

Moving our Relationship Forward

Introduction

Royal Mail and the CWU recognise it has never been more important for us to engage at all levels in a positive Business/Union relationship.

It is now essential that we improve the way we work together to deal with the challenges of competition.

In August a small group of senior CWU officials and Royal Mail directors met to try to establish a framework for a better relationship. On 1 & 2 September, a larger group comprising the top Operations team, the Board Member for People, the Employee Relations Director, the CWU Deputy General Secretary, National Officers and Lord Sawyer met to develop this thinking further.

This statement demonstrates our joint commitment to strengthen the relationship, move issues forward at pace and jointly respond to competition.

1. Industrial Relations Framework discussions are due to conclude by the end of October 2005. It has now been agreed to implement some of the elements contained in our recent IR joint statement alongside other initiatives without delay.

1.1 There will be a new meeting framework to facilitate a constructive environment for managers and Reps to discuss the issues that are important to them and to meet/build relationships outside the disagreement environment. This will be in addition to normal and regular industrial relations contact and covers the following.

National Involvement Group

A monthly meeting of the Operations Executive, the Employee Relations Director with the CWU Deputy General Secretary (P) and National Officers. This meeting will oversee all the major national issues in Royal Mail Letters and shape how we work together. The meeting will also act as a register of all ongoing national issues, agreements and consultation between both parties.

National Strategic Involvement Group

We will also establish a Strategic Group to include, the CWU Deputy General Secretary, National Officers and Royal Mail's Board Member and Director for People, Operations Executive, Director Employee Relations. This will initially meet, on a monthly basis, until the end of the year and will be chaired by Lord Sawyer and facilitated by Organisational Resource (external facilitators).

These meetings will look at the main strategic issues, focus on competition, looking at new products and services and Royal Mail's general commercial response to a new environment. This group will also develop a common agenda on what a successful business looks like. The framework and composition of the Strategic Involvement Group will be reviewed in the New Year.

Monthly Meetings

- Area General Manager and CWU Divisional Representatives.

Monthly Meetings

- Mail Centre Managers, Delivery Sector Managers and Network Managers with CWU Area Representatives.

Weekly Meetings

- Unit Managers/Shift Managers with CWU Local Representatives.

1.2 A joint training programme to enhance the roles, responsibilities, and capabilities of CWU Representatives and Managers in industrial relations activities will be agreed and rolled out nationally from November 2005. This will be informed by a two day externally facilitated national workshop to help focus how we can resolve issues at the appropriate level.

2. A National Agreement has been reached on the Modern Apprentice Scheme and will be launched in September 2005. As part of this, an enhanced pay point has been included.

3. There will be an agreed trial on a new Attendance Procedure in two AGM areas for a six month period. The agreed trial will commence in November 2005.

4. An agreed consultation process on the looking forward section of the pay deal will be launched shortly. It is confirmed that all elements of the current paybill (including MTSF protected savings from initiatives introduced since May this year) will form part of the forthcoming pay review.

5. The trial sites for new ways of working and remuneration are agreed as follows: -

- a. North East London (EDO)
- b. West of England (WOMEC)
- c. East Scotland (Edinburgh)
- d. South London (Nine Elms)
- e. Birmingham (Mail Centre)
- f. Dartford (Mail Centre)

The trials will include an agreed number of Delivery Offices within each of the above areas. Different approaches will be trialled in different areas. A full terms of reference for these trials will be agreed by the end of September 2005. In the meantime, joint communications will take place with the trial sites.

6. Both Royal Mail and CWU nationally strongly encourage all offices to engage positively in considering opportunities for our people to earn local bonus payments under the terms of the Voluntary Scheme. Mandates on how local offices should achieve savings are inappropriate with the emphasis being on management and CWU jointly identifying and agreeing what can be achieved.

Endorsed and supported by:

CWU

Dave Ward Deputy General Secretary
Martin Collins National Officer
Ray Ellis National Officer
Bob Gibson National Officer

ROYAL MAIL

Tony McCarthy Board Member for People and Organisation Development
Tom Melvin Operations Director
Kevin Green P&OD Director Operations
Paul Tolhurst Network Director

Terry Pullinger National Officer

Tony Fox Territory Director West
Steve Cameron Territory Director
North
Roger Baynes Territory Director East
Jon Millidge Employee Relations
Director

Common Agenda Team

Lord Tom Sawyer Chairman of Common Agenda Group
Sandy Batho Sawyer Support