

RM Property & Facilities Solutions Limited (PFSL) and CWU Negotiators Agreement covering pay and associated issues 2024/25

This Negotiators Agreement contains the position reached between RM Property & Facilities Solutions Limited (PFSL) and the CWU regarding pay and associated issues for CWU represented grades in PFSL 2024/25.

Outlined below are the full details of the pay agreement subject to CWU members' ratification:

Cleaners' Pay:

- Increase to hourly pay for cleaning grades as recommended by the Real Living Wage Foundation for the financial year 24/25 effective from 1st April 2024. To confirm this is £12 per hour for national cleaners and £13.15 per hour for London.
- 50p per hour differential for mobile cleaners backdated to April 2024. This means national relief cleaners' pay will increase to £12.50 per hour and London relief cleaners to £13.65 per hour.

There is a joint commitment for both parties to review Real Living Wage rates set by the Living Wage Foundation each year.

The level of any increase awarded in future years will be subject to further negotiation, affordability and agreement.

Engineering and Generic Admin Pay:

- 2% increase to basic pay, effective 1st April 2024
- A one off non-consolidated lump sum of £250 (pro-rata for part-time workers)
- We have jointly agreed to review the Technical Pay Structure in Engineering with a joint aim to conclude those discussions before the next pay review is due in April 2025.

All payments, including backpay, will be made as soon as possible once the agreement has been endorsed by CWU members in a consultative ballot. The CWU will share the ballot details separately.

Other associated Items covering all CWU grades:

Annual leave

Increase to Post Acquisition (for those employed 1st April 2016 onwards) annual leave effective 1st April 2025 as follows:

5 weeks 2 days after 10 years' service and 6 weeks after 20 years' service (plus bank holidays and pro-rata for part time employees).

Sick Absence

- Alignment of Leaving the Business Due to Ill Health lump sum compensation to Royal Mail Group at 16 weeks' basic pay, with current terms around Pay In Lieu Of Notice remaining unchanged. Transition arrangements will be communicated following ratification of the pay deal.
- Both parties have committed to continuing discussions regarding the approach to attendance and how we can jointly find ways to bring overall sick absence levels down.

This pay agreement and associated items is seen as a positive achievement for PFSL and the CWU. Both parties are committed to continuing to work together to achieve mutual outcomes to ensure the continued success of the business and wellbeing of its employees.

22nd August 2024



Mark Baulch
Assistant Secretary
Communication Workers Union



Stuart Davies
Managing Director PFSL



Bobby Weatherall
Communications Workers Union



Lucy Pitkin
HR Director PFS