

7th March 2007

To all Branch Secretaries
Royal Mail letters

Dear Colleague

Future State – Test Sites

During the last year I wrote to you on the 15th and 25th September, the 16th October and the 15th December all about Future State. Also attached to the 25th September letter was a copy of the agreed Terms of Reference between Royal Mail and Amicus/CMA on the approach to be taken in the test sites. Following a workshop of our representatives in the three primary test site branches, I copied to you some output from that on the 7th February 2007.

Throughout our discussions, as demonstrated I believe in the various bits of correspondence you have received, Amicus/CMA have expressed a willingness to participate with Royal Mail to try some different methods of working. Clearly we had some major concerns about the potential impact of this but our guiding principle was better to be involved in the debate than left on the outside.

It has become clear that our willingness to participate, and to be involved, has not been met with any great enthusiasm by Royal Mail either at national level or at Area level. The level of involvement required by the Terms of Reference has never been met and indeed we have experienced some resistance and real barriers being put in place in an effort to circumvent any involvement of our representatives.

Given this experience, and following a meeting held with Royal Mail yesterday, we have concluded that there is no benefit in participating any further in operating under the Terms of Reference. Indeed we would be kidding ourselves if we thought that Royal Mail could change at this stage and operate in an open, involved, fully participative or pluralistic manner. Therefore we have today given notice to Royal Mail that we have withdrawn from any activity in the Terms of Reference and should Royal Mail find it necessary to alter or make any changes to managers roles, responsibilities, attendance patterns or other work related matters that the Industrial Relations Framework would be the only vehicle for so doing.

I can reassure this decision was not taken lightly but we met with Royal Mail on Wednesday the 28th February and, at that time, advised them that we would be writing to branches one week later. We indicated that there was a small window available for Royal Mail to discuss this with us but no contact has been received. (or during that week we have held a couple of discussions in an effort to make progress but that has not been possible.)

Yours sincerely

Brian Scott
Assistant National Secretary

