

No: 343/24

25th October 2024

Dear Colleagues,

Royal Mail Introduction of New Drug and Alcohol Policy

We are writing to advise Branches that the Royal Mail Executive Board has made a decision to introduce a new Drug and Alcohol Policy.

Royal Mail initially approached the Union in August 2024 informing us that the new policy would include three distinct activities:

- The launch of a support and rehabilitation service.
- A pilot and roll out of for cause drug and alcohol testing.
- The introduction of random drug and alcohol testing.

Whilst we recognise that many companies operate test regimes for specific employee groups who work in safety critical roles, the current proposals go way beyond what could be viewed as appropriate or reasonable in our view.

The CWU has raised significant concerns around all three aspects of their proposals. The CWU have also stated that we will not support any launch of random testing.

Royal Mail have indicated they would listen to the CWU concerns and potentially change the way they were intending to introduce the rehabilitation process, the pilot on for cause and will delay the introduction of random testing.

We have further meetings with Royal Mail over the next two weeks and will update Branches in due course.

Any enquiries in relation to this LTB should be addressed to hford@cwu.org

Yours sincerely,



Martin Walsh
Deputy General Secretary (P)



Andy Furey
Assistant Secretary



Davie Robertson
Assistant Secretary



Bobby Weatherall
Acting Assistant Secretary



Tony Bouch
Assistant Secretary