

No. 060/24

Date: 7th February 2024

Dear Colleagues,

Successful Trial And Launch Of Maternity Trousers Into Uniform Range (Royal Mail)

Further to LTB 092/22 (Letter To Branches) which announced an agreed trial of a new style and designed Maternity Trousers.

Whilst the trial and its joint conclusion have been subject to prolonged delay, it can be confirmed that following positive feedback from frontline colleagues the new Maternity Trousers are now available to employees through the normal process for acquiring uniform.

Accordingly, please find attached a Royal Mail/CWU National Terms of Reference – Uniform Maternity Trouser, that confirms the details and feedback from this trial.

The Department would like to place on record our thanks to those who took part in the trial and gave feedback, which led to alterations and improvements prior to the Maternity Trousers launch.

Any queries to the content of the above please contact the Outdoor Department reference 500, email address: JRODRIGUES@cwu.org.

Yours sincerely,

Mark Baulch
CWU Assistant Secretary



Royal Mail/CWU National Terms of Reference – Uniform Maternity Trouser

Introduction

Back in March of 2022 Royal Mail and the CWU undertook joint trials of a new maternity trouser. Despite a prolonged period, it can be confirmed that this trial was successful and that following positive feedback from participants, this uniform item will now be available to order for frontline employees.

Trial response

The trial involved 9 frontline employees who provided feedback on the Maternity Trouser which in the whole was positive. This feedback also allowed our uniform supplier Dimensions to make changes during the extended trial period to improve the garment. The bulk of the feedback received centred around the fit of the trouser, which was upgraded accordingly.

Further feedback was also received from Local COMs & CWU representatives (including H&S reps) to support the overall trial.

The trial evaluation process for the items sought views on the following factors: -

- Fit for purpose and practicality for the different roles performed within Royal Mail
- Comfort
- Durability

On these measurements of success for the trial, the average feedback was that the item was 'good' (80%) with 20% suggesting that the trouser was 'very good'. Overall ratings were as follows:

- 70% very good
- 20% good
- 10% average
- 0% poor

Outcome

We can now confirm following this successful trial that the Maternity Trouser is available to order as per the normal process for requesting uniform. These will be available at an allocation of 3 items per employee.

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

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Mark Baulch
Assistant Secretary
CWU

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Head of Assets
Royal Mail

Feb 2024