



Pay Rate Guide

CWU Represented ex-Logistics Grades in Royal Mail

Introduction

This is the guide to pay for CWU Represented ex-Logistics grades in Royal Mail. Effective from 31st March 2025 for weekly paid employees and 1st April 2025 for monthly paid employees.

The Logistics rates apply in the following functions:

- National Distribution (VOCs)
- Air Hubs
- Regional Distribution Centres/Parcel Hubs
- 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.

Logistics Single Operational Grade

Effective 30th March 2026

The full-time conditioned hours are 37 per week, including meal breaks.

Basic Pay	31st Mar 25	30th Mar 26
National	£527.73	£543.56
Outer London	£625.39	£644.15
Inner London	£661.51	£681.36

Regional allowances (new payments from August 25)	1st Aug 25	30th Mar 26
Shetland Islands allowance	£47.91	£50.19
Orkney/Hebrides Elig Isld	£28.74	£30.11

Assigned allowances - pensionable	Per	31st March 25	30th March 26
Advance TPM	Week	£32.36	£33.33
LGV driving vehicles plated over 7.5 tonnes	Week	£58.48	£60.23
MGV driving vehicles plated 3.5 to 7.5 tonnes	Week	£41.36	£42.60
Leadership	Week	£44.92	£46.27
Coaching Allowance	Week	£46.74	£48.14

Pro-rata to conditioned hours

Other Allowances	Per	31st Mar 25	30th Mar 26
Non-School Training	Week	£31.06	£31.99
Sunday Premium (pensionable)	Hour	£6.75	£6.95
Bank Holiday Premium	Hour	£12.31	£12.68
DRP Allowance* (Pensionable)	Week	£46.74	£48.14

**Designated Responsible Person payment is only applicable to operational grades within RMSS.*

Shift Allowances	Shift	31st Mar 25	30th Mar 26	Pensionability
Starts between 0201 - 0400	Dawn	£35.94	£37.02	Pensionable
Starts between 0401 - 0500	Early 1*	£18.88	£19.45	Pensionable
Starts between 0501 - 0530	Early 2*	£9.45	£9.73	Pensionable
Finishes between 2000 – 2139	Evening	£26.94	£27.75	Pensionable
Finishes between 2140 - 0159	Late	£57.02	£58.73	Pensionable
Three hours across 2300 – 0500	Night	£107.88 £57.02 £50.86	£111.12 £58.73 £52.39	Of which= Pensionable Non-pensionable

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

Pro rata to conditioned hours

Version updated: June 26

Classified: RMG – Internal

Split Duties*	31st Mar 25	30th Mar 26
Total span over 10 hours	£15.28	£15.74
Total span over 12.5 hours	£30.54	£31.46

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

Overtime (hourly)		31st March 25	30th March 26
Monday - Saturday	1 st 10 hours pw	£13.96	£14.38
	Remaining	£13.54	£13.95
Sunday		£16.26	£16.75
Bank & Public holidays*		£20.11	£20.71
	+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	£15.07	£15.52
Sunday	£17.44	£17.96

Additional supplements	30th March 26
Christmas supplement	£100.00

Pro rata to conditioned hours

Premiums for Christmas day attendance*	31st March 25	30th March 26
Up to and including 4 hours	£29.09	£29.96
Over four hours and less than 6 hours	£43.70	£45.01
Six and over hours	£72.85	£75.04

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

Annual Holiday	Weeks	Hours
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

Personal Rights Rates For Logistics Ex-PHG's and SL Level 3-6

Shift Allowances	Shift	31st Mar 25	30th Mar 26	Pensionability
Starts between 0201 - 0400	Dawn	£40.98	£42.21	Pensionable
Starts between 0401 - 0500	Early 1*	£21.49	£22.13	Pensionable
Starts between 0501 - 0530	Early 2*	£10.76	£11.08	Pensionable
Finishes between 2000 – 2139	Evening	£30.73	£31.65	Pensionable
Finishes between 2140 - 0159	Late	£64.85	£66.80	Pensionable
Three hours across 2300 – 0500	Night	£122.96	£126.65	Pensionable

Pro rata to conditioned hours

Other payments (personal rights only)	30th Mar 26	Pensionability
Ex-PHG's and SL level 3-6 supplement	£20.00 p/w	Pensionable
Ex-Doorkeepers supplement	£10.00p/w	Pensionable
Van/Fork-Lift Driving	£6.00 p/w	Non-Pensionable

Pro rata to conditioned hours

Logistics LGV Drivers Class C, & Class E

Effective 1st April 2026

The full-time conditioned hours are 36.25 per week, including meal breaks

Basic Pay		1st April 25 Annually	1st April 25 Monthly	1st April 26 Annually	1st April 26 Monthly
LGV Driver Class C	National	£35,895	£2,991.25	£36,972	£3,081.00
	Inner London	£43,017	£3,584.75	£44,308	£3,692.33
	Outer London	£41,094	£3,424.50	£42,327	£3,527.25
LGV Driver Class C+E	National	£38,307	£3,192.25	£39,456	£3,288.00
	Inner London	£45,360	£3,780.00	£46,721	£3,893.42
	Outer London	£43,505	£3,625.42	£44,810	£3,734.17

Paid Meal Relief		1st April 25 Annually	1st April 25 Monthly	1st April 26 Annually	1st April 26 Monthly
LGV Driver Class C	National	£991	£82.58	£1,021	£85.08
	Inner London	£1,187	£98.92	£1,223	£101.92
	Outer London	£1,134	£94.50	£1,168	£97.33
LGV Driver Class C+E	National	£1,057	£88.08	£1,089	£90.75
	Inner London	£1,252	£104.33	£1,290	£107.50
	Outer London	£1,200	£100.00	£1,236	£103.00

RRIS	1st April 25 Annually	1st April 25 Monthly	1st April 26 Annually	1st April 26 Monthly
RRIS 1	£1,826.27	£152.19	£1,826.27	£152.19
RRIS 2	£1,434.92	£119.58	£1,434.92	£119.58
RRIS 3	£1,043.58	£86.97	£1,043.58	£86.97
RRIS 4	£521.79	£43.48	£521.79	£43.48
RRIS 5	£260.90	£21.74	£260.90	£21.74
RRIS DSA	£1,043.58	£86.97	£1,043.58	£86.97
RRIS ODSA	£521.79	£43.48	£521.79	£43.48

Overtime (hourly)	1st April 25	1st April 26
LGV Driver Class C	£21.39	£22.03
LGV Driver Class C+E	£23.80	£24.51

Shift Allowances	Shift	1st April 25	1st April 26	Pensionability
Starts between 0201 - 0400	Dawn	£159.60	£164.33	Pensionable
Starts between 0401 - 0500	Early 1	£83.44	£85.92	Pensionable
Starts between 0501 - 0530	Early 2	£41.94	£43.17	Pensionable
Finishes between 2000 – 2139	Evening	£119.31	£122.92	Pensionable
Finishes between 2140 - 0159	Late	£252.95	£260.50	Pensionable
Three hours across 2300 – 0500	Night	£252.95	£260.50	Pensionable
		£225.42	£232.17	Non-Pensionable

Pro rata to conditioned hours

Assigned allowances - pensionable	Per	1st April 25	1st April 26
Coaching	Month	£207.08	£213.33
Advanced Driver Coach	Month	£307.83	£317.08
Leadership	Month	£199.33	£205.33

Pro rata to conditioned hours

Annual Holiday	Weeks pa
On entry	4 weeks 20 hours
After 5 years	4 weeks 28 hours
After 15 years	5 weeks 8 hours
After 20 years	6 weeks

Apprentice LGV Drivers

Effective date 1st April 2026

The full-time conditioned hours are 36.25 per week, including paid meal breaks.

Basic Pay*		1st April 25 Annually	1st April 25 Monthly	1st April 26 Annually	1st April 26 Monthly
LGV Driver Class C Start	National	£24,476	£2,039.67	£25,210	£2,100.83
	Outer London	£26,573	£2,214.42	£27,370	£2,280.83
	Inner London	£27,707	£2,308.92	£28,538	£2,378.17
LGV Driver Class C Qualified	National	£29,523	£2,460.25	£30,409	£2,534.08
	Outer London	£33,529	£2,794.08	£34,535	£2,877.92
	Inner London	£34,959	£2,913.25	£36,008	£3,000.67

**From April 2025, Paid Meal relief has been incorporated into basic pay*

RRIS	1st April 25 Annually	1st April 25 Monthly	1st April 26 Annually	1st April 26 Monthly
RRIS 1	£1,826.27	£152.19	£1,826.27	£152.19
RRIS 2	£1,434.92	£119.58	£1,434.92	£119.58
RRIS 3	£1,043.58	£86.97	£1,043.58	£86.97
RRIS 4	£521.79	£43.48	£521.79	£43.48
RRIS 5	£260.90	£21.74	£260.90	£21.74
RRIS DSA	£1,043.58	£86.97	£1,043.58	£86.97
RRIS ODSA	£521.79	£43.48	£521.79	£43.48

Overtime (hourly)	1st April 25	1st April 26
Start	£14.15	£14.57
Qualified	£23.80	£24.51

Shift Allowances

Start	Shift	1st April 25	1st April 26	Pensionability
Starts between 0201 - 0400	Dawn	£94.92	£97.75	Pensionable
Starts between 0401 - 0500	Early 1	£49.58	£51.08	Pensionable
Starts between 0501 - 0530	Early 2	£24.92	£25.67	Pensionable
Finishes between 2000 – 2139	Evening	£70.92	£73.08	Pensionable
Finishes between 2140 - 0159	Late	£150.33	£154.83	Pensionable
Three hours across 2300 – 0500	Night	£150.33	£154.83	Pensionable
		£134.00	£138.00	Non-Pensionable

Qualified	Shift	1st April 25	1st April 26	Pensionability
Starts between 0201 - 0400	Dawn	£119.75	£123.33	Pensionable
Starts between 0401 - 0500	Early 1	£62.58	£64.50	Pensionable
Starts between 0501 - 0530	Early 2	£31.50	£32.42	Pensionable
Finishes between 2000 – 2139	Evening	£89.50	£92.17	Pensionable
Finishes between 2140 - 0159	Late	£189.75	£195.42	Pensionable
Three hours across 2300 – 0500	Night	£189.75	£195.42	Pensionable
		£169.08	£174.17	Non-Pensionable

Pro rata to conditioned hours

Annual Holiday	Weeks pa
On entry	4 weeks 20 hours
After 5 years	4 weeks 28 hours
After 15 years	5 weeks 8 hours
After 20 years	6 weeks

Logistics LA1

Effective date 1st April 2026

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

Basic Pay*		1 st April 25 - Annually	1 st April 26 - Annually
Step 6 - Maximum	National	£32,417	£33,390
	Outer London	£36,087	£37,170
	Inner London	£38,159	£39,304
Step 5	National	£30,700	£31,621
	Outer London	£34,372	£35,403
	Inner London	£36,445	£37,538
Step 4	National	£28,985	£29,855
	Outer London	£32,656	£33,637
	Inner London	£34,730	£35,772
Step 3 - Adult recruit rate	National	£27,131	£27,945
	Outer London	£30,771	£31,694
	Inner London	£32,843	£33,828
Step 2 - Age 17	National	£22,908	£23,595
	Outer London	£25,720	£26,492
	Inner London	£27,167	£27,982
Step 1 - Age 16	National	£19,638	£20,227
	Outer London	£22,147	£22,811
	Inner London	£23,392	£24,094

RRIS	1 st April 25	1 st April 26
Adult	£47.50	£47.50
Age 17	£33.25	£33.25
Age 16	£28.50	£28.50

Other allowances	1 st April 26
Personal rights supplement	£400.00 p/a

Shift Payments	Shift	1 st April 25	1 st April 26	Pensionability
Starts between 0201 - 0400	Dawn	£189.48	£195.15	Pensionable
Starts between 0401 - 0500	Early 1	£99.46	£102.44	Pensionable
Starts between 0501 - 0530	Early 2	£49.81	£51.30	Pensionable
Finishes between 2000 – 2139	Evening	£142.09	£146.35	Pensionable
Finishes between 2140 - 0159	Late	£300.47	£309.48	Pensionable
Three hours across 2300 – 0500	Night	£568.43	£585.48	Of which =
		£300.47	£309.48	Pensionable
		£267.96	£276.00	Non-Pensionable
Sunday Premium - per hour		£7.76	£7.99	Pensionable

Version updated: June 26

Split Duties - pensionable	1st April 25	1st April 26
Total span over 10 hours	£80.53	£82.95
Total span over 12.5 hours	£161.03	£165.86

Overtime – adult rates		1st April 25	1st April 26
Monday - Saturday	1 st 10 hours pw	£16.88	£17.39
	Remaining	£15.77	£16.24
Sunday		£19.84	£20.44
Bank & Public holidays		£24.52	£25.26
Travelling time		£13.56	£13.97
Under 18 rates			
Monday - Saturday	1 st 10 hours pw	£14.78	£15.22
	Remaining	£13.78	£14.19
Sunday		£17.36	£17.88
Bank & Public holidays		£21.41	£22.05
Travelling time		£11.71	£12.71

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

Logistics LA2

Effective date 1st April 2025

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

Basic Pay*		1 st April 25	1 st April 26
Maximum	National	£27,152	£27,967
	Outer London	£30,829	£31,754
	Inner London	£32,908	£33,895
Adult recruit	National	£24,436	£25,169
	Outer London	£27,745	£28,577
	Inner London	£29,615	£30,503
Age 17	National	£19,005	£19,575
	Outer London	£21,581	£22,228
	Inner London	£23,035	£23,726
Age 16	National	£16,293	£16,782
	Outer London	£18,496	£19,051
	Inner London	£19,747	£20,339

RRIS	1 st April 25	1 st April 26
Adult	£47.50	£47.50
Age 17	£33.25	£33.25
Age 16	£28.50	£28.50

Shift Payments	Shift	1 st April 25	1 st April 26	Pensionability
Starts between 0201 - 0400	Dawn	£156.26	£160.95	Pensionable
Starts between 0401 - 0500	Early 1	£82.03	£84.49	Pensionable
Starts between 0501 - 0530	Early 2	£41.05	£42.28	Pensionable
Finishes between 2000 – 2139	Evening	£117.19	£120.71	Pensionable
Finishes between 2140 - 0159	Late	£247.87	£255.31	Pensionable
Three hours across 2300 – 0500	Night	£468.85	£482.92	Of which =
		£247.87	£255.31	Pensionable
		£220.98	£227.61	Non-Pensionable

Overtime – Adult rates		1 st April 25	1 st April 26
Monday - Saturday	1 st 10 hours pw	£13.83	£14.24
	Remaining	£12.98	£13.37
Sunday		£16.26	£16.75
Bank & Public holidays		£20.11	£20.71
	Or TOIL *	£12.21	£12.71
Travelling time		£12.21	£12.71

Version updated: June 26

Classified: RMG – Internal

Under 18 rates		1st April 25	1st April 26
Monday - Saturday	1 st 10 hours pw	£12.10	£12.46
	Remaining	£11.33	£11.67
Sunday		£14.24	£14.67
Bank & Public holidays		£17.59	£18.12
	Or TOIL *	£10.53	£10.85
Travelling time		£9.99	£10.29

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