



18 April 2007

To all Branch Secretaries
Amicus/CMA Sector
Royal Mail letters

Dear Colleague

Women's Survey - Royal Mail

During a recent discussion with Royal Mail, I became aware that they were intending to carry out a Women's Survey. I was keen to offer some support for this as I believe that the results will be invaluable in understanding the position that our women members experience in the workplace. I offered to give this some publicity within the union and this I now do.

I would ask you to cascade this letter to as many of our women members as possible encouraging them to participate when the survey is launched. This information will also be sent to as many women members as we can via email. A copy of this letter will also be posted on the Amicus/CMA Website.

The background is that in back in 2004 Royal Mail ran a Women's Survey looking into the issues of Bullying and Harassment (B&H) in the workplace. Royal Mail wanted to understand better how women were affected by this issue.

The findings of the survey led to the development of an extensive action plan to address the critical themes that arose. The three areas mainly identified were confidence in the process, confidentiality of the process and compassion for those that experienced these behaviours.

A number of initiatives were put in place as a direct result of what women said. A few examples are;

- The use of Independent Harassment Investigators to manage all complaints of sexual harassment
- The development of a Listeners scheme – initially for front line staff but then extended to managers.
- Development of a National Walk the Talk Day, specifically to tackle the issues of graffiti and banter

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Royal Mail letters will soon be running another survey to see how things have moved on. The business appears keen to understand what women think three years down the line, and what impact the actions taken have had.

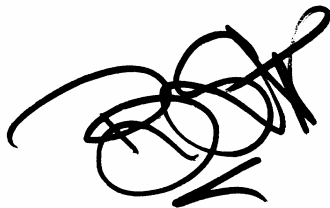
Following the survey, a series of focus groups and 121's will be run to supplement the information that has been gathered via the survey. During this part of the research the views of both men and women on H&B in the workplace will be sought.

All women in Royal Mail Letters will receive a questionnaire during May, with the focus groups taking place during July and August

Once all of the information required has been gathered the results will be published and they will let people know what further activity it intends to undertake based on what people have said. Amicus/CMA fully supports this survey we encourage all women to take the opportunity to let the business have their views.

It is also our expectation that we will debate with Royal Mail the results and to identify common ground where we can make positive progress in this important area.

Yours sincerely

A handwritten signature in black ink, appearing to be 'Brian Scott', with a stylized flourish at the end.

Brian Scott
Assistant National Secretary