

No. 400/24

20th December 2024

RMG/CWU Business Recovery, Transformation & Growth Agreement: Appendix 1 Seasonal Variation - 2025 Arrangements

Dear Colleagues,

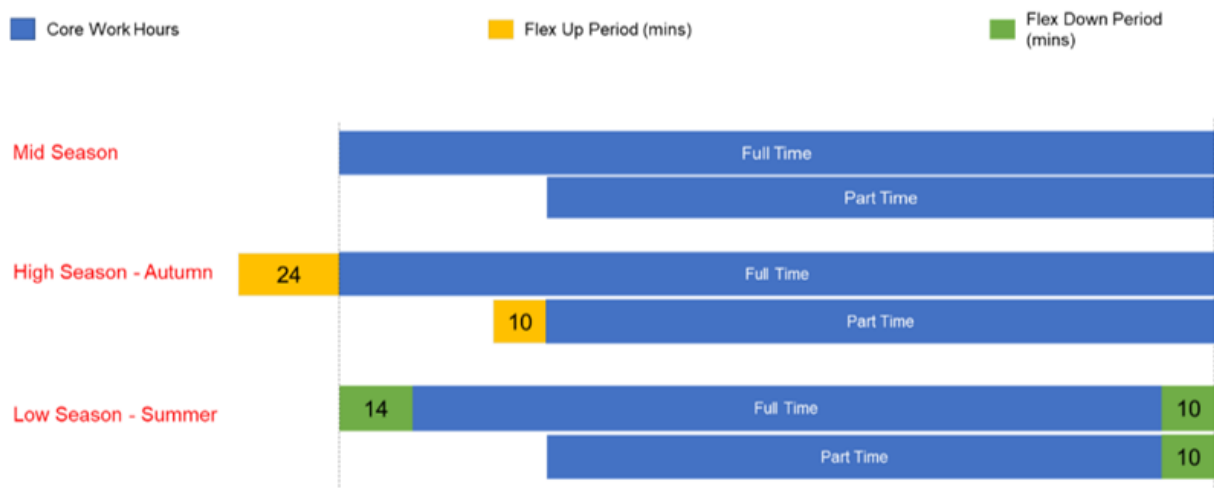
Branches and Representatives will recall that in LTB 340/24, issued on 21st October, which details a revised FAQ (Frequently Asked Questions) document linked to Seasonal Variation, it was also reported that we had sought discussions with Royal Mail on the application of Seasonal Variation for the 2025/26 calendar year.

Accordingly, discussions have been held with the business to conclude this matter and the following details can now be communicated in terms of the Seasonal Variation design for 2025, which has been endorsed by the Postal Executive.

In terms of the overall duration of Seasonal Variation for next year, it has been agreed to reduce this to two 5-week periods (from the initial two 15-week cycles), as follows:

- **Low Season - 5 weeks: Week 17 to 21 (21st July to 24th August 2025)**
- **High Season - 5 weeks: Week 34 to 38 (17th November to 21st December 2025)**

While it has been agreed to change the duration of Seasonal Variation next year, it has also been agreed to maintain the daily changes in attendance times to mirror the original design and its current application. Therefore, the additional time aligned during the High Season will be at the start of the duty, with the reduction in time in the Low Season being taken from the start and end of the duty, as set out in the diagram attached.



Full Time classified as 35 hours per week or above

In outlining the above, we are aware that for some individuals Seasonal Variation remains one of the controversial aspects of the Business Recovery, Transformation & Growth Agreement since its introduction in September 2023.

It is therefore hoped that the agreed reduction in the overall duration of applicable weeks in 2025 alongside retaining the High Seasons application at the front end of duties should be broadly welcomed by our Branches, Reps and members alike.

In addition, subject to the ongoing developments linked to the EP takeover and future discussions regarding USO reform, we will continue to review the agreement for 2025 to ensure it remains fit for purpose in respect of any future ways of working.

Any enquiries to the content of this LTB should be directed to the Outdoor Department, email address: Pharacz@cwu.org.

Yours sincerely,

Tony Bouch
Assistant Secretary