



16 March 2007

To: All Amicus/CMA Members
Working in Engineering
Via Branch Secretaries

Dear Colleague

Engineering Pay Structure

As part of the RM Letters pay deal last year it was agreed that we would enter into discussions about the pay arrangements in Central Functions. This debate has started.

Whilst we are having good discussions about the principles to be applied, based on the Finance model from last year, I am concerned by the enthusiasm that is being demonstrated to introduce these arrangements in Engineering.

My concern is that, firstly, the unit is about to embark on another review, secondly, the pay benchmarking data has not been made available. I am also concerned that the process could be misused to cut management pay.

The objective of the whole review is to ensure that Royal Mail pay rates are competitive in specialist areas and can enable the business to attract and retain suitably qualified and experienced individuals as well as ensuring our members are getting the right rate for the job. We have not given any commitment to use the process to simply cut costs and to make budget savings.

At this point we will continue to resist the proposals and will do so until we are convinced that the motivation for the change is the right one.

Further information will be provided in due course.

If you wish to be added to our email distribution list for Engineering please email carole.knott@amicustheunion.org and she will add you to the list.

Yours sincerely

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

Brian Scott
Assistant National Secretary

