

Pay Rates – CWU Represented Grades in Royal Mail Ops and Modernisation

Guide for employees

This guide outlines pay rate information for CWU represented grades in Royal Mail

Main topic areas

- Overview
- Royal Mail operational grade
- Royal Mail operational support grade
- Royal Mail mail-screener grade
- Royal Mail LA2
- Royal Mail LA1
- Royal Mail secretary level 2
- Royal Mail REP and RHP (ex ROMEc Receptionist)
- Royal Mail engineering grades
- Royal Mail area driver (MGV)
- Royal Mail CWU ex-divisional reps
- Royal Mail monthly paid OPG grade
- Where to go for further information

Getting help

Contact your manager if you have any queries about this guide.

Managers can obtain advice by:

Calling the HR Services Advice Centre on 0845 6060603 / 5456 7100

Managers working for Parcelforce Worldwide should call 0845 6042787 / 5456 4747

For web access go to:
<https://www.psp.royalmailgroup.com>



Pay Rates – CWU Represented Grades in Royal Mail Ops and Modernisation

Guide for employees

Overview

This is the guide to pay for CWU Represented grades in Royal Mail. Effective from the 6th April 2015 for weekly paid employees and the 1st April 2015 for Salaried employees

Pensionable pay – For members of the Defined Contribution scheme only basic pay is pensionable. Where other payments are shown as pensionable this applies to members of the Royal Mail Pension Plan only.

Royal Mail operational grade

	Basic 07-Apr-14	Basic 06-Apr-15	RRIS
	£pw	£pw	£pw
NATIONAL			
MAX	£394.76	£405.81	£0.00
6 MONTHS	£375.02	£385.52	£0.00
ADULT RECRUIT AGE 18	£355.28	£365.23	£0.00
AGE 17	£276.33	£284.07	£0.00
AGE 16	£236.86	£243.49	£0.00
OUTER LONDON			
MAX	£468.20	£481.31	£0.00
6 MONTHS	£444.79	£457.24	£0.00
ADULT RECRUIT AGE 18	£421.38	£433.18	£0.00
AGE 17	£327.74	£336.92	£0.00
AGE 16	£280.92	£288.79	£0.00
INNER LONDON			
MAX	£495.18	£509.05	£0.00
6 MONTHS	£470.42	£483.60	£0.00
ADULT RECRUIT AGE 18	£445.66	£458.15	£0.00
AGE 17	£346.63	£356.34	£0.00
AGE 16	£297.11	£305.43	£0.00
DEFINED SURROUNDING AREA (NATIONAL)			
MAX	£394.76	£405.81	£20.00
6 MONTHS	£375.02	£385.52	£20.00
ADULT RECRUIT AGE 18	£355.28	£365.23	£20.00
AGE 17	£276.33	£284.07	£14.00
AGE 16	£236.86	£243.49	£12.00
OUTER DEFINED SURROUNDING AREA (NATIONAL)			
MAX	£394.76	£405.81	£10.00
6 MONTHS	£375.02	£385.52	£10.00
ADULT RECRUIT AGE 18	£355.28	£365.23	£10.00
AGE 17	£276.33	£284.07	£7.00
AGE 16	£236.86	£243.49	£6.00
RRIS Area 1 (national)			
MAX	£394.76	£405.81	£35.00
6 MONTHS	£375.02	£385.52	£35.00
ADULT RECRUIT AGE 18	£355.28	£365.23	£35.00
AGE 17	£276.33	£284.07	£24.50
AGE 16	£236.86	£243.49	£21.00
RRIS Area 2 (national)			
MAX	£394.76	£405.81	£27.50
6 MONTHS	£375.02	£385.52	£27.50
ADULT RECRUIT AGE 18	£355.28	£365.23	£27.50
AGE 17	£276.33	£284.07	£19.25
AGE 16	£236.86	£243.49	£16.50

RRIS Area 3 (national)			
MAX	£394.76	£405.81	£20.00
6 MONTHS	£375.02	£385.52	£20.00
ADULT RECRUIT AGE 18	£355.28	£365.23	£20.00
AGE 17	£276.33	£284.07	£14.00
AGE 16	£236.86	£243.49	£12.00
RRIS Area 4 (Outer London)			
MAX	£468.20	£481.31	£10.00
6 MONTHS	£444.79	£457.24	£10.00
ADULT RECRUIT AGE 18	£421.38	£433.18	£10.00
AGE 17	£327.74	£336.92	£7.00
AGE 16	£280.92	£288.79	£6.00
RRIS Area 5 (Outer London)			
MAX	£468.20	£481.31	£5.00
6 MONTHS	£444.79	£457.24	£5.00
ADULT RECRUIT AGE 18	£421.38	£433.18	£5.00
AGE 17	£327.74	£336.92	£3.50
AGE 16	£280.92	£288.79	£3.00

NON PENSIONABLE FUNCTIONAL SUPPLEMENTS	07-Apr-14	06-Apr-15	
Delivery Functional Supplement	£22.94	£23.58	pw
Processing Functional Supplement	£8.90	£9.15	pw
Collection Functional Supplement	£8.90	£9.15	pw
MDEC Functional Supplement	£8.90	£9.15	pw
RDC Functional Supplement	£12.25	£12.59	pw
Walk Bundling Functional Supplement	£12.25	£12.59	pw
HWDC Functional Supplement	£22.92	£23.56	pw
MDEC Functional Supplement	£38.70	£39.78	pm
HWDC Functional Supplement	£99.64	£102.43	pm

Note: Reserve Rights on pensionable for an element of the delivery supplement (see PD 08/10 for details).

SHIFT PAYMENTS (Pro rata to conditioned hours)		07-Apr-14	06-Apr-15	
STARTS BETWEEN 0201 - 0400	DAWN	£26.75	£27.50	fully pensionable
STARTS BETWEEN 0401 - 0500	EARLY 1	£14.06	£14.45	fully pensionable
STARTS BETWEEN 0501 – 0530	EARLY 2	£7.01	£7.21	fully pensionable
FINISHES BETWEEN 2000 – 2139	EVENING	£20.06	£20.62	fully pensionable
FINISHES BETWEEN 2140 – 0159	LATE	£42.42	£43.61	fully pensionable
THREE HOURS ACROSS 2300 - 0500	NIGHT	£80.26	£82.51	
of which pensionable =		£42.42	£43.61	
of which non pensionable =		£37.84	£38.90	
SPLIT DUTIES	Total span over 10 Hrs	£11.36	£11.68	per week
(single contract for 2 daily attendances within conditioned hours provided the job requires at least seven attendances per week)	Total span over 12.5 Hrs	£22.72	£23.36	per week

PERSONAL RIGHTS RATES FOR EX PHG's AND SL LEVEL 3-6				
SHIFT PAYMENTS		07-Apr-14	06-Apr-15	
(Pro rata to conditioned hours)				
STARTS BETWEEN 0201 – 0400	DAWN	£30.49	£31.34	fully pensionable
STARTS BETWEEN 0401 – 0500	EARLY 1	£16.00	£16.45	fully pensionable
STARTS BETWEEN 0501 – 0530	EARLY 2	£8.02	£8.24	fully pensionable
FINISHES BETWEEN 2000 – 2139	EVENING	£22.88	£23.52	fully pensionable
FINISHES BETWEEN 2140 – 0159	LATE	£48.25	£49.60	fully pensionable
THREE HOURS ACROSS 2300 - 0500	NIGHT	£91.47	£94.03	fully pensionable

ASSIGNED PENSIONABLE ALLOWANCES (Pro rata to conditioned hours)		07-Apr-14	06-Apr-15	
ADVANCED TPM		£24.07	£24.74	per week
MGV DRIVING of vehicles plated 3.5 tonnes - 7.5 tonnes		£30.76	£31.62	per week
POSTBUS (PSV licensed) DRIVING		£13.39	£13.76	per week
LEADERSHIP		£33.45	£34.39	per week
COACHING ALLOWANCE (assigned & pensionable)		£35.06	£36.04	per week
RURAL WAITING	At least 2 hours	£6.33	£6.51	per week
(for jobs scheduled)	At least 3 hours	£10.35	£10.64	per week
	At least 4 hours	£11.78	£12.11	per week
HWDC Pensionable flexible Supplement		£7.98	£8.20	per week
		£34.71	£35.68	per month

ASSIGNED NON PENSIONABLE RESERVED RIGHTS PAYMENT		
(FOR DRIVERS WITH PERSONAL RIGHTS from 31.1.2000 ONLY)		
VAN DRIVING	£6.00	per week
FORK-LIFT	£6.00	per week

INTERMITTENT - NON ASSIGNED NON PENSIONABLE ALLOWANCES	07-Apr-14	06-Apr-15	
TRAINING (NON SCHOOL)	£24.07	£24.74	per week
WEEKEND SA MGV DRIVING FOR AT LEAST 3 HOURS PER DAY (when not in receipt of assigned LGV/MGV allowance) MGV driving of vehicles plated 3.5 tonnes – 7.5 tonnes	£6.15	£6.32	per day

ADDITIONAL PAYMENTS	07-Apr-14	06-Apr-15	
ADDITIONAL PENSIONABLE PAYMENT FOR SUNDAY CONDITIONED HOURS	£5.03	£5.17	per hour
ADDITIONAL NON-PENSIONABLE PAYMENT FOR BANK HOLIDAY CONDITIONED HOURS	£9.23	£9.49	per hour

PENSIONABLE SUPPLEMENT FOR EX PHG's AND SL LEVEL 3-6 (reserved rights from 31.1.2000) (Pro rata to conditioned hours)		£20.00	per week
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CHRISTMAS SUPPLEMENT (Pro rata to conditioned hours)	Christmas 2015		£100.00
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	07-Apr-14	06-Apr-15
SCOTTISH DISTANT ISLANDS ALLOWANCE	£17.49	£17.98
PREMIUM PAYMENTS FOR ATTENDANCE ON CHRISTMAS DAY (EXCEPT SCOTLAND)		
SCOTLAND - NEW YEARS DAY		
	2014/15	2015/16
UP TO AND INCLUDING 4 HOURS		
UP TO AND INCLUDING 4 HOURS	£22.71	£23.35
OVER FOUR HOURS AND LESS THAN 6 HOURS	£34.14	£35.10
SIX AND OVER HOURS	£56.90	£58.49

OVERTIME & SCHEDULED ATTENDANCE RATES		ADULT RATES PER HOUR	
		07-Apr-14	06-Apr-15
OVER TIME RATES		£ph	£ph
MONDAY - SATURDAY	1st 10 hrs pw	£10.48	£10.77
	REMAINING	£10.12	£10.40
SUNDAY		£12.10	£12.44
BANK & PUBLIC HOLIDAYS		£14.96	£15.38
	OR DOIL +	£8.97	£9.22
TRAVELLING TIME		£8.63	£8.87
SCHEDULED ATTENDANCE RATES			
MONDAY - SATURDAY		£10.76	£11.06
SUNDAY		£12.82	£13.18

		UNDER AGE 18 RATES PER HOUR	
		07-Apr-14	06-Apr-15
OVER TIME RATES		£ph	£ph
MONDAY - SATURDAY	1st 10 hrs pw	£9.17	£9.43
	REMAINING	£8.16	£8.39
SUNDAY		£10.60	£10.90
BANK & PUBLIC HOLIDAYS		£13.08	£13.45
	OR DOIL +	£7.85	£8.07
TRAVELLING TIME		£7.54	£7.75
SCHEDULED ATTENDANCE RATES		07-Apr-14	06-Apr-15
MONDAY – SATURDAY		£9.42	£9.68
SUNDAY		£11.23	£11.54

PERSONAL RIGHTS RATES FOR EX PHG's AND SL LEVEL 3-6		07-Apr-14	06-Apr-15
OVERTIME RATES		£ph	£ph
MONDAY – SATURDAY	1st 10 hrs pw	£10.48	£10.77
	REMAINING	£10.12	£10.40
SUNDAY		£12.10	£12.44
BANK & PUBLIC HOLIDAYS		£14.96	£15.38
	OR DOIL +	£8.97	£9.22
TRAVELLING TIME		£8.63	£8.87
SCHEDULED ATTENDANCE RATES		07-Apr-14	06-Apr-15
MONDAY – SATURDAY		£10.76	£11.06
SUNDAY		£12.82	£13.18

Annual Holiday

- 4 weeks 2 and half days on entry
- 4 weeks 3 and a half days after 5 years' service
- 5 weeks 1 day after 15 years' service
- 6 weeks after 20 years' service

**Royal Mail
operational
support
grade**

	Basic 07-Apr-14	Basic 06-Apr-15	RRIS
NATIONAL	£pw	£pw	£pw
MAX	£354.10	£364.01	£0.00
6 MONTHS	£336.40	£345.81	£0.00
ADULT RECRUIT AGE 18	£318.69	£327.61	£0.00
AGE 17	£247.87	£254.81	£0.00
AGE 16	£212.46	£218.41	£0.00
OUTER LONDON			
MAX	£427.53	£439.50	£0.00
6 MONTHS	£406.15	£417.53	£0.00
ADULT RECRUIT AGE 18	£384.78	£395.55	£0.00
AGE 17	£299.27	£307.65	£0.00
AGE 16	£256.52	£263.70	£0.00
INNER LONDON			
MAX	£454.53	£467.26	£0.00
6 MONTHS	£431.80	£443.90	£0.00

ADULT RECRUIT AGE 18	£409.08	£420.53	£0.00
AGE 17	£318.17	£327.08	£0.00
AGE 16	£272.72	£280.36	£0.00
DEFINED SURROUNDING AREA			
MAX	£354.10	£364.01	£20.00
6 MONTHS	£336.40	£345.81	£20.00
ADULT RECRUIT AGE 18	£318.69	£327.61	£20.00
AGE 17	£247.87	£254.81	£14.00
AGE 16	£212.46	£218.41	£12.00
OUTER DEFINED SURROUNDING AREA			
MAX	£354.10	£364.01	£10.00
6 MONTHS	£336.40	£345.81	£10.00
ADULT RECRUIT AGE 18	£318.69	£327.61	£10.00
AGE 17	£247.87	£254.81	£7.00
AGE 16	£212.46	£218.41	£6.00
RRIS Area 1 (national)			
MAX	£354.10	£364.01	£35.00
6 MONTHS	£336.40	£345.81	£35.00
ADULT RECRUIT AGE 18	£318.69	£327.61	£35.00
AGE 17	£247.87	£254.81	£24.50
AGE 16	£212.46	£218.41	£21.00
RRIS Area 2 (national)			
MAX	£354.10	£364.01	£27.50
6 MONTHS	£336.40	£345.81	£27.50
ADULT RECRUIT AGE 18	£318.69	£327.61	£27.50
AGE 17	£247.87	£254.81	£19.25
AGE 16	£212.46	£218.41	£16.50
RRIS Area 3 (national)			
MAX	£354.10	£364.01	£20.00
6 MONTHS	£336.40	£345.81	£20.00
ADULT RECRUIT AGE 18	£318.69	£327.61	£20.00
AGE 17	£247.87	£254.81	£14.00
AGE 16	£212.46	£218.41	£12.00
RRIS Area 4 (Outer London)			
MAX	£427.53	£439.50	£10.00
6 MONTHS	£406.15	£417.53	£10.00
ADULT RECRUIT AGE 18	£384.78	£395.55	£10.00
AGE 17	£299.27	£307.65	£7.00
AGE 16	£256.52	£263.70	£6.00
RRIS Area 5 (Outer London)			
MAX	£427.53	£439.50	£5.00
6 MONTHS	£406.15	£417.53	£5.00
ADULT RECRUIT AGE 18	£384.78	£395.55	£5.00
AGE 17	£299.27	£307.65	£3.50
AGE 16	£256.52	£263.70	£3.00

NON PENSIONABLE FUNCTIONAL SUPPLEMENTS	07-Apr-14	06-Apr-15	
Delivery Functional Supplement	£22.94	£23.58	pw
Processing Functional Supplement	£8.90	£9.15	pw
Collection Functional Supplement	£8.90	£9.15	pw
MDEC Functional Supplement	£8.90	£9.15	pw
RDC Functional Supplement	£12.25	£12.59	pw
Walk Bundling Functional Supplement	£12.25	£12.59	pw
HWDC Functional Supplement	£22.92	£23.56	pw
MDEC Functional Supplement	£38.70	£39.78	pm
HWDC Functional Supplement	£99.66	£102.43	pm

SHIFT PAYMENTS		07-Apr-14	06-Apr-15	
(Pro rata to conditioned hours)				
STARTS BETWEEN 0201 - 0400	DAWN	£24.07	£24.74	fully pensionable
STARTS BETWEEN 0401 - 0500	EARLY 1	£12.02	£12.36	fully pensionable
STARTS BETWEEN 0501 - 0530	EARLY 2	£6.03	£6.20	fully pensionable
FINISHES BETWEEN 2000 - 2139	EVENING	£17.38	£17.87	fully pensionable
FINISHES BETWEEN 2140 - 0159	LATE	£37.08	£38.12	fully pensionable
THREE HOURS ACROSS 2300 - 0500	NIGHT	£70.20	£72.17	
of which pensionable =		£37.08	£38.12	
of which non pensionable =		£33.12	£34.05	
SPLIT DUTIES	Total span over 10 Hrs	£10.24	£10.53	per week
(single contract for 2 daily attendances within conditioned hours provided the job requires at least seven attendances per week)	Total span over 12.5 Hrs	£20.47	£21.04	per week

ASSIGNED PENSIONABLE ALLOWANCES	07-Apr-14	06-Apr-15	
(Pro rata to conditioned hours)			
LEADERSHIP	£33.45	£34.39	per week
INTERMITTENT - NON ASSIGNED NON PENSIONABLE ALLOWANCES			
TRAINING (NON SCHOOL)	£24.07	£24.74	per week
ADDITIONAL PENSIONABLE PAYMENT FOR SUNDAY CONDITIONED HOURS	£4.35	£4.47	per hour
ADDITIONAL NON PENSIONABLE PAYMENT FOR BANK HOLIDAY CONDITIONED HOURS	£8.09	£8.32	per hour

PENSIONABLE SUPPLEMENT FOR EX DOORKEEPERS (reserved rights from 31.1.2000)	07-Apr-14	06-Apr-15
(Pro rata to conditioned hours)	£10.00 pw	£10.00 pw
CHRISTMAS SUPPLEMENT	Christmas 2014	Christmas 2015
(Pro rata to conditioned hours)	£100.00	£100.00
SCOTTISH DISTANT ISLANDS ALLOWANCE	£17.49	£17.98

PREMIUM PAYMENTS FOR ATTENDANCE ON CHRISTMAS DAY (EXCEPT SCOTLAND)		
SCOTLAND - NEW YEARS DAY		
	2014/15	2015/16
UP TO AND INCLUDING 4 HOURS		
UP TO AND INCLUDING 4 HOURS	£22.71	£23.35
OVER FOUR HOURS AND LESS THAN 6 HOURS	£34.14	£35.10
SIX AND OVER HOURS	£56.90	£58.49

OVERTIME AND SA RATES		AGE 18 AND OVER	
		07-Apr-14	06-Apr-15
OVER TIME RATES		£ph	£ph
MONDAY - SATURDAY	1st 10 hrs pw	£9.18	£9.44
	remaining	£9.08	£9.33
SUNDAY		£10.61	£10.91
BANK & PUBLIC HOLIDAYS		£13.08	£13.45
	OR DOIL +	£7.86	£8.08
TRAVELLING TIME		£7.62	£7.83
SA RATES		07-Apr-14	06-Apr-15
MONDAY - SATURDAY		£9.43	£9.69
SUNDAY		£11.23	£11.54
		UNDER AGE 18 RATES PER HOUR	
		07-Apr-14	06-Apr-15
OVER TIME RATES		£ph	£ph
MONDAY - SATURDAY	1st 10 hrs pw	£8.03	£8.25
	remaining	£7.15	£7.35
SUNDAY		£9.28	£9.54
BANK & PUBLIC HOLIDAYS		£11.43	£11.75
	OR DOIL +	£6.88	£7.07
TRAVELLING TIME		£6.67	£6.86
SA RATES		07-Apr-14	06-Apr-15
MONDAY - SATURDAY		£8.24	£8.47
SUNDAY		£9.81	£10.08

Annual Holiday

- 4 weeks 2 and half days on entry
- 4 weeks 3 and a half days after 5 years' service
- 5 weeks 1 day after 15 years' service
- 6 weeks after 20 years' service

**Royal Mail
mail-
screener
grade**

	Basic	Basic	RRIS
	07 - April - 14 weekly	06 - April - 15 weekly	£pm
NATIONAL	01-April - 14 monthly	01-April - 15 monthly	£pw
Step 2 (after 2 years in grade) per annum	£25,592	£26,309	£0.00
Step 2 (after 2 years in grade) per week	£490.47	£504.21	£0.00
Step 1 - per annum	£23,801	£24,467	£0.00
Step 1 - per week	£456.14	£468.91	£0.00
OUTER LONDON			
Step 2 (after 2 years in grade) per annum	£29,500	£30,326	£0.00
Step 2 (after 2 years in grade) per week	£565.36	£581.19	£0.00
Step 1 - per annum	£27,709	£28,485	£0.00
Step 1 - per week	£531.04	£545.91	£0.00
INNER LONDON			
Step 2 (after 2 years in grade) per annum	£30,923	£31,789	£0.00
Step 2 (after 2 years in grade) per week	£592.63	£609.23	£0.00
Step 1 - per annum	£29,133	£29,949	£0.00
Step 1 - per week	£558.33	£573.97	£0.00
DEFINED SURROUNDING AREA (NATIONAL)			
Step 2 (after 2 years in grade) per annum	£25,592	£26,309	£1,043.58
Step 2 (after 2 years in grade) per week	£490.47	£504.21	£20.00
Step 1 - per annum	£23,801	£24,467	£1,043.58
Step 1 - per week	£456.14	£468.91	£20.00
OUTER DEFINED SURROUNDING AREA (NATIONAL)			
Step 2 (after 2 years in grade) per annum	£25,592	£26,309	£521.79
Step 2 (after 2 years in grade) per week	£490.47	£504.21	£10.00
Step 1 - per annum	£23,801	£24,467	£521.79
Step 1 - per week	£456.14	£468.91	£10.00
RRIS Area 1 (national)			
Step 2 (after 2 years in grade) per annum	£25,592	£26,309	£1,826.27
Step 2 (after 2 years in grade) per week	£490.47	£504.21	£35.00
Step 1 - per annum	£23,801	£24,467	£1,826.27
Step 1 - per week	£456.14	£468.91	£35.00
RRIS Area 2 (national)			
Step 2 (after 2 years in grade) per annum	£25,592	£26,309	£1,434.92
Step 2 (after 2 years in grade) per week	£490.47	£504.21	£27.50
Step 1 - per annum	£23,801	£24,467	£1,434.92

Step 1 - per week	£456.14	£468.91	£27.50
RRIS Area 3 (national)			
Step 2 (after 2 years in grade) per annum	£25,592	£26,309	£1,043.58
Step 2 (after 2 years in grade) per week	£490.47	£504.21	£20.00
Step 1 - per annum	£23,801	£24,467	£1,043.58
Step 1 - per week	£456.14	£468.91	£20.00
RRIS Area 4 (Outer London)			
Step 2 (after 2 years in grade) per annum	£29,500	£30,326	£521.79
Step 2 (after 2 years in grade) per week	£565.36	£581.19	£10.00
Step 1 - per annum	£27,709	£28,485	£521.79
Step 1 - per week	£531.04	£545.91	£10.00
RRIS Area 5 (Outer London)			
Step 2 (after 2 years in grade) per annum	£29,500	£30,326	£260.90
Step 2 (after 2 years in grade) per week	£565.36	£581.19	£5.00
Step 1 - per annum	£27,709	£28,485	£260.90
Step 1 - per week	£531.04	£545.91	£5.00

SHIFT PAYMENTS		07-Apr-14	06-Apr-15
(Pro rata to conditioned hours)			
STARTS BETWEEN 0201 - 0400	DAWN	£27.28	£28.04
STARTS BETWEEN 0401 - 0500	EARLY 1	£14.35	£14.75
STARTS BETWEEN 0501 - 0530	EARLY 2	£7.16	£7.36
FINISHES BETWEEN 2000 - 2139	EVENING	£20.47	£21.04
FINISHES BETWEEN 2140 - 0159	LATE	£43.26	£44.47
THREE HOURS ACROSS 2300 - 0500	NIGHT	£81.85	£84.14
of which pensionable =		£43.26	£44.47
of which non pensionable =		£38.59	£39.67
SPLIT DUTIES	Total span over 10 Hrs	£11.60	£11.92
(single contract for 2 daily attendances within conditioned hours provided the job requires at least seven attendances per week)	Total span over 12.5 Hrs	£23.19	£23.84

SHIFT PAYMENTS		07-Apr-14	06-Apr-15	
(Pro rata to conditioned hours)				
STARTS BETWEEN 0201 - 0400	DAWN	£31.11	£31.98	fully pensionable
STARTS BETWEEN 0401 - 0500	EARLY 1	£16.32	£16.78	fully pensionable
STARTS BETWEEN 0501 - 0530	EARLY 2	£8.18	£8.41	fully pensionable
FINISHES BETWEEN 2000 - 2139	EVENING	£23.33	£23.98	fully pensionable
FINISHES BETWEEN 2140 - 0159	LATE	£49.21	£50.59	fully pensionable
THREE HOURS ACROSS 2300 -	NIGHT	£93.30	£95.91	fully

0500				pensionable
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ADDITIONAL PAYMENTS	07-Apr-14	06-Apr-15
Scottish Distant Island Allowance	£17.84	£18.34
Leadership Allowance	£34.11	£35.07
Coaching Allowance	£35.76	£36.76
Additional Pensionable Payment for Sunday conditioned hours	£8.18	£8.41
Additional non-Pensionable Payment for Bank Holiday conditioned hours	£9.42	£9.68

OVERTIME	AGE 18 AND OVER	
	07-Apr-14	06-Apr-15
MONDAY - SATURDAY	£14.03	£14.42
SUNDAY	£18.53	£19.05
BANK & PUBLIC HOLIDAYS	£20.85	£21.43
Scheduled Attendance rate	£16.10	£16.55
Travelling Time	£8.81	£9.06

PREMIUM PAYMENTS FOR ATTENDANCE ON CHRISTMAS DAY (EXCEPT SCOTLAND)		
SCOTLAND - NEW YEARS DAY		
	2013/14	2014/15
UP TO AND INCLUDING 4 HOURS	£22.71	£23.35
OVER FOUR HOURS AND LESS THAN 6 HOURS	£34.14	£35.10
SIX AND OVER HOURS	£56.90	£58.49

Annual Holiday

- 4 weeks 2 and half days on entry
- 4 weeks 3 and half days after 5 years' service
- 5 weeks 1 day after 15 years' service
- 6 weeks after 20 years' service

Royal Mail LA2

	BASIC 01-Apr-14	BASIC 01-Apr-15	RRIS
	£pa	£pa	£pa
NATIONAL			
MAX	£20,314	£20,883	£0
6 MONTHS	£19,299	£19,839	£0
ADULT RECRUIT AGE 18	£18,284	£18,796	£0
AGE 17	£14,219	£14,617	£0
AGE 16	£12,190	£12,531	£0
OUTER LONDON			
MAX	£23,797	£24,463	£0
6 MONTHS	£22,606	£23,239	£0
ADULT RECRUIT AGE 18	£21,417	£22,017	£0
AGE 17	£16,656	£17,122	£0
AGE 16	£14,279	£14,679	£0
INNER LONDON			
MAX	£25,350	£26,060	£0

6 MONTHS	£24,082	£24,756	£0
ADULT RECRUIT AGE 18	£22,816	£23,455	£0
AGE 17	£17,747	£18,244	£0
AGE 16	£15,210	£15,636	£0
DEFINED SURROUNDING AREA			
MAX	£20,314	£20,883	£570
6 MONTHS	£19,299	£19,839	£570
ADULT RECRUIT AGE 18	£18,284	£18,796	£570
AGE 17	£14,219	£14,617	£399
AGE 16	£12,190	£12,531	£399
OUTER DEFINED SURROUNDING AREA			
MAX	£20,314	£24,463	£0
6 MONTHS	£19,299	£23,239	£0
ADULT RECRUIT AGE 18	£18,284	£22,017	£0
AGE 17	£14,219	£17,122	£0
AGE 16	£12,190	£14,679	£0

SHIFT PAYMENTS		01-Apr-14	01-Apr-15	
STARTS BETWEEN 0201 - 0400	DAWN	£116.32	£119.58	fully pensionable
STARTS BETWEEN 0401 - 0500	EARLY 1	£61.10	£62.81	fully pensionable
STARTS BETWEEN 0501 - 0530	EARLY 2	£30.53	£31.38	fully pensionable
FINISHES BETWEEN 2000 - 2139	EVENING	£87.26	£89.70	fully pensionable
FINISHES BETWEEN 2140 - 0159	LATE	£184.46	£189.62	fully pensionable
THREE HOURS ACROSS 2300 - 0500	NIGHT	£348.93	£358.70	
of which pensionable =		£184.46	£189.62	
of which non pensionable =		£164.47	£169.08	

ADDITIONAL PENSIONABLE PAYMENT FOR SUNDAY CONDITIONED HOURS			
	£5.03	£5.17	per hour

OVERTIME		AGE 18 AND OVER	
		01-Apr-14	01-Apr-15
		£ph	£ph
MONDAY - SATURDAY	1st 10 hrs pw	£10.37	£10.66
	REMAINING	£9.77	£10.04
SUNDAY		£12.10	£12.44
BANK & PUBLIC HOLIDAYS		£14.96	£15.38
	OR DOIL +	£8.97	£9.22
TRAVELLING TIME		£8.55	£8.79
		UNDER AGE 18 RATES PER HOUR	
		01-Apr-14	01-Apr-15
		£ph	£ph
MONDAY - SATURDAY	1st 10 hrs pw	£9.08	£9.33
	REMAINING	£8.09	£8.32

SUNDAY		£10.60	£10.90
BANK & PUBLIC HOLIDAYS		£13.08	£13.45
	OR DOIL +	£7.85	£8.07
TRAVELLING TIME		£7.49	£7.70

Annual Holiday

- Four weeks 2 and a half days on entry
- Five weeks after 5 years' service
- Five weeks and 1 day after 10 years' service
- Five weeks 2 and a half days after 15 years' service
- Six weeks after 20 years' service

Royal Mail LA1

	BASIC	BASIC	RRIS
	01-Apr-14	01-Apr-15	
	£pa	£pa	£pa
NATIONAL			
Max	£24,245	£24,924	£0
	£22,859	£23,499	£0
	£21,477	£22,078	£0
6 MONTHS	£20,790	£21,372	£0
RECRUIT	£20,101	£20,664	£0
AGE 17	£16,970	£17,445	£0
AGE 16	£14,547	£14,954	£0
OUTER LONDON			
Max	£27,721	£28,497	£0
	£26,338	£27,075	£0
	£24,954	£25,653	£0
6 MONTHS	£24,158	£24,834	£0
RECRUIT	£23,362	£24,016	£0
AGE 17	£19,440	£19,984	£0
AGE 16	£16,681	£17,148	£0
INNER LONDON			
Max	£29,270	£30,090	£0
	£27,886	£28,667	£0
	£26,503	£27,245	£0
6 MONTHS	£25,658	£26,376	£0
RECRUIT	£24,813	£25,508	£0
AGE 17	£20,523	£21,098	£0
AGE 16	£17,610	£18,103	£0
DEFINED AREA			
Max	£24,245	£24,924	£570
	£22,859	£23,499	£570
	£21,477	£22,078	£570
6 MONTHS	£20,790	£21,372	£570
RECRUIT	£20,101	£20,664	£570
		£17,445	
AGE 17	£16,970		£399
AGE 16	£14,547	£14,547	£399

SHIFT PAYMENTS		01-Apr-14	01-Apr-15	
STARTS BETWEEN 0201 - 0400	DAWN	£140.97	£144.92	fully pensionable
STARTS BETWEEN 0401 - 0500	EARLY 1	£74.00	£76.07	fully pensionable
STARTS BETWEEN 0501 - 0530	EARLY 2	£37.04	£38.08	fully pensionable
FINISHES BETWEEN 2000 - 2139	EVENING	£105.73	£108.69	fully pensionable
FINISHES BETWEEN 2140 - 0159	LATE	£223.60	£229.86	fully pensionable
THREE HOURS ACROSS 2300 - 0500	NIGHT	£422.96	£434.80	
of which pensionable =		£223.60	£229.86	
of which non pensionable =		£199.36	£204.94	
NIGHTS ARE FULLY PENS FOR LA1's WITH RESERVED RIGHTS				
SPLIT DUTIES	Total span over 10 Hrs	£58.18	£61.61	
(single contract for 2 daily attendances within conditioned hours provided the job requires at least seven attendances per week)	Total span over 12.5 Hrs	£116.31	£123.15	

ADDITIONAL PENSIONABLE PAYMENT FOR SUNDAY CONDITIONED HOURS	£5.60	£5.77	per hour
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OVERTIME		AGE 18 AND OVER	
		01-Apr-14	01-Apr-15
		£ph	£ph
MONDAY - SATURDAY	1st 10 hrs	£12.68	£13.04
	REMAINING	£11.66	£11.99
SUNDAY		£14.77	£15.18
BANK & PUBLIC HOLIDAYS		£18.24	£18.75
TRAVELLING TIME		£10.11	£10.39
UNDER AGE 18 RATES PER HOUR		01-Apr-14	01-Apr-15
		£ph	£ph
MONDAY - SATURDAY	1st 10 hrs	£11.08	£11.39
	REMAINING	£9.85	£10.13
SUNDAY		£12.93	£13.29
BANK & PUBLIC HOLIDAYS		£15.95	£16.40
TRAVELLING TIME		£8.86	£9.11

ADMINISTRATION GRADES ADDITIONAL PAYMENTS	01-Apr-14	01-Apr-15	
SCOTTISH DISTANT ISLANDS ALLOWANCE	£912.64	£938.19	per annum
	£76.05	£78.18	per month

Annual Holiday

- Four and a half weeks on entry
- Five weeks after 5 years' service
- Five weeks and one day after 10 years' service
- Five and a half weeks after 15 years' service
- Six weeks after 20 years' service

**Royal Mail
secretary
level 2**

	BASIC	BASIC	RRIS
	01-Apr-14	01-Apr-15	
	£pa	£pa	£pa
NATIONAL	£24,645	£25,335	£0
	£23,926	£24,596	£0
	£23,228	£23,878	£0
	£22,549	£23,180	£0
	£21,896	£22,509	£0
6 MONTHS	£21,569	£22,173	£0
RECRUIT	£21,239	£21,834	£0
AGE 17	£17,251	£17,734	£0
AGE 16	£14,786	£15,200	£0
OUTER LONDON	£27,944	£28,726	£250
	£27,225	£27,987	£250
	£26,530	£27,273	£250
	£25,848	£26,572	£250
	£25,198	£25,904	£250
6 MONTHS	£24,820	£25,515	£250
RECRUIT	£24,449	£25,134	£250
AGE 17	£19,560	£20,108	£175
AGE 16	£16,765	£17,234	£175
INNER LONDON	£29,583	£30,411	£540
	£28,864	£29,672	£540
	£28,167	£28,956	£540
	£27,486	£28,256	£540
	£26,834	£27,585	£540
6 MONTHS	£26,435	£27,175	£540
RECRUIT	£26,036	£26,765	£540
AGE 17	£20,707	£21,287	£378
AGE 16	£17,750	£18,247	£378
		AGE 18 AND OVER	
OVERTIME		01-Apr-14	01-Apr-15
		£ph	£ph

MONDAY - SATURDAY	1st 10 hrs	£12.68	£13.04
	REMAINING	£11.85	£12.18
SUNDAY		£14.77	£15.18
BANK & PUBLIC HOLIDAYS		£18.24	£18.75
TRAVELLING TIME		£10.11	£10.39
AGE 16 to 18			
		01-Apr-14	01-Apr-15
		£ph	£ph
MONDAY - SATURDAY	1st 10 hrs	£11.08	£11.39
	REMAINING	£9.85	£10.13
SUNDAY		£12.93	£13.29
BANK & PUBLIC HOLIDAYS		£15.95	£16.40
TRAVELLING TIME		£8.86	£9.11

Sunday Premium	£5.77	£5.93
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Annual Holiday

- 4 weeks 2 and a half days on entry
- 4 weeks 3 and a half days after 5 years' service
- 5 weeks 1 day after 15 years' service
- 6 weeks after 20 years' service

Royal Mail REP and RHP (ex- ROMeC receptionist)

RHP/REP	April 14 Salary Range	
	£17,423	£22,065
	April 14 Salary Range	
	£17,911	£22,683
	01-Apr-14	01-Apr-14
London Weighting (Outer London)	£187.46	£192.71

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

Royal Mail Engineers

ENS engineers

NATIONAL/DEFINED AREA	OUTER LONDON	INNER LONDON	DEFINED AREA ADDITION
Basic £pa	Basic £pa	Basic £pa	RRIS £pa
01-Apr-15	01-Apr-15	01-Apr-15	01-Apr-15
£27,487	£31,091	£32,706	£572
£28,983	£32,585	£34,201	£572
£30,754	£34,355	£35,970	£572
£32,655	£36,260	£37,875	£572

£34,710	£38,317	£39,932	£572
£36,398	£40,003	£41,618	£572
£38,095	£41,696	£43,312	£572
£39,870	£43,473	£45,087	£572

ETC - Engineering Team Coach

NATIONAL/DEFINED AREA	OUTER LONDON	INNER LONDON	DEFINED AREA ADDITION
Basic £pa	Basic £pa	Basic £pa	RRIS £pa
01-Apr-14	01-Apr-14	01-Apr-14	01-Apr-14
£42,181	£45,858	£47,506	£572
£46,443	£50,118	£51,765	£572
£50,015	£53,690	£55,337	£572

Shift Allowances (pensionable)	01-Apr-14	01-Apr-15	
24 hour Shift working allowance (assigned)	£322.78	£331.82	per month
Shift Allowances (non-pensionable)			
Ad hoc Shift allowance (conditioned hours only) (where not in receipt of assigned allowance)	£17.77	£18.27	per shift
Any attendance falling partly outside 0700-2100 (where not in receipt of assigned allowance)	£10.72	£11.02	per shift

Overtime	01-Apr-14	01-Apr-15	
Monday-Friday	£18.12	£18.63	per hour
Saturday	£18.12	£18.63	per hour
Sunday	£22.76	£23.40	per hour
Bank Holiday	£28.42	£29.22	per hour
Travelling Time	£14.42	£14.82	per hour

All overtime payments are non-pensionable with the exception of former STO and PEO engineers (previously graded EM), who retain pensionable Sunday scheduled overtime on a personal rights basis from the Engineering 2000 agreement.

Engineers NOT assimilating to the P&MC structure remain on their existing grading.

	EHS engineers	EHS engineers
	Basic £pa	Basic £pa
	01-Apr-14	01-Apr-15
S1	£34,120	£35,075
S2	£35,067	£36,049
S3	£36,014	£37,022
S4	£37,247	£38,290
S5	£38,741	£39,826
S6	£41,063	£42,213
S7	£43,532	£44,751

SHIFT ALLOWANCES	01-Apr-14	01-Apr-15
EHS		
24 hour shift working allowance (pensionable) assigned per month	£322.78	£331.82
Ad hoc shift allowance where not in receipt of assigned allowance (non-pensionable) - per shift	£17.77	£18.27
Any attendance falling partly outside 0700-2100 where not in receipt of assigned allowance (non-pensionable) - per shift	£10.72	£11.02

OVERTIME (EHS)	
Mon - Fri per hour	1.25 x basic individual hourly rate
Saturday per hour	1.5 x basic individual hourly rate
Sunday per hour	2 x basic individual hourly rate
Bank Holiday per hour	2.5 x basic individual hourly rate or 1.5 x basic individual hourly rate plus DOIL.

Annual Holiday

- 4 weeks 2.5 days On Entry
- 4 weeks 4.5 days after 5 years' service
- 5 weeks 0.5 days after 10 years' service
- 5 weeks 2.5 days after 15 years' service
- 6 weeks after 5 20 years' service

Advanced Engineering Apprentice

	Basic	Basic	RRIS
AGE / STEP	01-Apr-14	01-Apr-14	
NATIONAL			
EXIT	£25,520	£26,235	£0
STEP 3	£22,971	£23,614	£0
STEP 2	£20,420	£20,992	£0
	18	£17,864	£18,364
	17	£14,038	£14,431
	16	£11,229	£11,543
OUTER LONDON			
EXIT	£28,907	£29,716	£0
STEP 3	£26,283	£27,019	£0
STEP 2	£23,657	£24,319	£0
	18	£21,032	£21,621
	17	£16,142	£16,594
	16	£13,105	£13,472
INNER LONDON			

EXIT		£30,448	£31,301	£0
STEP 3		£27,824	£28,603	£0
STEP 2		£25,199	£25,905	£0
	18	£22,571	£23,203	£0
	17	£17,159	£17,639	£0
	16	£14,117	£14,512	£0
DEFINED AREA				
EXIT		£25,520	£26,235	£572
STEP 3		£22,971	£23,614	£572
STEP 2		£20,420	£20,992	£572
	18	£17,864	£18,364	£572
	17	£14,038	£14,431	£400
	16	£11,229	£11,543	£400

OVERTIME RATES PER HOUR WORKED	01-Apr-14	01-Apr-15
	£ ph	£ ph
MONDAY – FRIDAY	£17.26	£17.74
SATURDAY	£17.26	£17.74
SUNDAY	£21.66	£22.27
BANK & PUBLIC HOLIDAYS	£27.06	£27.82
TRAVELLING	£15.33	£15.76

SHIFT ALLOWANCES	01-Apr-14	01-Apr-15	
24- HOUR WORKING ALLOWANCE	£285.16	£293.14	assigned / pensionable
AD-HOC LATE / NIGHTS	£15.68	£16.12	non pensionable

PREMIUM PAYMENTS FOR ATTENDANCE ON CHRISTMAS DAY (EXCEPT SCOTLAND) 2014/15		
SCOTLAND - NEW YEARS DAY		
UP TO AND INCLUDING 4 HOURS	£23.18	£23.83
OVER FOUR HOURS AND LESS THAN 6 HOURS	£34.81	£35.78
SIX AND OVER HOURS	£58.04	£59.67

Annual Holiday

- 4 weeks 2.5 days On entry
- 4 weeks 4.5 days after 5 years' service
- 5 weeks 0.5 days after 10 years' service
- 5 weeks 2.5 days after 15 years' service
- 6 weeks after 20 years' service

Royal Mail driver (MGV)

	07-Apr-14	06-Apr-15
	Basic pw	Basic pw
MGV Driver (Class C1) NATIONAL	£470.92	£484.11
MGV Driver (Class C1) INNER LONDON	£573.35	£589.40
MGV Driver (Class C1) OUTER LONDON	£545.81	£561.09

SHIFT ALLOWANCES	07-Apr-14	06-Apr-15
Shift Allowance – Dawn Pensionable	£27.28	£28.04
Shift Allowance - Early 1 Pensionable	£14.35	£14.75
Shift Allowance - Early 2 Pensionable	£7.16	£7.36
Shift Allowance – Evening Pensionable	£20.47	£21.04
Shift Allowance – Late Pensionable	£43.26	£44.47
Shift Allowance - Night Pensionable	£43.26	£44.47
Shift Allowance - Night Non-Pensionable	£38.59	£39.67

OVERTIME	07-Apr-14	06-Apr-15
Weekday SA or Overtime First 8 hours*	£11.77	£12.10
Weekday 1 st 10 hrs	£11.77	£12.10
Weekday remaining hours	£11.77	£12.10
Sunday Overtime	£12.34	£12.69
Weekday S Att (after 8 hours)	£11.77	£12.10
Sunday S Att	£13.08	£13.45
Bank Holiday Overtime	£15.25	£15.68
DOIL	£9.15	£9.41

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

Area Drivers on Reserve Rights (MVR)

	07-Apr-14	07-Apr-15
	Basic pw	Basic pw
MGV Driver (Class C1) NATIONAL	£470.92	£484.11
MGV Driver (Class C1) INNER LONDON	£573.35	£589.40
MGV Driver (Class C1) OUTER LONDON	£545.81	£561.09

SHIFT ALLOWANCES	07-Apr-14	07-Apr-1
Shift Allowance – Dawn Pensionable	£31.11	£31.98
Shift Allowance - Early 1 Pensionable	£16.32	£16.78
Shift Allowance - Early 2 Pensionable	£8.18	£8.41
Shift Allowance – Evening Pensionable	£23.33	£23.98
Shift Allowance – Late Pensionable	£49.21	£50.59
Shift Allowance - Night Pensionable	£93.30	£95.91

OVERTIME	07-Apr-14	07-Apr-15
Weekday SA or Overtime First 8 hours*	£11.77	£12.10
Weekday 1 st 10 hrs	£11.77	£12.10
Weekday remaining hours	£11.77	£12.10
Sunday Overtime	£12.34	£12.69
Weekday S Att (after 8 hours)	£11.77	£12.10
Sunday S Att	£13.08	£13.45
Bank Holiday Overtime	£15.25	£15.68
DOIL	£9.15	£9.41

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

ADDITIONAL PAYMENTS	07-Apr-14	07-Apr-15
COACHING ALLOWANCE (assigned & pensionable)	£35.76	£36.76
LEADERSHIP	£34.11	£35.07
ADDITIONAL PENSIONABLE PAYMENT FOR SUNDAY CONDITIONED HOURS	£5.12	£5.26
ADDITIONAL NON-PENSIONABLE PAYMENT FOR BANK HOLIDAY CONDITIONED HOURS	£9.41	£9.67
TRAVEL TIME	£8.81	£9.06

PREMIUM PAYMENTS FOR ATTENDANCE ON CHRISTMAS DAY (EXCEPT SCOTLAND)		
SCOTLAND - NEW YEARS DAY		
	2014/15	2014/15
UP TO AND INCLUDING 4 HOURS	£22.71	£23.35
OVER FOUR HOURS AND LESS THAN 6 HOURS	£34.14	£35.10
SIX AND OVER HOURS	£56.90	£58.49

Annual Holiday

- 4 weeks 2 and half days on entry
- 4 weeks 3 and a half days after 5 years' service
- 5 weeks 1 day after 15 years' service
- 6 weeks after 20 years' service

**Royal Mail
CWU ex-
divisional
reps**

	01-Apr-14	01-Apr-15
	£pa	£pa
NATIONAL	£33,432	£34,368
OUTER LONDON	£36,275	£37,291
INNER LONDON	£37,774	£38,832

**Royal Mail
monthly
paid OPG
grade**

	Basic	Basic
	01-Apr-14	01-Apr-15
NATIONAL		
MAX	£20,600	£21,177
6 MONTHS	£19,570	£20,118
ADULT RECRUIT AGE 18	£18,540	£19,059
AGE 17	£14,420	£14,824
AGE 16	£12,360	£12,706
OUTER LONDON		
MAX	£24,430	£25,114
6 MONTHS	£23,209	£23,858
ADULT RECRUIT AGE 18	£21,987	£22,603
AGE 17	£17,101	£17,580
AGE 16	£14,658	£15,068
INNER LONDON		
MAX	£25,840	£26,564
6 MONTHS	£24,548	£25,236
ADULT RECRUIT AGE 18	£23,256	£23,908
AGE 17	£18,088	£18,595
AGE 16	£15,504	£15,938

Annual Holiday

- 4 weeks 2 and half days on entry
- 4 weeks 3 and a half days after 5 years' service
- 5 weeks 1 day after 15 years' service

- 6 weeks after 20 years' service

**Where to go
for further
information**

The Getting Help box on the front page tells you where to find further information.

Guidance is also available on the *Policy and Information Site* on PSP and *HR pages* on the intranet (for non-PSP users).

Pensionable pay – for members of the Defined contribution scheme, only basic pay is pensionable. Where other payments are shown as pensionable, this applies to members of the Royal Mail Pension Plan only.