



Backdated pay for Weekly Paid Colleagues

Dear Colleague,

We are pleased to update that the back pay for the recent pay award will be processed in your payslip on the **10th July 2025**. Please take the time to read this notice which will explain all elements of the back pay.

From your pay anniversary date, you will be awarded a back-dated hourly increase as advised in the communication from People and Talent on 21st May 2025, which was collectively agreed by ballot on 20th June 2025. The back pay will include both 2024 and 2025 wage awards (if applicable).

Your Payslip

Your payslip will look very different when the back pay is processed. We want to reassure you that this is perfectly normal.

The payroll system will effectively “reverse out” all previous pay dating back to the respective anniversary dates. There will be a line for each week and each element (basic / overtime / sickness/ holiday etc) which will show as a deduction. The system will then add new lines for each week and each element, calculating your pay at the new agreed rates.

This will result in a very long payslip but this will be for one week only.

Night Rate Consolidation for Warehouse Operatives and West Midlands Deckhands

With effect from 1 January 2025, night rate allowance will be consolidated into basic hourly pay for Network Warehouse Operatives - Nights and West Midlands Deckhands - Nights. This means the separate Night Rate element will cease on your payslip.

All job titles will be updated to either a “Day Worker” or a “Night Worker” based on shift start time. For colleagues who had their Night rate “protected” as part of the 2018 pay deal will move to a Night Worker contract if any Night rate was previously received for some or part of your shift. All others will revert to a Day Worker contract.

For those who move to a Night Worker contract, your back pay will reflect a consolidated rate of £14.53 for all hours worked dating back to 1 Jan 2025. Due to the night rate already being included in the rate, your back pay will be paid to you after deducting any previous Night Rate paid to you (as a standalone element) since 1 Jan 2025.

Any issues please contact your depot or hub admin in the first instance, who will, if necessary, contact the payroll department.

Kind regards



The Payroll Department