

No. 112/20/20

9th March 2020

Dear Colleagues,

AVERAGE PAY ON LEAVE (HOLIDAY PAY CLAIMS) AGAINST ROYAL MAIL GROUP LIMITED

Further to LTB 034/20 issued on 23rd January 2020, I am writing to advise Branches that as of 6th April 2020 the reference period used to calculate all holiday pay will increase from 12 weeks to 52 weeks. Branches should therefore ensure that this is reflected in all ACAS Early Conciliation submissions and the Employment Tribunal Claim Form (ET1).

I am also able to confirm that the preliminary hearing for those Employment Tribunal cases in England and Wales that have been stayed has now been set in Bristol for 10:00am on Friday 27th March 2020 and Desphal Panesar, QC from Old Square Chambers has been placed on record for the CWU.

A further meeting was held with the business on 19th February 2020 in an attempt to conclude an acceptable agreement and dialogue is continuing.

Further updates will be provided to Branches in due course however it is still vital that the number of claims are maximised. This is especially important given that we are now heading into the period where all members will start taking their first four weeks annual leave for 2020/21. For ease of reference a flowchart is attached as well as a poster to help promote these cases.

In closing, I would like to thank Branches for your continued efforts in relation to the holiday pay claims and further updates will be provided in due course.

Any enquiries in relation to the content of this LTB should be addressed to the DGS(P) Department.

Yours sincerely,



Terry Pullinger
Deputy General Secretary (Postal)