

No: 290/24

4th September 2024

Dear Colleagues,

INTERNAL MOVEMENTS WITHIN ROYAL MAIL

Please see attached a letter from Andrew Smith, Head of Industrial Relations on behalf of Royal Mail.

This letter confirms that any individual who is on terms and conditions pre 1st December 2022 will remain on those terms if they move/transfer to another office within Royal Mail. In addition, they retain their terms and conditions if they go from full time to part time.

Furthermore, the confirmation provided will now mean vacancies within a unit will be advertised internally rather than going straight to external recruitment. We are now discussing with Royal Mail how this is applied retrospectively to anyone who has moved units or reduced their hours since 1st December 2022.

Discussions continue concerning resolving the issue of part timers who increase their hours up to full time being able to remain on their current contract of employment. These discussions are being covered in our meetings on USO reform and new entrants' terms and conditions.

We hope to be in a position to update you on the above shortly. In the meantime, please can Branches ensure that this LTB and attachment is given the widest publicity.

Any enquiries in relation to the content of this LTB should be addressed to the DGSP Department.

Yours sincerely,



Martin Walsh
Deputy General Secretary (P)



2nd September 2024

Martin Walsh
Communication Workers Union
Headquarters
150 The Broadway
Wimbledon
SW19 1RX

Dear Martin,

Internal Movement

I write further to the various meetings and correspondence that have taken place between yourself and Alistair Cochrane, I am pleased to provide clarification on this matter.

1. Individuals moving from a full-time role (on legacy terms & conditions) to an alternative full-time role can do so whilst retaining those terms and conditions (not withstanding any specific differences between the respective roles in question).
2. Individuals moving from a full-time role (on legacy terms & conditions) to a part-time role can do so whilst retaining those terms and conditions (not withstanding any specific differences between the respective roles in question).
3. Individuals moving from a part-time role (on legacy terms & conditions) to an equivalent part-time role (i.e., 30hr contract in Unit A to a 30hr contract in Unit B) can do so whilst retaining those terms and conditions (not withstanding any specific differences between the respective roles in question).
4. For the avoidance of doubt, this will ensure that any roles advertised externally would be available to internal applicants on the basis of the above. I believe this addresses the concerns we discussed around the Truro office.

As an interim measure, I believe the above provides some appropriate flexibility and equity for existing employees looking to progress their career with the Company. I accept that there are other related matters that still need to be resolved, notably the more complicated issue of part-time to part-time (increased hours) and part-time to full-time and look forward to those being addressed at pace through our other discussions. I trust that you will appreciate the more complex nature of those issues, and the need to tread more carefully in developing a solution.

I trust the above is helpful, but please contact me if you have ongoing concerns.

Yours sincerely,

A handwritten signature in black ink, appearing to be 'AS', with a horizontal line underneath.

Andrew Smith
HR Director, Industrial Relations

Copy: Alistair Cochrane, Kieran Judd, Graham Long, Alistair Wood