

No. 057/24

Date 6<sup>th</sup> February 2024

Dear Colleagues,

**Royal Mail/CWU Joint Communication Covering Seasonal Variation  
(RMG/CWU Business Recovery, Transformation and Growth Agreement – Appendix 1)  
Peak Period Christmas 2024**

Further to LTB 017/14 (Letter To Branches) issued on 15<sup>th</sup> January, which covered the **Business Recovery, Transformation and Growth Agreement - RM/CWU Joint Statement - Section 2.5 (Improving Quality of Service) and RM/CWU Joint Communication on Seasonal Variation**.

Branches and members will recall that the Joint Communication on Seasonal Variation issued with this LTB also included the following outstanding point:

*It is also agreed that the peak period for 2024, where full time employees will typically increase their hours to 39 hours, will be reduced to a period of 5 weeks. Both parties will jointly agree the dates for the 5 week period by 31<sup>st</sup> January 2024.*

Accordingly, we have now reached an agreement with Royal Mail on the dates for this 5-week period, which is set out in this attached further Joint Communication.

To confirm, the agreed arrangements for Seasonal Variation and the Christmas/Peak period of 2024 will run from Monday 18<sup>th</sup> November (week 34) and will end on Sunday 22<sup>nd</sup> December (week 38).

This communication also confirms that this peak period of Seasonal Variation will apply as it did **last year (September to December of 2023)**, whereby Full-timers (including 35-hour contracts) will see a 24 minutes per day variation increase applied before their start time. Part-timers will see a 10 minutes' variation before their start time.

The conclusion of this Joint Communication now closes down this outstanding aspect and equally confirms that attendance patterns between the Eves will not be affected in terms of applying the 'high-season' changes of Seasonal Variation.

Any queries to the content of the above please contact the Outdoor Department reference 532, email address: [JRDRIGUES@cwu.org](mailto:JRDRIGUES@cwu.org).

Yours sincerely,

**Mark Baulch**  
CWU Assistant Secretary



**Royal Mail/CWU Joint Communication Covering Seasonal Variation  
(RMG/CWU Business Recovery, Transformation and Growth Agreement – Appendix 1)  
Peak Period Christmas 2024**

The Joint Communication issued on 15<sup>th</sup> January 2024 and which confirmed ongoing arrangements on Seasonal Variation as set out in the RMG/CWU Business Recovery, Transformation and Growth Agreement, Appendix 1, also outlined the following outstanding aspect:

*It is also agreed that the peak period for 2024, where full time employees will typically increase their hours to 39 hours, will be reduced to a period of 5 weeks. Both parties will jointly agree the dates for the 5 week period by 31<sup>st</sup> January 2024*

Accordingly, this further Royal Mail and CWU communication now outlines the agreed arrangements in terms of the peak period for 2024 (Christmas period), which will run from Monday 18<sup>th</sup> November (week 34) and will end on Sunday 22<sup>nd</sup> December (week 38) – 5 weeks.

As during last year's peak period (September to December of 2023), Full-timers (including 35-hour contracts) will see a 24 minutes per day variation increase applied before their start time. Part-timers will see a 10 minutes variation before their start time.

Any issues or enquiries regarding this Joint Communication should be raised with the appropriate national signatories from both Royal Mail and the CWU.

Handwritten signature of Ricky McAulay in black ink.

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Ricky McAulay  
UK Operations Director  
Royal Mail

Handwritten signature of Mark Baulch in black ink, with a horizontal line underneath.

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Mark Baulch  
Assistant Secretary  
CWU

6<sup>th</sup> February 2024