

No. 206/26

21st July 2026

Dear Colleague

Royal Mail: Sports and Social Clubs – RM Decision to Stop Subscriptions from Payroll

Further to LTBs 074/26, 086/26, 107/26 and 177/26. Branches will be aware that we escalated this matter to Kieran Judd, Chief People Officer. A formal meeting was held with Kieran Judd, along with Andrew Smith, HR Director, Industrial Relations, on 23rd June, during which it was put to them that the wellbeing of the Sports & Socials Clubs was essential and that they had existed for many years and as such were an integral part of the fabric of Royal Mail. Furthermore, I emphasised the genuine concerns received via our Branches and Reps that some clubs may potentially have to close their doors due to the financial impact of RM's decision, with the potential loss of valued social and community support for our members. As a consequence, Royal Mail agreed to reflect upon whether there was a more supportive way forward to facilitate a smoother transition, whilst retaining their plans to cease subscriptions via payroll.

We met again on 8th July, during which a "**4 point plan**" was proposed by RM, aimed at supporting the 11 largest Clubs which had not yet been contacted, with an effective migration to the new arrangements. To facilitate this, Kieran Judd proposed to extend the deadline to the end of November to allow for the S&SCs to put in place robust plans to retain members and in turn protect their income. The proposal was received formally yesterday, 20th July and is attached to this LTB.

The 4 key components of the plan are as follows:

- 1. The Company will delay any further changes until end of November 2026, allowing more time for the Clubs to manage the transition with their members.*
- 2. The Company will identify a Point of Contact to work with the CWU and the Clubs leadership, facilitating this transition but also the below additional points.*
- 3. The Company will provide proactive support to the Clubs still to transition, enabling easier and more effective communications with their membership to facilitate a smooth transition.*

4. Furthermore, the Company will work with all the clubs to explore additional promotional options available to help them identify and encourage new membership, both from the current workforce but also from new joiners.

Conclusion

The Postal Executive believes the 4 point plan above is the best outcome in the circumstances. Obviously, it is disappointing that RM are still adamant that the new payroll system needs to be simplified, meaning the stoppage of subscriptions, and this is something we cannot agree to. **We have though gained a firm commitment from RM to support the growth of all the clubs through "promotion options".** Clearly this is a positive commitment from RM which the Postal Executive hopes will be welcomed by the clubs, who in turn will need to be proactive in engaging with RM in terms of club membership recruitment campaigns.

The 11 largest clubs are as follows:

- Eastern Post S&S Club
- NDC Sport & Social
- Glasgow Area PO SOC & REC Club
- Harrow & Wembley PO S&S Club
- Romford PO Sports & Social Club
- RM Romford & Ilford Carers Society
- Mount Pleasant CWU Welfare Fund
- Wolverhampton PO S&S Club
- Mount Pleasant PO S&S Club
- London Post Office S&S Association
- Civil Service Sports Council

Mole Meade, Postal Executive member, will lead on this project and will liaise with RM's "Point of Contact" to help facilitate the transition and also to draw up an action plan in terms of a marketing campaign to attract new club members. Mole will also engage directly with the 11 S&SC's who have not yet transitioned to the new direct debit arrangements to ensure they are supported throughout the process until the extended deadline of the end of November.

If Branches, Representatives or S&SC Chairs/officials have any questions in relation to this matter, please contact mmeade@cwu.org

Yours sincerely

Andy Furey
Assistant Secretary