

Our Ref: DW/DJ

21st October 2022

Simon Thompson
CEO
Royal Mail Group

Dear Simon

The following responds to the points raised in your letter of the 19th October.

Given you absented yourself, without prior warning, from the meeting of the 17th October, it's not a surprise your letter misrepresents what actually took place. Your team clearly indicated RMG were up for a different approach to resolve the disputes. In response the CWU team set out the fundamental issues RMG needed to move from to enable meaningful talks and to reach an agreement. Your letter avoids answering the crucial point as to whether you support your team's position.


Whilst you raise the issue of the 10,000 job losses, there has been a conspicuous failure to explain or justify the scale or rationale for attacking our members' jobs via your so-called "rightsizing" programme. Moreover, nobody in Royal Mail has attempted to explain the operational plan you have constructed to implement these redundancies.

With regard to ACAS, you are already in receipt of a letter from me on 5th October that confirmed the CWU were willing to discuss third party facilitated talks and that we needed to agree the ground rules for such talks.

Your letter ends by stating "*Ricky and the team, are ready to start the talks, facilitated by ACAS from tomorrow morning*". This is obtuse as ACAS fully understood that exploratory discussions were ongoing regarding the "ground rules". Clearly you do not understand how ACAS operates. The starting point must be the establishment of a clear set of protocols for talks which both parties agree and adhere to.

The CWU remains willing to discuss directly with you, or jointly with ACAS, how third party talks will be constructed together with the agenda. We have made ourselves available Monday morning for this.

Yours sincerely



Dave Ward
General Secretary