

No. 344/23

20th December 2023

Dear Colleagues,

LORD FALCONER INDEPENDENT REVIEW – UPDATE AND NEXT STEPS

Further to LTB 287/23 dated 9th November, in recent weeks there has been an intense amount of activity involving regular engagement with RMG with the aim of ensuring the terms of the Collective Agreement are jointly implemented as quickly as possible. We are pleased to report there have been significant and positive developments associated with the implementation of the 'Collective Agreement'.

COT3 Settlement Forms

Lengthy and detailed exchanges of correspondence between the respective legal representatives took place also involving input from ACAS, resulting in Collective COT3 settlement forms being agreed for everyone in the dismissal category. This covered two distinct groupings:

- those who opted for reinstatement.
- those who chose to take the enhanced financial settlement rather than returning to work.

Obviously, the dire impact on individuals and the numbers involved in dismissals meant we had to prioritise the above two groups.

Having completed this work, focus and attention turned to the COT3s for those who received a penalty of less than dismissal. The current position is, via our legal experts, we proposed amendments to the draft COT3s and RMG's legal team has confirmed agreement. We therefore anticipate we will have an agreed COT3 in respect of these members/Reps by the end of this week. This is subject of course to the Acas process.

Dismissals (Section 5.1 of the Collective Agreement)

A huge positive is 35 members/Reps returned to work on 18th December. The remainder (around 80 people), where dismissals were overturned, opted to leave with the enhanced package as per Section 7 of the Collective Agreement.

All back pay and compensation monies are due to be received no later than 22nd December 2023 with a payslip provided to both leavers and returners. Payslips will contain a breakdown of all aspects of the payments so that individuals can check they are correct. Any enquiries must be raised with the ERCMTeam - ERCMTeam@royalmail.com no later than 14 days from 22nd December.

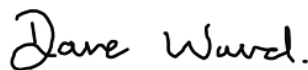
Conclusion

The vast majority of our Representatives and members who were wrongly targeted by RMG during the 2022/23 national disputes have now, as a consequence of the Collective Agreement, either been reinstated, will receive the enhanced settlement imminently and all reduced warnings have now become time expired (subject to the COT3 being signed off by Acas).

There is still much work to be done surrounding the issues of mediation instead of compulsory transfers and cases whereby Lord Falconer is yet to make a determination as to whether the case is either in or out of scope. However, as reported in this LTB, major milestones have been reached, and we would like to thank all Branches and Representatives for their assistance in ensuring the terms of the Collective Agreement have been implemented.

Further developments will be reported in due course.

Yours sincerely,



Dave Ward
General Secretary



Martin Walsh
Deputy General Secretary (Postal)



Andy Furey
National Officer