



***You  
Deserve  
a fair  
pay rise***

### **A message to RMP&FSL cleaners**

Your annual pay review date is normally due on the 1st of April each year and in March, your union, submitted a claim on your behalf for an above-inflation pay increase.

You deserve fair reward in recognition of your efforts during the pandemic and one which reflects the rising cost of living we are having to endure.

In response, Royal Mail Property & Facilities Solutions Limited (RMP&FSL) management offered only an increase of 50p per hour and only for mobile cleaners, with a further 1.5% linked to an efficiency scheme and with no basic pay rise for the vast majority of cleaners.

### **REAL LIVING WAGE—DON'T LET MANAGEMENT CONFUSE YOU**

One positive thing agreed between the CWU and RMP&FSL—after the union fought hard to achieve it—was that there would be a new companywide minimum pay rate set at the level of the Real Living Wage (RLW) which will apply this year and also for the future. Unfortunately, despite RMP&FSL management agreeing with the CWU back in March that any adjustment of our lowest-paid members based on the RLW, would not impact and was without prejudice in any way on the annual pay negotiations, the company has now gone back on its word—for some of our cleaning members this has meant no pay increase at all.

To be clear the RLW adjustment, **THIS IS NOT YOUR ANNUAL PAY RISE.**

Don't allow RMP&FSL management to confuse matters. **YOU DESERVE A FAIR ANNUAL PAY RISE.**

Every RMP&FSL worker deserves a fair pay rise.

**Vote YES**  
**when you receive your ballot paper.**

