

ROYAL MAIL GROUP PAY DISPUTE 2022 VOTE YES

Dear Colleagues

You deserve an adequate without strings pay rise now.

As key workers during the pandemic it was your efforts and commitment that kept the nation connected and helped to turn around the financial performance of Royal Mail Group.

You delivered a billion-pound turnaround.

You delivered record profits.

You restored the reputation of Royal Mail Group.

The Royal Mail Group Board have unfortunately chosen to demonstrate that their loyalties lie with the Shareholders rather than you. They awarded hundreds of millions of pounds of shareholder dividends, as well as significant without strings bonus payments in January of this year.

We wrote to Royal Mail Group with our no strings pay claim (including Fleet and Parcelforce) on 24 February 2022. This was to allow them time to do the right thing and make a no strings pay offer in recognition of the crucial role that you all played during the Covid crisis. The pay offer should also meet the cost-of-living crisis.

Despite the flowery words from management that they recognise the cost-of-living pressures you are all facing, it took them until the 22 April to make a formal written offer.

This was rejected and we instigated the Dispute Resolution Procedure (DRP) for a without strings pay deal. It was because of this and the fact that management recognized the strength of feeling, that on 25 May they tabled a revised offer backdated to 1 April 2022 for a 2% increase on basic pay, flowing through to overtime and the usual allowances. This was to be applied to all CWU represented grades in post on 1 July 2022.

This revised pay offer was rejected by the Postal Executive and is still totally inadequate given the current cost of living crisis.

Rather than act responsibly the CEO has now shown his utter contempt for you and your Union by announcing that an unagreed 2% will be implemented by Executive action in July payroll. The union rejects his suggestion that he has been listening to your concerns about the cost-of-living crisis. In fact, he insults you all by implementing a token pay rise that is totally inadequate and unacceptable.

You deserve a better pay deal than this.

The DRP has now concluded without agreement, and it is time for Royal Mail Group to stop dragging their heels and recognise their position is totally unacceptable. We believe that the Business see the current crisis as an opportunity to tell you to take less than you deserve. This is totally insulting and unacceptable.

The faceless Royal Mail Board members, some of whom are earning even more money from positions they hold elsewhere need to step up, reconsider their position and reward you now, with a no strings cost of living pay rise.

This is not a situation that can be allowed to continue, and you will soon be receiving ballot papers asking you to support your Union by voting for strike action in pursuit of a stand-alone cost of living pay claim. If management wish to avoid a dispute, they have a further opportunity to do what is right, but the clock is ticking.

Ballot papers will be dispatched to home addresses on Tuesday 28th June – It is vital you vote as soon as the ballot arrives at your house and please encourage every single one of your colleagues to do the same.


It really is a straight choice between whether you are prepared to believe management propaganda and accept less or support the CWU in obtaining a decent stand-alone pay deal.

Your continued support for the Union is having an impact even at this early stage.

There is no fence to sit on and there is only one organisation that has your interests at heart.

Support the CWU or forever accept less.

VOTE YES in the upcoming ballot.



Terry Pullinger
Deputy General Secretary (Postal)



Dave Ward
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I'M VOTING YES!



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