



06th January 2023

Dave Ward (Gen Sec CWU)
Andy Furey (Dep Gen Sec Postal)
Communication Workers Union
Headquarters
150 The Broadway
WIMBLEDON
SW19 1RX

Dear Dave & Andy

In respect of our discussions on re-entering a period of negotiation, it is our strong preference to do so, it is not sustainable to carry on in a cycle of damaging Industrial Action, the business as we all accept needs to rapidly change to survive.

We propose that we enter a period of refreshed discussion to resolve all issues in our current disputes, in order to reach a full and final agreement. This would involve a time bound period of negotiation between the 9th and the 20th January. Within this period there will be no further strike action called by the CWU and RMG will not issue any new notifications on change initiatives, to allow for a period of focus on resolution.

Recognising the financial jeopardy facing the business, revision activity is critical and will continue in line with the Pathway to Change agreement and utilising the IR framework agreement. We recognise the criticality of this activity to the future survival of our organisation; therefore, this activity will be jointly driven at pace with an aspiration to deploy all revisions between now and the start of the new financial year.

Therefore, alongside our commitment to no compulsory redundancies, we are prepared to agree the following:

1. Agency workers used to cover Christmas peak and strike action will be removed immediately
2. RMG acknowledge that CWU will continue with their plans to communicate to their members on a re-ballot campaign. RMG will also engage in communication on this subject.
3. Revisions will be undertaken in line with the Pathway to Change Agreement and will be specifically based on workload and productivity targets, the IR Framework Agreement will apply in full. The respective national officers and functional directors will urgently meet on 9th January to review the revision planning guidelines with an aspiration to agree and jointly publish them. Revisions will be undertaken at pace for introduction and deployment by the start of the new financial year. If agreement on the guidelines cannot be reached this cannot prevent the revisions program proceeding.

4. There are numerous conduct code cases involving CWU members and Representatives arising from the disputes. The company is open to challenge from the CWU and we will review each case considering any input from the CWU. Where any suspension/conduct case is deemed to be unfair we will act to put that right accordingly.

Yours sincerely,



6-1-23.

Simon Thompson
CEO