

No. 147/25

15th July 2025

Dear Colleague,

Crown Office Network - Preference Exercise, TUPE, Bumping & Redeployment Plus Enhanced Financial Terms for Leaving PO Employment

Branches with PO members are advised that the Preference Exercise undertaken amongst the members in the 72 Crowns previously announced with Franchise partners closed last night. The headlines are as follows; the vast majority of our members have indicated they wish to take a financial package via a Settlement Agreement with only 9 members interested in transferring to the new franchise partners via TUPE.

Running in parallel to the Crown Preference Exercise described above, was a further one specifically for our Admin & Supply Chain members for the purposes of "Bumping". I am able to report that over 60 Crown Office members responded to the Preference Exercise stating they wished to retain PO employment by redeploying into these functions. Thankfully we also had a similar number of Admin & Supply Chain members returning Preference forms saying they wish to leave PO employment which could enable a bump to take place. Accordingly, Mole Meade Postal Executive member and myself are meeting management tomorrow with the purpose of identifying suitable matches for bumping so that job offers can be made to our Crown members seeking to retain employment in the PO. This is an important activity as it will help Crown members move into new roles within Post Office whilst enabling some of our members in Admin & Supply Chain to leave the PO with a financial package.

In line with the Joint Statement as contained in LTB 105/25 of the 27th May 2025, we have also been in negotiations to enhance the financial terms for Crown members (known as Special Severance terms) for those not wanting to TUPE. The starting point for this is the MTSF terms with a minimum of 6 months' pay and a maximum of 2 years as laid out in the Ready Reckoner.

The following enhancements have been secured and confirmed:

- 1) To qualify for the full 104 weeks compensation 17 years' service is now required irrespective of age. This compares favourably with MTSF which is 28 years

- 2) Rounding up of both years of service and years in age for the purposes of the Ready Reckoner calculation. For example, this means some with 12 years and 40 days service will be rounded up to 13 years whilst at the same time the age of the person will also be rounded up to their next birthday. This provides for additional weeks compensation.
- 3) For both Full and Part time members, the financial package will be based on actual hours worked (inclusive of all overtime performed) over the most recent 3-month reference period. This ensures all extra hours worked are included in the calculation.
- 4) The full 3% pay rise from 1st April 2025 will apply to the basic pay used in the calculation.
- 5) Members aged 55+ who were members of the RMPP on 31st March 2017 will receive a cash compensation of 104 weeks' pay regardless of age and length of service.

In closing, Branches will see at Appendix A the provisional dates for the closure of 76 Crowns where a Franchise partner has been announced. These dates have been shared with our members today. In this regard the Territorial Reps are fully supporting all members and are regularly visiting the Crowns to ensure a good presence and profile at this important time. The Reps will of course answer all questions from members and provide necessary support. In this regard, Mole Meade and myself are meeting regularly with the Reps to discuss developments as they occur and any issues of concern that arise from members.

Yours sincerely,

Andy Furey
Assistant Secretary

Transfer Date – Close at 3pm

Baker Street	Wk2	01/09/2025
Barnes Green	Wk4	15/09/2025
Barnet	Wk3	10/09/2025
Bexhill On Sea	WK4	18/09/2025
Bideford	Wk2	03/09/2025
Bransholme	Wk2	04/09/2025
Breck Road	WK2	04/09/2025
Bridlington	Wk6	30/09/2025
Brixton	Wk2	03/09/2025
Caernarfon	Wk4	15/09/2025
Cambridge City	Wk7	06/10/2025
Canning Town	Wk2	02/09/2025
Chester Le Street	Wk2	01/09/2025
Cricklewood	WK5	23/09/2025
Crossgates	Wk7	06/10/2025
Dereham	Wk6	02/10/2025
Didsbury Village	WK4	16/09/2025
Eccles	Wk5	22/09/2025
Edinburgh City	Wk1	26/08/2025
Furness House	WK5	25/09/2025

Glasgow	WK6	30/09/2025
Gloucester	Wk3	11/09/2025
Golders Green	Wk3	08/09/2025
Grimsby	Wk3	09/09/2025
Haddington	WK4	16/09/2025
Hampstead	Wk1	27/08/2025
Harlesden	Wk1	28/08/2025
Harold Hill	Wk5	25/09/2025
High Holborn	Wk2	05/09/2025
Houndsditch	Wk1	29/08/2025
Hyde	Wk6	01/10/2025
Islington	Wk5	24/09/2025
Kendal	Wk6	29/09/2025
Kennington Park	Wk4	15/09/2025
Kettering	WK1	28/08/2025
Kilburn	Wk5	22/09/2025
Kingsbury	Wk2	04/09/2025
Kingsland High Street	Wk6	29/09/2025
Knightsbridge	Wk5	26/09/2025
Leigh	Wk6	29/09/2025

Transfer Date – Close at 3pm

Leighton Buzzard	Wk5	23/09/2025
Liskeard	WK6	01/10/2025
London Bridge	Wk6	03/10/2025
Lower Edmonton	Wk6	01/10/2025
Matlock	Wk5	22/09/2025
Melville Road	Wk7	06/10/2025
Milton Keynes	TBC	TBC
Morecambe	WK1	27/08/2025
Morley	Wk6	02/10/2025
Mount Pleasant	Wk6	02/10/2025
Mutley	WK3	10/09/2025
Nailsea	Wk5	23/09/2025
Newquay	WK7	07/10/2025
Northolt	Wk4	19/09/2025
Old Swan	Wk3	08/09/2025
Oswestry	Wk4	18/09/2025
Oxford	Wk4	16/09/2025
Paddington Quay	Wk4	17/09/2025
Paignton	Wk5	24/09/2025
Poulton Le Fylde	Wk4	17/09/2025

Raynes Park	Wk3	12/09/2025
Redditch	Wk5	25/09/2025
Roman Road	Wk4	18/09/2025
Rotherham	Wk3	10/09/2025
Salford City	Wk3	11/09/2025
Saltcoats	Wk2	03/09/2025
South Ockendon	WK3	09/09/2025
South Shields	Wk1	28/08/2025
Springburn Way	Wk3	08/09/2025
St Peters Street	Wk1	26/08/2025
Stamford Hill	Wk3	11/09/2025
Sunderland City	Wk1	26/08/2025
Teignmouth	Wk4	17/09/2025
Wealdstone	Wk6	30/09/2025
Windsor	Wk2	02/09/2025