



Pay Rate Guide

CWU Represented ex-Letters Grades in Royal Mail Operations

Introduction

This is the guide to pay for CWU Represented grades in Royal Mail. Effective from 30th March 2026 for weekly paid employees and 1st April 2026 for monthly paid employees.

The Letters rates apply in the following functions:

- Collections
- Delivery
- Area Distribution (including mini-VOCs)
- Processing (not Regional Distribution Centres/Parcel Hubs or Walk Bundling Centres)

*Pensionable pay - For members of the RMDCP and NEST scheme only basic pay is pensionable. Where other payments are shown as pensionable this applies to members of the Collective Pension Plan from 7 October 2024 only.

Royal Mail Operational Grade

Effective 30th March 2026

Weekly paid grades with full-time conditioned hours of 37 per week, including meal breaks.

Basic Pay	31st March 25	30th March 26	RRIS
National	£526.35	£542.14	£0.00
Outer London	£624.28	£643.01	£0.00
Inner London	£660.24	£680.05	£0.00
Defined Surrounding Area (National)	£526.35	£542.14	£20.00
Outer Defined Surrounding Area (National)	£526.35	£542.14	£10.00
RRIS Area 1 (National)	£526.35	£542.14	£35.00
RRIS Area 2 (National)	£526.35	£542.14	£27.50
RRIS Area 3 (National)	£526.35	£542.14	£20.00
RRIS Area 4 (Outer London)	£624.28	£643.01	£10.00
RRIS Area 5 (Outer London)	£624.28	£643.01	£5.00

Regional allowances (payments reviewed in August 25)	4th August 25	30th March 26
Shetland Island allowance	£47.91	£50.19
Orkney/Hebrides Elig Isld	£28.74	£30.11

Functional Supplements	Per	31st March 25	30th March 26
Delivery Functional Supplement	Week	£30.58	£31.50
Processing Functional Supplement	Week	£11.88	£12.24
Collection Functional Supplement	Week	£11.88	£12.24
MDEC Functional Supplement	Week	£11.88	£12.24
RDC Functional Supplement	Week	£16.33	£16.82
Walk Bundling Functional Supplement	Week	£16.33	£16.82
HWDC Functional Supplement	Week	£30.56	£31.48
International Fun Sup	Week	£11.88	£12.24
MDEC Functional Supplement	Month	£51.60	£53.15
HWDC Functional Supplement	Month	£132.86	£136.85

The above are non-pensionable, except for Personal Rights on an element of the delivery supplement. See PD 08/10 for details.

Shift allowances – Single operational grades

Shift Allowances	Shift	31 st Mar 25	30 th Mar 26	Pensionability
Starts between 0201 - 0400	Dawn	£35.68	£36.75	Pensionable
Starts between 0401 - 0500	Early 1*	£18.74	£19.30	Pensionable
Starts between 0501 - 0530	Early 2*	£9.36	£9.64	Pensionable
Finishes between 2000 – 2139	Evening	£26.76	£27.56	Pensionable
Finishes between 2140 - 0159	Late	£56.56	£58.26	Pensionable
Three hours across 2300 – 0500	Night	£107.00 £56.56 £50.44	£110.21 £58.26 £51.95	Of which= Pensionable Non-pensionable

**Neither early payment is payable to employees within the delivery function*

Pro rata to conditioned hours

Split Duties	31 st Mar 25	30 th Mar 26
Total span over 10 Hrs	£15.15	£15.60
Total span over 12.5 Hrs	£30.30	£31.21

Single contract for 2 daily attendances within conditioned hours provided the job requires at least seven attendances per week.

Shift allowances – Personal right rates for Ex-PHG's and SL level 3-6

Shift Allowances	Shift	31 st Mar 25	30 th Mar 26	Pensionability
Starts between 0201 - 0400	Dawn	£40.64	£41.86	Pensionable
Starts between 0401 - 0500	Early 1*	£21.33	£21.97	Pensionable
Starts between 0501 - 0530	Early 2*	£10.69	£11.01	Pensionable
Finishes between 2000 – 2139	Evening	£30.50	£31.42	Pensionable
Finishes between 2140 - 0159	Late	£64.33	£66.26	Pensionable
Three hours across 2300 – 0500	Night	£121.97	£125.63	Pensionable

**Neither early payment is payable to employees within the delivery function*

Pro rata to conditioned hours

Allowances

Assigned pensionable	Per	31 st March 25	30 th March 26
Advanced TPM	Week	£32.10	£33.06
MGV Driving – vehicles plated 3.5-7.5 tonnes	Week	£41.00	£42.23
Leadership	Week	£44.61	£45.95
Coaching Allowance	Week	£46.74	£48.14

Pro-rata to conditioned hours

Assigned non-pensionable*	Per	31 st March 25	30 th March 26
Van driving	Week	£6.00	£6.00
Fork-lift	Week	£6.00	£6.00

For drivers with personal rights from 31/01/2000 **only*

Pro rata to conditioned hours

Intermittent, non-assigned, non-pensionable	Per	31st March 25	30th March 26
Training (non-school)	Week	£32.10	£33.06
Weekend SA MGW driving*	Day	£8.19	£8.44

**For at least 3 hours per day (When NOT in receipt of Assigned LGV/MGW Allowance)*

Additional payments	Per	31st March 25	30th March 26
Sunday conditioned hours (pensionable)	Hour	£6.71	£6.91
Bank Holiday conditioned hours (non-pensionable)	Hour	£12.31	£12.68

Pensionable supplement*	Per	31st March 25	30th March 26
Supplement	Week	£20.00	£20.00

For Ex-PHG's and SL level 3-6 (reserved rights from 31/01/2000) **only*

Pro rata to conditioned hours

HWDC pensionable supplement	Per	31st March 25	30th March 26
HWDC flexible supplement	Week	£10.65	£10.97
	Month	£46.28	£47.67

Additional supplements	30th March 26
Christmas supplement	£100.00

Pro rata to conditioned hours

Overtime and scheduled attendance rates – single operational grades

Overtime (hourly)		31st March 25	30th March 26
Monday - Saturday	1 st 10 hours pw	£13.96	£14.38
	Remaining	£13.50	£13.91
Sunday		£16.14	£16.62
Bank & Public holidays*		£19.95	£20.55
	+BH DOIL*	£12.21	£12.71
Travelling time		£12.21	£12.71

**Lower rate plus DOIL options is only appropriate if more than 2 hours is worked*

Scheduled Attendance (hourly)	31st March 25	30th March 26
Monday - Saturday	£14.35	£14.78
Sunday	£17.10	£17.61

Overtime and scheduled attendance rates – Personal right rates for Ex-PHG and SL level 3-6

Overtime (hourly)		31st March 25	30th March 26
Monday - Saturday	1 st 10 hours pw	£13.96	£14.38
	Remaining	£13.50	£13.91
Sunday		£16.14	£16.62
Bank & Public holidays*		£19.95	£20.55
	+BH DOIL*	£12.21	£12.71
Travelling time		£12.21	£12.71

**Lower rate plus DOIL options is only appropriate if more than 2 hours is worked*

Scheduled Attendance (hourly)	31st March 25	30th March 26
Monday - Saturday	£14.35	£14.78
Sunday	£17.10	£17.61

Premiums for Christmas day attendance*	31st March 25	30th March 26
Up to and including 4 hours	£30.29	£31.20
Over four hours and less than 6 hours	£45.51	£46.88
Six and over hours	£75.87	£78.15

**In Scotland, the above payments apply for working New Years rather than Christmas Day*

Annual Holiday	Weeks pa	Hours pa
On entry	4.5	166.50
After 5 years	4.7	173.90
After 15 years	5.2	192.40
After 20 years	6	222.00

Revised T&C's Operational grade – 37 hours

Effective 1st June 2026

Monthly paid grades with full-time conditioned hours of 37 per week, excluding meal breaks.

Basic Pay	1 st June 26 annually	1 st June 26 hourly
Delivery NDG national	26,416	13.68
Delivery NDG London	31,346	16.24
Non-Delivery NPG national	26,416	13.68
Non-Delivery NPG London	31,346	16.24

Regional allowances (new payments from August 25)	1 st June 26
Shetland Island allowance	201.86
Orkney/Hebrides Elig Isld	121.12

Shift Allowances	Shift	1 st June 26	Pensionability
Starts between 0201 - 0400	Dawn	34.00	Pensionable
Starts between 0401 - 0500	Early 1 *	17.85	Pensionable
Starts between 0501 - 0530	Early 2 *	8.92	Pensionable
Finishes between 2000 – 2139	Evening	25.49	Pensionable
Finishes between 2140 - 0159	Late	53.89	Pensionable
Three hours across 2300 – 0500	Night	101.94 53.89 48.05	Of which = Pensionable Non-pensionable

**Neither early payment is payable to employees within the delivery function*

Pro rata to conditioned hours

Split Duties	1 st June 26
Total span over 10 Hrs	62.74
Total span over 12.5 Hrs	125.53

Single contract for 2 daily attendances within conditioned hours provided the job requires at least seven attendances per week.

Assigned allowances	Per	1 st June 26
Coaching allowance	Month	193.62
Leadership allowance	Month	184.82

Overtime (hourly)	Basic hourly rate	National	London
Monday - Sunday	1.00R	13.68	16.24
Bank & Public holidays	1.50R	20.52	24.36
Travelling time	1.00R	13.68	16.24

Premium for Christmas Day Attendance*	1 st June 26
Up to and including 4 hours	28.86
Over four hours and less than 6 hours	43.36
Six and over hours	72.29

**In Scotland, the above payments apply for working New Years rather than Christmas Day*

Version updated: June 2026

Bank Holiday Conditioned Hours	1st June 26
Additional non-pensionable payment (per hour)	6.17

Annual Holiday	Weeks pa	Hours pa
On entry	4.5	180.00
After 5 years	4.7	188.00
After 15 years	5.2	208.00
After 20 years	6	240.00

Revised T&C's Operational grade – 40 hours

Effective 1st April 2026

Reserved Rights Monthly paid grades with full-time conditioned hours of 40 per week, excluding meal breaks.

Basic Pay	1st April 25 annually	1st April 25 hourly	1st April 26 annually	1st April 26 hourly
Delivery NDG national	£27,263	£13.06	£28,558	£13.68
Delivery NDG London	£32,344	£15.50	£33,895	£16.24
Non-Delivery NPG national	£27,263	£13.06	£28,558	£13.68
Non-Delivery NPG London	£32,344	£15.50	£33,895	£16.24

Regional allowances (new payments from August 25)	1st August 25	1st April 26
Shetland Island allowance	£208.33	£218.23
Orkney/Hebrides Elig Isld	£125.00	£130.94

Shift Allowances	Shift	1st April 25	1st April 26	Pensionability
Starts between 0201 - 0400	Dawn	£155.15	£159.80	Pensionable
Starts between 0401 - 0500	Early 1*	£81.49	£83.92	Pensionable
Starts between 0501 - 0530	Early 2*	£40.70	£41.92	Pensionable
Finishes between 2000 – 2139	Evening	£116.36	£119.84	Pensionable
Finishes between 2140 - 0159	Late	£245.94	£253.33	Pensionable
Three hours across 2300 – 0500	Night	£465.26 £245.94 £219.32	£479.22 £253.33 £225.89	Of which = Pensionable Non-pensionable

**Neither early payment is payable to employees within the delivery function*

Pro rata to conditioned hours

Split Duties	1st April 25	1st April 26
Total span over 10 Hrs	£65.88	£67.83
Total span over 12.5 Hrs	£131.75	£135.71

Single contract for 2 daily attendances within conditioned hours provided the job requires at least seven attendances per week.

Assigned allowances	Per	1st April 25	1st April 26
Coaching allowance	Month	£203.24	£209.32
Leadership allowance	Month	£193.98	£199.80

Version updated: June 2026

Overtime (hourly*)	Basic hourly rate	National	London
Monday - Sunday	1.00R	£13.68	£16.24
Bank & Public holidays	1.50R	£20.52	£24.36
Travelling time	1.00R	£13.68	£16.24

**Rates apply from 1st June 2026*

Premium for Christmas Day Attendance*	1st April 25	1st April 26
Up to and including 4 hours	£30.29	£31.30
Over four hours and less than 6 hours	£45.51	£46.88
Six and over hours	£75.87	£78.15

**In Scotland, the above payments apply for working New Years rather than Christmas Day*

Bank Holiday Conditioned Hours	1st April 25	1st April 26
Additional non-pensionable payment (per hour)	£6.37	£6.56

Annual Holiday	Weeks pa	Hours pa
On entry	4.5	180.00
After 5 years	4.7	188.00
After 15 years	5.2	208.00
After 20 years	6	240.00

Operational Support Grade

Effective 30th March 2026

Weekly paid grades with full-time conditioned hours of 37 per week, including meal breaks.

Basic Pay	31 st March 25	30 th March 26	RRIS
National	£472.12	£486.28	£0.00
Outer London	£570.05	£587.15	£0.00
Inner London	£606.06	£624.24	£0.00
Defined Surrounding Area (National)	£472.12	£486.28	£20.00
Outer Defined Surrounding Area (National)	£472.12	£486.28	£10.00
RRIS Area 1 (National)	£472.12	£486.28	£35.00
RRIS Area 2 (National)	£472.12	£486.28	£27.50
RRIS Area 3 (National)	£472.12	£486.28	£20.00
RRIS Area 4 (National)	£570.05	£587.15	£10.00
RRIS Area 5 (National)	£570.05	£587.15	£5.00

Non-pensionable functional supplements	31 st March 25	30 th March 26	Per
Delivery Functional Supplement	£30.58	£31.50	Week
Processing Functional Supplement	£11.88	£12.24	Week
Collection Functional Supplement	£11.88	£12.24	Week
MDEC Functional Supplement	£11.88	£12.24	Week
RDC Functional Supplement	£16.33	£16.82	Week
Walk Bundling Functional Supplement	£16.33	£16.82	Week
HWDC Functional Supplement	£30.56	£31.48	Week
MDEC Functional Supplement	£51.60	£53.15	Month
HWDC Functional Supplement	£132.86	£136.85	Month

Shift Allowances	Shift	31 st Mar 25	30 th Mar 26	Pensionability
Starts between 0201 - 0400	Dawn	£32.10	£33.06	Pensionable
Starts between 0401 - 0500	Early 1*	£16.03	£16.51	Pensionable
Starts between 0501 - 0530	Early 2*	£8.04	£8.28	Pensionable
Finishes between 2000 – 2139	Evening	£23.18	£23.88	Pensionable
Finishes between 2140 - 0159	Late	£49.44	£50.92	Pensionable
Three hours across 2300 – 0500	Night	£93.61 £49.44 £44.17	£96.42 £50.92 £45.50	Of which= Pensionable Non-pensionable

**Neither early payment is payable to employees within the delivery function*

Pro rata to conditioned hours

Split Duties	31 st Mar 25	30 th Mar 26
Total span over 10 Hrs	£13.67	£14.09
Total span over 12.5 Hrs	£27.30	£28.12

Single contract for 2 daily attendances within conditioned hours provided the job requires at least seven attendances per week.

Version updated: June 2026

Allowances	31st Mar 25	30th Mar 26	Per
Assigned Pensionable Allowances			
Leadership Allowance	£44.61	£45.95	week
Intermittent – Non-Assigned Non-Pensionable Allowances			
Training (non-school)	£32.10	£33.06	week
Additional Payments			
For Sunday conditioned hours (pensionable)	£5.80	£5.97	hour
For Bank Holiday conditioned hours (non-pensionable)	£10.77	£11.09	hour
Pensionable Supplement for Ex-Doorkeepers (reserved rights from 31/01/2000)	£10.00	£10.00	week

Overtime & Scheduled Attendance Rates

Adult	31st Mar 25	30th Mar 26	Per
Overtime rates			
Monday - Saturday	£12.24	£12.61	hour
1st 10 hrs pw remaining	£12.21	£12.58	hour
Sunday	£14.14	£14.56	hour
Bank & Public holidays	£17.45	£17.97	hour
<i>lower rate plus DOIL option is only appropriate if more than 2 hours is worked</i>			
<i>BH DOIL+</i>	£12.21	£12.71	hour
Travelling time	£12.21	£12.71	hour
Scheduled Attendance rates			
Monday - Saturday	£12.58	£12.96	hour
Sunday	£14.97	£15.42	hour
Under age 18 rates per hour			
Overtime rates			
Monday – Saturday	£10.70	£11.02	hour
1st 10 hrs pw Remaining	£9.54	£9.83	hour
Sunday	£12.37	£12.74	hour
Bank & public holidays	£15.25	£15.71	hour
<i>Lower rate plus DOIL option is only appropriate if more than 2 hours is worked</i>			
<i>BH DOIL+</i>	£9.17	£9.45	hour
Travelling time	£12.21	£12.71	hour

Scheduled Attendance (Under 18)

Monday - Saturday	£10.99	£11.32	hour
Sunday	£13.09	£13.48	hour

Pensionable Supplement for Ex-Doorkeepers (reserved rights from 31/01/2000)	£10.00	£10.00	per week
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Christmas Supplement (Pro rata to conditioned hours)	£100.00
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Regional allowances (new payments from August 25)	4th August 25	30th March 26
Shetland Island allowance	£47.91	£50.19
Orkney/Hebrides Elig Isld	£28.74	£30.11

Premium Payments for Attendance on Christmas Day*	31st March 25	30th March 26
Up to and including 4 hours	£30.29	£31.20
Over four hours and less than 6 hours	£45.51	£46.88
Six and over hours	£75.87	£78.15

**In Scotland, the above payments apply for working New Years rather than Christmas Day.*

Annual Holiday		
On entry	4.5 weeks	166.50
After 5 years	4.7 weeks	173.90
After 15 years	5.2 weeks	192.40
After 20 years	6 weeks	222.00

Letters Mail Screener Grade

Effective 30th March 2026

Weekly paid grades with full-time conditioned hours of 38 per week, including meal breaks.

	31 st March 25	30 th March 26	RRIS
National	£p/w	£p/w	£pw
Step 2 (after 2 years in grade)	£653.96	£673.59	£0.00
Step 1	£608.16	£626.40	£0.00
Outer London			
Step 2 (after 2 years in grade)	£753.83	£776.44	£0.00
Step 1	£708.06	£729.30	£0.00
Inner London			
Step 2 (after 2 years in grade)	£790.20	£813.91	£0.00
Step 1	£744.46	£766.78	£0.00
Defined surrounding area			
Step 2 (after 2 years in grade)	£653.96	£673.59	£20.00
Step 1	£608.16	£626.40	£20.00
Outer defined surrounding area			
Step 2 (after 2 years in grade)	£653.96	£673.59	£10.00
Step 1	£608.16	£626.40	£10.00
RRIS Area 1 (national)			
Step 2 (after 2 years in grade)	£653.96	£673.59	£35.00
Step 1	£608.16	£626.40	£35.00
RRIS Area 2 (national)			
Step 2 (after 2 years in grade)	£653.96	£673.59	£27.50
Step 1	£608.16	£626.40	£27.50
RRIS Area 3 (national)			
Step 2 (after 2 years in grade)	£653.96	£673.59	£20.00
Step 1	£608.16	£626.40	£20.00
RRIS Area 4 (Outer London)			
Step 2 (after 2 years in grade)	£753.83	£776.44	£10.00
Step 1	£708.06	£729.30	£10.00
RRIS Area 5 (Outer London)			
Step 2 (after 2 years in grade)	£753.83	£776.44	£5.00
S 1	£708.06	£729.30	£5.00

**Neither early payment is payable to employees within the delivery function*

Pro rata to conditioned hours

Shift Allowances	Shift	31 st Mar 25	30 th Mar 26	Pensionability
Starts between 0201 - 0400	Dawn	£36.36	£37.45	Pensionable
Starts between 0401 - 0500	Early 1*	£19.12	£19.69	Pensionable
Starts between 0501 - 0530	Early 2*	£9.56	£9.85	Pensionable
Finishes between 2000 – 2139	Evening	£27.30	£28.12	Pensionable
Finishes between 2140 - 0159	Late	£57.69	£59.42	Pensionable
Three hours across 2300 – 0500	Night*	£109.13 £57.69 £51.44	£112.40 £59.42 £52.98	Of which= Pensionable Non-pensionable

Version updated: June 2026

Classified: RMG – Internal

Split Duties	31st Mar 25	30th Mar 26
Total span over 10 Hrs	£15.45	£15.91
Total span over 12.5 Hrs	£30.93	£31.86

Single contract for 2 daily attendances within conditioned hours provided the job requires at least seven attendances per week.

Shift payments (personal rights rates for ex PHGs and SL level 3-6)

Shift Allowances	Shift	31st Mar 25	30th Mar 26	Pensionability
Starts between 0201 - 0400	Dawn	£41.47	£42.71	Pensionable
Starts between 0401 - 0500	Early 1*	£21.77	£22.42	Pensionable
Starts between 0501 - 0530	Early 2*	£10.91	£11.24	Pensionable
Finishes between 2000 – 2139	Evening	£31.10	£32.03	Pensionable
Finishes between 2140 - 0159	Late	£65.64	£67.61	Pensionable
Three hours across 2300 – 0500	Night*	£124.40 £65.64 £58.76	£128.13 £67.61 £60.52	Of which= Pensionable Non-pensionable

**Neither early payment is payable to employees within the delivery function*

Night shift is fully pensionable for those who've held a continuous night shift role

Pro rata to conditioned hours

Overtime & Scheduled Attendance rates	31st March 25	30th March 26	per
Monday - Saturday	£18.70	£19.26	hour
Sunday	£24.72	£25.46	hour
Bank & Public holidays	£27.79	£28.62	hour
Travelling time	£12.21	£12.71	hour
Scheduled Attendance rate	£21.44	£22.08	hour
Additional Payments			
For Sunday conditioned hours (pensionable)	£10.91	£11.24	hour
For Bank Holiday conditioned hours (non-pensionable)	£12.56	£12.94	hour
Assigned pensionable allowances (pro rata to conditioned hours)			
Leadership	£45.48	£46.84	week
Coaching allowance	£47.68	£49.11	week

Scottish Distant Islands (new rates from August 25)	4th August 25	30th March 26	per
Shetland Island allowance	£47.91	£50.19	week
Orkney/Hebrides Elig Isld	£28.74	£30.11	week

Premium Payments for Attendance on Christmas Day*	31st March 25	30th March 26
Up to and including 4 hours	£30.29	£31.20
Over four hours and less than 6 hours	£45.51	£46.88
Six and over hours	£75.87	£78.15

**In Scotland, the above payments apply for working New Years rather than Christmas Day.*

Annual Holiday		
On entry	4.5 weeks	171 hours
After 5 years	4.7 weeks	178.6 hours
After 15 years	5.2 weeks	197.6 hours
After 20 years	6 weeks	228 hours

Version updated: June 2026

LA2 Grade (excludes LA2 in MDEC function)

Effective 1st April 2026

Monthly paid grades with full-time conditioned hours of 37 per week, includes meal breaks.

	1 st April 25	1 st April 26	RRIS
National	p/a	p/a	p/a
Max	£27,087	£27,900	£0.00
6 months	£25,731	£26,503	£0.00
Adult recruit age 18	£24,379	£25,110	£0.00
Age 17	£18,959	£19,258	£0.00
Age 16	£16,253	£16,741	£0.00
Outer London			
Max	£31,729	£32,681	£0.00
6 months	£30,143	£31,047	£0.00
Adult recruit age 18	£28,556	£29,413	£0.00
Age 17	£22,208	£22,874	£0.00
Age 16	£19,038	£19,609	£0.00
Inner London			
Max	£33,800	£34,814	£0.00
6 months	£32,109	£33,072	£0.00
Adult recruit age 18	£30,420	£31,333	£0.00
Age 17	£23,663	£24,373	£0.00
Age 16	£20,280	£20,888	£0.00
Defined surrounding area			
Max	£27,087	£27,900	£570
6 months	£25,731	£26,503	£570
Adult recruit age 18	£24,379	£25,110	£570
Age 17	£18,959	£19,258	£399
Age 16	£16,253	£16,741	£399
Outer defined surrounding area			
Max	£27,087	£27,900	£0.00
6 months	£25,731	£26,503	£0.00
Adult recruit age 18	£24,379	£25,110	£0.00
Age 17	£18,959	£19,258	£0.00
Age 16	£16,253	£16,741	£0.00

Shift Allowances	Shift	1 st April 25	1 st April 26	Pensionability
Starts between 0201 - 0400	Dawn	£155.09	£159.74	Pensionable
Starts between 0401 - 0500	Early 1	£81.46	£83.90	Pensionable
Starts between 0501 - 0530	Early 2	£40.70	£41.92	Pensionable
Finishes between 2000 – 2139	Evening	£116.36	£119.85	Pensionable
Finishes between 2140 - 0159	Late	£245.94	£253.32	Pensionable
Three hours across 2300 – 0500	Night	£465.24 £245.94 £219.30	£479.20 £253.32 £225.88	Of which= Pensionable Non-pensionable

Additional payments			
Sunday conditioned hours (pensionable)	£6.71	£6.91	per hour

Adult		1st April 25	1st April 26	Per
Monday - Saturday	1st 10 hrs pw	£13.83	£14.24	hour
	Remaining	£13.00	£13.39	hour
Sunday		£16.14	£16.62	hour
Bank & Public holidays		£19.95	£20.55	hour
<i>Lower rate plus DOIL option is only appropriate if more than 2 hours is worked</i>	<i>BH DOIL+</i>	£12.21	£12.71	<i>hour</i>
Travelling time		£12.21		hour
Under age 18 rates per hour				
Monday - Saturday	1st 10 hrs pw	£12.09	£12.45	hour
	Remaining	£10.77	£11.09	hour
Sunday		£14.13	£14.55	hour
Bank & Public holidays		£17.45	£17.97	hour
<i>Lower rate plus DOIL option is only appropriate if more than 2 hours is worked</i>	<i>BH DOIL+</i>	£10.47	£10.78	<i>hour</i>
Travelling Time		£9.98	£10.28	hour

Annual Holiday	Weeks	Hours
On entry	4.5	166.50
After 5 years	5	185.00
After 10 years	5.2	192.40
After 15 years	5.5	203.50
After 20 years	6	222.00

LA1 Grade (excludes LA1's within MDEC)

Effective 1st April 2026

Full-time conditioned hours are 38 per week, including meal breaks

	1 st April 25	1 st April 26	RRIS
National	p/a	p/a	p/a
Max	£32,328	£33,298	£0.00
24 months	£30,479	£31,393	£0.00
12 months	£28,636	£29,495	£0.00
6 months	£27,720	£28,552	£0.00
Adult recruit age 18	£26,801	£27,605	£0.00
Age 17	£22,627	£23,306	£0.00
Age 16	£19,396	£19,978	£0.00
Outer London			
Max	£36,961	£38,070	£0.00
24 months	£35,116	£36,169	£0.00
12 months	£33,272	£34,270	£0.00
6 months	£32,212	£33,178	£0.00
Adult recruit age 18	£31,149	£32,083	£0.00
Age 17	£25,919	£26,697	£0.00
Age 16	£22,243	£22,910	£0.00
Inner London			
Max	£39,026	£40,197	£0.00
24 months	£37,182	£38,297	£0.00
12 months	£35,336	£36,396	£0.00
6 months	£34,211	£35,237	£0.00
Adult recruit age 18	£33,085	£34,078	£0.00
Age 17	£27,365	£28,166	£0.00
Age 16	£23,481	£24,185	£0.00
Defined area			
Max	£32,328	£33,298	£570.00
24 months	£30,479	£31,393	£570.00
12 months	£28,636	£29,495	£570.00
6 months	£27,720	£28,552	£570.00
Adult recruit age 18	£26,801	£27,605	£570.00
Age 17	£22,627	£23,306	£399.00
Age 16	£19,396	£19,978	£399.00

Shift Allowances	Shift	1 st April 25	1 st April 26	Pensionability
Starts between 0201 - 0400	Dawn	£187.97	£193.61	Pensionable
Starts between 0401 - 0500	Early 1	£98.66	£101.62	Pensionable
Starts between 0501 - 0530	Early 2	£49.39	£50.87	Pensionable
Finishes between 2000 – 2139	Evening	£140.96	£145.19	Pensionable
Finishes between 2140 - 0159	Late	£298.14	£307.08	Pensionable
Three hours across 2300 – 0500	Night*	£563.95 £298.14 £265.81	£580.87 £307.08 £273.79	Of which= Pensionable Non-pensionable

*Night shifts are fully pens for LA1 with reserved rights

Split Duties	1st April 25	1st April 26
Total span over 10 Hrs	£79.91	£82.31
Total span over 12.5 Hrs	£159.75	£164.54

Single contract for 2 daily attendances within conditioned hours provided the job requires at least seven attendances per week.

Additional Pay	1st April 25	1st April 26	Per
Sunday conditioned hours (pensionable)	£7.68	£7.91	hour

Overtime Rates

Adult		1st April 25	1st April 26	Per
Monday - Saturday	1st 10 hrs pw	£16.91	£17.42	hour
	Remaining	£15.55	£16.02	hour
Sunday		£19.68	£20.27	hour
Bank & Public holidays		£24.31	£25.04	hour
Travelling time		£13.48	£13.88	hour
Under age 18 rates per hour				
Monday - Saturday	1st 10 hrs pw	£14.78	£15.22	hour
	Remaining	£13.14	£13.53	hour
Sunday		£17.23	£17.75	hour
Bank & Public holidays		£21.26	£21.90	hour
Travelling time		£12.21	£12.71	hour
Additional Payments (LA1s / LA2s)		1st Aug 25	1st April 26	per
Shetland Islands Allowance		£208.33	£218.23	month
Orkney/Hebrides Elig Isld		£125.00	£130.94	month

Annual Holiday		
On entry	4.5 weeks	171.00 hours
After 5 years	5 weeks	190.00 hours
After 10 years	5.2 weeks	197.60 Hours
After 15 years	5.5 weeks	209.00 hours
After 20 years	6 weeks	228.00 hours

Secretary Level 2

Effective 1st April 2026

Full time conditioned hours are 38 per week, including meal breaks.

	1 st April 2025	1 st April 2026	RRIS
National	p/a	p/a	p/a
Max	£32,859	£33,845	£0.00
	£31,903	£32,860	£0.00
	£30,970	£31,899	£0.00
	£30,066	£30,968	£0.00
	£29,194	£30,070	£0.00
6 months	£28,759	£29,622	£0.00
Adult recruit age 18	£28,318	£29,168	£0.00
Age 17	£23,001	£23,691	£0.00
Age 16	£19,715	£20,306	£0.00
Outer London			
Max	£37,258	£38,376	£250.00
	£36,300	£37,389	£250.00
	£35,374	£36,435	£250.00
	£34,466	£35,500	£250.00
	£33,597	£34,605	£250.00
6 months	£33,093	£34,086	£250.00
Adult recruit age 18	£32,598	£33,576	£250.00
Age 17	£26,082	£26,864	£175.00
Age 16	£22,355	£23,026	£175.00
Inner London			
Max	£39,455	£40,628	£540.00
	£38,486	£39,641	£540.00
	£37,558	£38,685	£540.00
	£36,649	£37,748	£540.00
	£35,777	£36,850	£540.00
6 months	£35,247	£36,304	£540.00
Adult recruit age 18	£34,714	£35,755	£540.00
Age 17	£27,610	£28,438	£378.00
Age 16	£23,666	£24,376	£378.00

Overtime Rates

Adult		1 st April 2025	1 st April 2026	Per
Monday - Saturday	1st 10 hrs pw	£16.91	£17.42	hour
	Remaining	£15.81	£16.28	hour
Sunday		£19.68	£20.27	hour
Bank & Public holidays		£24.31	£25.04	hour
Travelling time		£13.48	£13.88	hour

Under age 18 rates per hour		1st April 2025	1st April 2026	Per
Monday - Saturday	1st 10 hrs pw	£14.78	£15.22	hour
	Remaining	£13.14	£13.53	hour
Sunday		£17.23	£17.75	hour
Bank & Public holidays		£21.26	£21.90	hour
Travelling time		£12.21	£12.71	hour
Additional payments				
Sunday conditioned hours (pensionable)		£7.68	£7.91	hour

Annual Holiday			
On entry		4.5 weeks	171.00 hours
After 5 years		4.7 weeks	178.60 hours
After 15 years		5.2 weeks	197.60 hours
After 20 years		6 weeks	228.00 hours

REP and RHP

Effective 1st April 2026

(Ex-ROMeC receptionist)

The full-time conditioned hours are 37.5 per week, including meal breaks.

	1 st April 2025	1 st April 2026	per
Basic	£24,895	£25,642	annum
London weighting (outer London)	£184.00	£189.52	month

The ROMeC addition to basic pay held at individual amounts also increases by the agreed percentage.

MDEC Keyer

Effective 1st April 2026

The full-time conditioned hours are 33 per week, excluding meal breaks.

	1 st April 2025	1 st April 2026	per
Max			
Max Basic (Mon – Sat)	£24,165	£24,890	annum
	£463.12	£477.01	week
Sunday Premium	£5.01	£5.16	hour
Bank Holiday Premium	£9.38	£9.66	hour
Weekday Overtime (Mon – Sat)	£14.14	£14.56	hour
Sunday Overtime	£13.97	£14.39	hour
Bank Holiday Overtime	£18.27	£18.82	hour
Adult Recruit			
Max Basic (Mon – Sat)	£23,102	£23,795	annum
	£442.75	£456.03	week
Sunday Premium	£5.01	£5.16	hour
Bank Holiday Premium	£8.93	£9.20	hour
Weekday Overtime (Mon – Sat)	£13.63	£14.04	hour
Sunday Overtime	£13.53	£13.94	hour
Bank Holiday Overtime	£17.31	£17.83	hour
Night Duty			
On Conditioned Hours	£2.20	£2.27	hour
On Overtime	£2.20	£2.27	hour
<i>Night Allowances will be paid for all hours worked between the hours of 10.00pm – 6.00am</i>			
Scheduled Attendance rates			
Monday - Saturday	£14.35	£14.78	hour
Sunday	£17.10	£17.61	hour
Assigned Allowances			
Coaching Allowance	£203.17	£209.25	month

	Weeks	Hours
Annual Holiday		
On entry	4.5	168.75
After 5 years	4.7	176.25
After 15 years	5.2	195.00
After 20 years	6	225.00

MDEC LA1

Effective 1st April 2026

The full-time conditioned hours are 38 per week, excluding meal breaks.

	1 st April 2025	1 st April 2026
Basic Pay	p/a	p/a
Max	£32,342	£33,312
24 months	£30,494	£31,409
12 months	£28,650	£29,510
6 months	£27,731	£28,563
Adult recruit age 18	£26,815	£27,619
Age 17	£22,640	£23,319
Age 16	£19,403	£19,985

Shift Payments

Shift Allowances	Shift	1 st April 25	1 st April 26	Pensionability
Starts between 0201 - 0400	Dawn	£187.97	£197.61	Pensionable
Starts between 0401 - 0500	Early 1	£98.66	£101.62	Pensionable
Starts between 0501 - 0530	Early 2	£49.39	£50.87	Pensionable
Finishes between 2000 – 2139	Evening	£140.96	£145.19	Pensionable
Finishes between 2140 - 0159	Late	£298.14	£307.08	Pensionable
Three hours across 2300 – 0500	Night	£563.95 £298.14 £265.81	£580.87 £307.08 £273.79	Of which= Pensionable Non-pensionable

Overtime Rates

Adult		1 st April 2025	1 st April 2026	Per
Monday - Saturday	1st 10 hrs pw	£16.91	£17.42	hour
	Remaining	£15.50	£15.97	hour
Sunday		£19.68	£20.27	hour
Bank & Public holidays		£24.31	£25.04	hour
Travelling time		£13.48	£13.88	hour
Sunday premium		£7.68	£7.91	hour
Under age 18 rates per hour				
Monday - Saturday	1st 10 hrs pw	£14.78	£15.22	hour
	Remaining	£13.14	£13.53	hour
Sunday		£17.23	£17.75	hour
Bank & Public holidays		£21.26	£21.90	hour
Travelling time		£12.21	£12.58	hour
Sunday premium		£7.68	£7.91	hour

Split Duties	1 st April 25	1 st April 26
Total span over 10 Hrs	£79.91	£82.31
Total span over 12.5 Hrs	£159.75	£164.54

Single contract for 2 daily attendances within conditioned hours provided the job requires at least seven attendances per week.

Annual Holiday		
On entry	4.5 weeks	171.00 hours
After 5 years	5 weeks	190.00 hours
After 10 years	5.2 weeks	197.60 hours
After 15 years	5.5 weeks	209.00 hours
After 20 years	6 weeks	228.00 hours

MDEC LA2

Effective 1st April 2026

The full-time conditioned hours are 38 per week, including meal breaks.

	1 st April 2025	1 st April 2026
National	p/a	p/a
Max	£27,098	£27,911
6 months	£25,743	£26,515
Adult recruit age 18	£24,388	£25,120
Age 17	£18,968	£19,537
Age 16	£16,259	£16,747

Shift Allowances	Shift	1 st April 25	1 st April 26	Pensionability
Starts between 0201 - 0400	Dawn	£155.09	£159.74	Pensionable
Starts between 0401 - 0500	Early 1	£81.46	£83.90	Pensionable
Starts between 0501 - 0530	Early 2	£40.70	£41.92	Pensionable
Finishes between 2000 – 2139	Evening	£116.36	£119.85	Pensionable
Finishes between 2140 - 0159	Late	£245.94	£253.32	Pensionable
Three hours across 2300 – 0500	Night	£465.26 £245.94 £219.32	£479.22 £253.22 £225.90	Of which= Pensionable Non-pensionable

Overtime Rates

		1 st April 2025	1 st April 2026	Per
Adult				
Monday - Saturday	1st 10 hrs pw	£13.83	£14.24	hour
	Remaining	£12.31	£12.68	hour
Sunday		£16.14	£16.62	hour
Bank & Public holidays	Option A	£11.97	£12.33	hour
	Option B	£19.95	£20.55	hour
Sunday Premium		£6.25	£6.44	hour
Travelling time		£12.21	£12.71	hour
Under 18				
Monday - Saturday	1st 10 hrs pw	£12.09	£12.45	hour
	Remaining	£10.77	£11.09	hour
Sunday		£14.13	£14.55	hour
Bank & Public holidays	Option A	£10.47	£10.78	hour
	Option B	£17.45	£17.97	hour
Sunday Premium		£6.25	£6.44	hour
Travelling time		£10.00	£10.30	hour

Annual Holiday		
On entry	4.5 weeks	171.00 hours
After 5 years	5 weeks	190.00 hours
After 10 years	5.2 weeks	197.60 hours
After 15 years	5.5 weeks	209.00 hours
After 20 years	6 weeks	228.00 hours

Royal Mail Driver MGV

Effective 30th March 2026

The full-time conditioned hours are 38 per week, including meal breaks.

	31 st March 25	30 th March 26
MGV driver (Class C1)	p/w	p/w
National	£627.91	£646.75
Inner London	£764.48	£787.41
Outer London	£727.74	£749.57

Shift Allowances	Shift	1 st April 25	1 st April 26	Pensionability
Starts between 0201 - 0400	Dawn	£36.36	£37.45	Pensionable
Starts between 0401 - 0500	Early 1	£19.12	£19.69	Pensionable
Starts between 0501 - 0530	Early 2	£9.56	£9.85	Pensionable
Finishes between 2000 – 2139	Evening	£27.30	£28.12	Pensionable
Finishes between 2140 - 0159	Late	£57.69	£59.42	Pensionable
Three hours across 2300 – 0500	Night	£109.15 £57.69 £51.46	£112.42 £59.42 £53.00	Of which= Pensionable Non-pensionable

Overtime rates		31 st Mar 25	30 th Mar 26	Per
Monday – Saturday	OT or SA*	£15.71	£16.18	hour
Sunday overtime		£16.45	£16.94	hour
Sunday scheduled attendance		£17.45	£17.97	hour
Bank & public holidays		£20.33	£20.94	hour
Lower rate plus DOIL option is only appropriate if more than 2 hours is worked	BH DOIL+	£12.21	£12.71	hour

* The first 8 hours can only be claimed for either SA or Overtime, not both.

Area MGV Drivers Reserve Rights (Ex-PHG)

Effective 30th March 2026

The full-time conditioned hours are 38 per week, including meal breaks.

30 th March 2026	31 st March 25	30 th March 26
MGV Driver (Class C1)	p/w	p/w
National	£627.91	£646.75
Inner London	£764.48	£787.41
Outer London	£727.74	£749.57

Shift Allowances	Shift	31 st Mar 25	30 th Mar 26	Pensionability
Starts between 0201 - 0400	Dawn	£41.47	£42.71	Pensionable
Starts between 0401 - 0500	Early 1	£21.77	£22.42	Pensionable
Starts between 0501 - 0530	Early 2	£10.91	£11.24	Pensionable
Finishes between 2000 – 2139	Evening	£31.10	£32.03	Pensionable
Finishes between 2140 - 0159	Late	£65.64	£67.61	Pensionable
Three hours across 2300 – 0500	Night	£124.40	£128.13	Pensionable

Overtime rates		31 st Mar 25	30 th Mar 26	Per
Monday – Saturday	OT or SA*	£15.71	£16.18	hour
Sunday overtime		£16.45	£16.94	hour
Sunday scheduled attendance		£17.45	£17.97	hour
Bank & public holidays		£20.33	£20.94	hour
<i>Lower rate plus DOIL option is only appropriate if more than 2 hours is worked</i>	<i>BH DOIL+</i>	£12.21	£12.71	hour

Assigned Allowances	31 st Mar 25	30 th Mar 26	Per
Coaching allowance	£47.68	£49.11	week
Leadership allowance	£45.48	£46.84	week

Additional payments	31 st Mar 25	30 th Mar 26	Per
Sunday conditioned hours (pensionable)	£6.81	£7.01	hour
Bank Holiday conditioned hours (non-pensionable)	£12.55	£12.93	hour
Travel time	£12.21	£12.71	hour
Advanced Driver Coach allowance	£14.15	£14.57	day

Premium Payments for Attendance on Christmas Day*	31 st Mar 25	31 st March 25
Up to and including 4 hours	£30.29	£31.20
Over four hours and less than 6 hours	£45.51	£46.88
Six and over hours	£75.87	£78.15

*In Scotland, the above payments apply for working New Years rather than Christmas Day.

Annual Holiday		
On entry	4.5 weeks	171.00 hours
After 5 years	4.7 weeks	178.60 hours
After 15 years	5.2 weeks	197.60 hours
After 20 years	6 weeks	228.00 hours

CWU Divisional Reps

Effective 1st April 2026

The full-time conditioned hours are 42-week in National Pay and 41 hours week in either Inner or Outer London.

	1st April 25	1st April 26
PEC Members/Regional Secretaries	p/a	p/a
National	£45,663	£47,033
Inner London	£49,577	£51,064
Outer London	£51,625	£53,174
Divisional Representatives		
National	£46,775	£48,178
Inner London	£50,816	£52,340
Outer London	£52,916	£54,503