



16 May 2007

To all Branch Secretaries
Amicus/CMA Sector
Royal Mail letters

Dear colleague

PALMS/Agreed Templates/Collective Agreements

I understand that Royal Mail letters has issued advice that Areas must revert to agreed template otherwise the PALMS system will not be able to deal with the PDR process.

My interpretation of this is that they will look to ensure that the template from which they are working will be in place. This may not be the template agreed with us as there is likely to be some slippage in this of which you will have no knowledge. In the alternative, if templates are ok then there will not be a problem.

It does seem somewhat perverse that the motivation to get the templates in place is the PDR recording and monitoring database, and could be interpreted as the tail wagging the dog. Surely the important issue in all of this is having a structure in place that enables the business to deliver on its objectives. Clearly the template should be agreed and be transparent.

Can I suggest that this is a good time to seek a meeting to review the template and to ensure that the template in place is consistent with agreements we have with the business, primarily the AfL ratios.

In instances where you find that the template is not in line with our agreements then you should seek to address these issues through discussions under the IR Framework.

Yours sincerely

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

Brian Scott
Assistant National Secretary

