

21 January 2011

Brian Scott  
Unite CMA  
CMA House  
Ruscombe Business Park  
Twyford  
Reading  
RG10 9JD

Royal Mail Group Limited  
3rd Floor, 100 Victoria Embankment  
London EC4Y 0DY  
External: 0207 449 8198  
Mobile: 07725705055  
External email:  
gillian.i.alford@royalmail.com

Dear Brian,

## Corporate Central Functional Review

I acknowledge receipt of your letter dated 20 January. In my view, some of your comments do not accurately reflect Royal Mail's position, the history of events, or our intent.

As we have discussed as part of the consultation process and as you have heard in other forums, the Business continues to face significant financial, volume and commercial challenges and we need to streamline our Head Office Functions at pace. Our aim has always been to help our managers through the changes and to try to avoid compulsory redundancies.

Designing a process to help people find suitable alternative employment (sae) has always been part of our plans. The final approach we adopted was influenced by Unite's feedback and the number of people opting to participate in the process. At previous consultation meetings you indicated that Unite thought the proposed sae process was "robust". We have not circumvented redeployment by doing the sae process – sae is the redeployment process. We have a responsibility to consider whether suitable alternative employment exists and we disagree with you that all our managerial posts are "generic" and that the business can just wholly ignore criteria such as skills, capability and/or relevant qualifications when placing people into roles.

We explained on Tuesday, why we do not believe that 'temporary promotions' provide a solution. We do not want to place Central Function displaced people into such roles as by their very nature they should be 'temporary'.

I disagree we have changed our approach to how we offer Compromise Agreements (including the approach to notice). It was clear on Tuesday that you had misunderstood what had previously been said about how we would offer Compromise Agreements to those individuals who have not secured a role through the sae process.

I also summarised at our last meeting, how much Unite has influenced the entire process to date through our weekly consultation meetings. I know that you have not always accepted our position but we have listened and have adapted our proposals where practical.



We have another opportunity to discuss these issues and your concerns at our next consultation meeting on 27th January

Yours sincerely

*Gillian Alford*

Gillian Alford

Director of Group Industrial Relations