2027 and the difference will quickly be greater than 7p per hour.

CWU
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PFSL MEMBERS - VOTING



YES + YES

FOR BETTER PAY & PENSIONS