



Joint Statement between Royal Mail and the CWU on the impact of Traffic Transformation on the Production Demand support roles

Royal Mail (RM) and the Communication Workers Union (CWU) have jointly discussed and reviewed the impact of Traffic Transformation on the activities completed by the Production Demand support roles within the Mail Centres. The final phase of the Traffic Transformation project went live week commencing 29th June 2020. As a result of this the project has automated a number of tasks within the team which has removed a number of the manual tasks previously associated with capturing data and creating reports.

RM and CWU have jointly reviewed and assessed the impact on workload and identified the associated impact on the Production Demand support roles across all Mail Centres as a result of the introduction of Traffic Transformation.

We wish to reassure you, as with any changes that impact upon people, our discussions align fully with existing agreements, particularly Managing the Surplus Framework (MtSF). MtSF is the agreement between Royal Mail and CWU that covers the policy and approach for dealing with surplus situations, redeployment and redundancy terms including selection criteria. The overarching objective is to deliver change without recourse to compulsory redundancy, in line with MtSF. Consequently, we are fully committed to jointly providing support to all our colleagues who will be affected by the changes over the coming weeks.

The following key principles have been agreed for resourcing and will be applied consistently.

Affected Population

LAs performing the Production Demand Support roles in the following scenarios will be included in the preference exercise.

- **Scenario 1:** Where there are two (or more) LAs performing the Production Demand support roles and one of the them wants VR, this will be agreed and the remaining LA(s) will be confirmed as appointed to the new role.
- **Scenario 2:** Where there are two (or more) LAs performing the Production Demand support roles and all of them want VR, the senior person will be afforded VR and the other person(s) will be confirmed as appointed to the new role.
- **Scenario 3:** Where there are two (or more) LAs performing the Production Demand support roles who wish to remain in employment, the LA with the least seniority will be redeployed to a suitable LA post elsewhere within the plant. Where necessary, the redeployment opportunity will be identified via a wider preference exercise and bumping. The senior LA(s) performing the Production Demand support role(s) will be confirmed as appointed to the new role.
- **Scenario 4:** In the few cases where an OPG grade currently performs a Production Demand support role, they will be redeployed back into a suitable vacancy in the operation. Local discussions will be held with the Union to facilitate this situation. The remaining LA will be appointed to the new role.
- **Scenario 5:** In the few cases where there are two (or more) LA's performing the Production Demand support roles and we have an LA vacancy elsewhere in the Plant, the LA with the least seniority will be redeployed to the LA vacancy. The senior LA(s) performing the Production Demand support role(s) will be confirmed as appointed to the new role.

Not Affected Population

LAs performing the Production Demand Support roles in the following scenarios will flowthrough and be confirmed as appointed to the new role and will not be included in the preference exercise.

- **Scenario 6:** In the few cases where there is only one LA performing the Production Demand support role, the LA will flow-through and be confirmed as appointed to the new role.
- **Scenario 7:** In the few cases where there is only one LA performing the Production Demand support role and there is a Production Demand support role vacancy, the vacancy will be removed and the LA will flow-through and be confirmed as appointed to the new role.

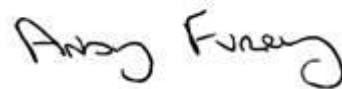
To facilitate the above scenarios, a full preference exercise will be held with all LAs performing the Production Demand Support role who are in the affected population with preference forms being sent electronically on Friday 17th July 2020. The closing date for the preference exercise will be Friday 7th August 2020.

We understand this situation may be unsettling for some and you may have questions. We will therefore be holding a joint conference call at 10:00 on Friday 17th July 2020. All people impacted will be sent a direct invite to the call containing details of the joining instructions. The call is your opportunity to ask any questions and share your thoughts at this time. You can either ask the questions directly on the call or submit them in advance by emailing traffic.transformation@royalmail.com

We hope this Joint Statement has helped to clarify any uncertainty and address any concerns you may have and we look forward to speaking with you on Friday.



Tony Lewis
National Process Performance Leader



Andy Furey
CWU Assistant Secretary