

RMPFS Pay Offer

Dear Colleague

Pay negotiations with RMPFS have now concluded and the postal executive is recommending a vote **in favour** of the offer outlined below. Enclosed with this letter is a ballot paper which should be returned in the envelope enclosed before Friday 27th September.

Cleaners

The offer covers a 3-year period. There is a joint commitment to move cleaners to the Living Wage Foundation (LWF) rate. CWU and RMPFS will meet annually to discuss progress. The intention is to move cleaners to the LWF rate in 2022 if this has not been achieved during the 3-year period.

- 1st April 2019 – 2.5% consolidated increase in basic pay flowing through to pensionable cash allowances and overtime, fully backdated
- £200 lump sum paid in October 2019, consolidated in April 2020.
- 1st April 2020 – 3.3% consolidated increase in basic pay flowing through to pensionable cash allowances and overtime
- 1st April 2021 – 3.2% consolidated increase in basic pay flowing through to pensionable cash allowances and overtime
- The cleaning grading structure will move to two pay rates with individuals moving from starter rate to maximum rate after two years of employment
- Sunday premium will move to .25 hourly rate added to the appropriate standard hourly rate for working conditioned hours

Engineering and Admin & Generic

- 1st April 2019 – 2.5% consolidated increase in basic pay flowing through to pensionable cash allowances and overtime, fully backdated
- 1st April 2020 – 2.5% consolidated increase in basic pay flowing through to pensionable cash allowances and overtime
- Further discussion in 2020/21 if inflation is 0.5% above or below 2.5% at March 2020
- A joint review of Building Fabric Maintenance (BFM) grading will be completed to enable harmonisation with the rest of the engineering grading structure. This will be implemented on the basis it is cost neutral and/or has a financial benefit
- A longer-term joint review of engineering grades will be completed, commencing during 2019/20
- A joint review including Unite/CMA, starting with BB6 roles, the aim being to encompass non-managerial admin and clerical grade work in the admin grading structure, along with a review of the Admin & Generic grade

A review of collective agreements will commence with RMPFS and CWU jointly prioritising the agreements to review.

The Postal Executive believe that this is the best offer that can be achieved by negotiation. It is a major step to achieving the key policy of moving cleaners to the level of the real living wage, based on increases worth 10.6% over 3 years (taking account of compounding) with regular reviews to ensure that we remain on course to do so. In respect of engineers it raises pay and allowances by slightly more than 5% by April next year, enables the union to reopen talks if inflation rises by 3% or above and commits RMPFS to the joint review of the grading structure which the union has been seeking for some time.

We strongly recommend a vote **in favour** of acceptance.



Mark Baulch
Assistant Secretary



Ray Ellis
Assistant Secretary