

6th January 2023

VIA EMAIL

Simon Thompson, CEO
Stuart MacDonald, HR Director, IR

Dear Simon and Stuart

ROYAL MAIL DISPUTES – REFRESHED NEGOTIATIONS

We welcome much of your letter of 6th January following some productive discussions over the last few days.

On the basis of the commitments you have made, we are prepared to engage in a period of intensive negotiations from 9th to 20th January and we confirm we will not take strike action during this period to enable a better environment for these refreshed talks to succeed.

For the purpose of complete clarity, we also need to be clear on the following:

- The current situation with suspensions, conduct and dismissals of our members and Representatives will never be acceptable and a resolution to this must be found over the next couple of weeks.
- Unilateral revision activity is unacceptable, as are all forms of managerial Executive Action and if this continues it will negate any prospect of reaching a final agreement. In line with your draft Joint Statement of 20th December, to achieve successful outcomes, revisions must be based on agreed functional guidelines to produce negotiated settlements locally.

Notwithstanding the above, we believe both parties now have the opportunity for meaningful negotiations which must be focused on resolving all matters in dispute between us. We are committed to reaching an all-encompassing agreement. Equally, we expect RMG to enter these talks in the same spirit.

Yours sincerely



Dave Ward
General Secretary



Andy Furey
Acting Deputy General Secretary (Postal)

CC: Marina Glasgow, Chief Conciliator, Acas