



11 April 2007

To all Branch Secretaries
Royal Mail letters

Dear Colleague

Future State Update

I wrote to you last on the 14th March giving an update on test sites and the industrial relations implications of proposed changes.

You may recall it was last October that we said publicly that the proposal to assess, interview and appoint managers to their own jobs was unnecessary as well as being extremely costly. Since that time we have continued to campaign against Royal Mail's proposition and it appears that they have, at last, come to their senses in this regard.

I attach a letter received today from Royal Mail together with a briefing note. A copy of the letter and briefing note is attached. The letter confirms Royal Mail's intention to remain with "current state" but there are clear indications that there will be changes proposed and therefore challenges for us in the future. As stated in my letter of the 14th March any changes to manager numbers, structures, attendances, roles and responsibilities and other related matters can only be introduced following consultation and negotiation with Amicus/CMA. The existing collective agreement that deals with this issue is Agenda for Leadership and the process for seeking to reach agreement on changes is the Industrial Relations Framework.

It is clear that the intention of Royal Mail is to make cost savings and to introduce ways of working that, as they see it, will improve performance in operational mail centres and delivery offices etc. From our point of view it is imperative that we ensure that we are engaged in that debate from the outset and before any decisions are made. We should have, as contained within the IR framework agreement, the opportunity to understand the proposals, to table an alternative proposition should that be necessary and to influence the eventual outcome. We will also want to see that extended to the point where we are actively involved in an ongoing basis in monitoring the agreed changes as they are introduced.

The impact of competition is being felt. We have never avoided that issue. We remain open to discuss and agree a way forward with Royal Mail, the first debate of which will take place next week. In the meantime I would suggest that all branches request a meeting with their AGM to establish the approach they intend to take and to agree a joint approach to these issues including how to reach agreement on any proposals for changes, consistent with national agreements, that are proposed. Any proposals outside of national agreements should be rejected.

Yours sincerely

A handwritten signature in black ink, appearing to read "Brian Scott", written over a white background.

Brian Scott
Assistant National Secretary

