

No. 074/25

14th April 2025

BRT&G Agreement - Seasonal Variation 2025 Update

Dear Colleagues,

Further to the publication of LTB 400/24 dated 20th December 2024 outlining outcomes of discussions with the business regarding the Seasonal Variation design for 2025, which had 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)**

In publishing the above dates, it was also made clear that, subject to discussions regarding USO reform, both parties would continue to review the agreement for 2025 to ensure it remains fit for purpose in respect of any future ways of working.

Both parties have discussed the merits of continuing with the 2025 plan as outlined above, given the significant unknowns in relation to USO pilot activity taking place.

As a result, it has been agreed to suspend all activity related to Seasonal Variation for 2025.

The decision has been taken now to ensure all colleagues have advance notice and can effectively make any subsequent changes to their own personal arrangements. The business will ensure that any pre-planned annual leave that was due to be taken in the planned periods will revert to the contracted hours in the coming weeks, once upgrades to PSP have been concluded.

If any colleagues believe that as a result of the changes outlined above there have been errors made with their allocated Annual Leave entitlement and / or the changes create additional problems, the business have confirmed that in the first instance line managers should be able to assist, as per the attached WTLL brief that will be issued.

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

Title: Seasonal Variation 2025
Date Monday 14 April 2025
Audience: All delivery colleagues

Introduction

Both Royal Mail and the CWU published in December 2024 the planned design for Seasonal Variation for 2025 which was agreed as two five week periods:

- Low Season 21 July to 24 August 2025 (5 weeks , week 17 to 21)
- High Season 17 November to 21 December 2025 (5 weeks, week 34 to 38)

Why is this important?

In publishing the above dates, it was also made clear that subject to discussions regarding USO reform, both parties would continue to review the agreement for 2025 to ensure it remains fit for purpose in respect of any future ways of working.

As a result, both parties have discussed the merits of continuing with the 2025 plan as outlined above given the significant unknowns in relation to USO pilot activity taking place.

What does this mean for me?

It has been agreed to suspend all activity related to Seasonal Variation for 2025.

The decision has been taken now to ensure all colleagues have advance notice and can effectively make any subsequent changes to their own personal arrangements. The business will ensure that any pre-planned annual leave that was due to taken in the planned periods will revert to the contracted hours in the coming weeks.

If you have any questions, please speak to your line manager.