



14 March 2007

To all Branch Secretaries  
Royal Mail Letters

Dear Colleague

### **Test Sites/ Industrial Relations - Update**

You will be aware that Royal Mail has "paused" the resourcing activity at AMT level and this was, for the test sites particularly, the start of the real work to review ways of working and to develop a new model for the future. We have been concerned, even where we had reservations about the intent of Royal Mail, at the lack of progress and clarity on any real innovations being identified.

We are currently in an ongoing exchange with the business about these issues, including the reasons for the pausing of the activity, and it is hoped that a more detailed summary of the position will be issued sometime soon.

From the outset we have challenged Royal Mail's assumptions that the "team leader" is the answer and we have offered to enter into a wide ranging debate about the role and responsibilities of managers in the future. Currently, it is not clear in which direction Royal Mail wants to head.

In the meantime branches are reminded that any changes to management numbers, structures, attendances, roles and responsibilities and other related matters can only be implemented following consultation and negotiation with Amicus/CMA.

Proposals should be presented and the process contained in the Industrial Relations Framework used to reach local agreement, consistent with national collective agreements such as Agenda for Leadership.

Should there be any doubt in respect of this please contact your BAC Secretary or SNC member for advice.

Yours sincerely

A handwritten signature in black ink, appearing to be "Brian Scott", written in a cursive style.

Brian Scott  
**Assistant National Secretary**

cc BAC Secretaries and SNC members

