

Industrial Sector

General Industries (CMA)



National Officer: Ian Tonks | National Secretary: Brian Scott

Industry profile

General industries (CMA):

- The Communication Managers' Association (CMA) is aligned to and is part of the General Industries sector
- Unite members within the CMA work mainly in Royal Mail Group (RMG), which includes Parcelforce and Post Office Limited. There are also members in the Post Office of the Isle of Man and Guernsey
- Additionally CMA represents members in CSC, Romec and Quadrant. These are members who have previously been transferred out of Royal Mail Group or are part of a joint venture
- The UK Postal sector has been fully liberalised since 2006 and there are 56 licence holders. This allows them to collect and deliver mail less than 350g and costing less than £1
- The group revenue for the year ending March 2011 was £9.2 billion, of which £7.6 billion was in the UK
- There is a total of 176,000 employees in the RMG
- Royal Mail is the main company in the postal market which is worth over £6.6 billion

Trade union profile

- Other union with significant membership is the Communication Workers Union (CWU)

Collective bargaining:

Company wide collective bargaining takes place for all middle managers in Royal Mail Group, Guernsey Post Office and the Isle of Man PO. In CSC collective bargaining is for the "RMG bargaining group" only.

Other activities:

CMA participates in the Union Network International (Uni) global post and logistics activity and in the European Union supported Social Dialogue on Training and Development, Corporate Social Responsibility and the Evolution of the Postal Sector committees.

Unite CMA sector is affiliated to Union Network International (Uni),

Key sector issues

The global decline in mail volumes and the consequential impact on revenues for the employer.

The privatisation of Royal Mail and any new owner related issues.

The subsequent separation of the Post Office from Royal Mail Group. This will result in a Tupe transfer for about 1,000 CMA members.

The proposal by the coalition government to turn the Post Office into a mutual organisation without first ensuring that the business model is sustainable.

The impact of regulation on the employer that results in competitors to the Universal Service Provider being subsidised. This regulation needs to change.

The threat of further redundancies at Royal Mail and the implied threat that some of these may be compulsory.



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