

No. 171/25

12th August 2025

Dear Colleague,

Post Office: Further Franchising Partners Announced for 13 Crowns

Further to LTBs 105/25, 107/25, 147/25 and 155/25. Post Office has today announced franchise partners for a further 12 Crown Offices, in addition to Aldwych which was announced last week (list attached). Online meetings were held by management with the members in the 12 Crowns earlier today, and our Territorial Representatives were involved in order to provide support where necessary.

Incredibly, in their haste to dispose of the Crown Network, Post Office has stated that for 8 of the 12 Crowns announced today, the franchise partner will be on an "interim" basis whilst a permanent partner is confirmed. Post Office's longer-term plan is to pass over the operation of these 8 Crowns to a single Strategic Partner, which is likely to be a household name, but this won't happen until some time in 2026. Essentially, this means that members opting to transfer could potentially be facing a double TUPE, firstly to the interim partner, and later to a permanent partner. This is obviously deeply concerning and in complete contrast to the original promise from the Chairman, Nigel Railton back in April when he committed to treating our members with "care and respect".

It should be noted that in the 76 Crowns with a franchise partner previously announced, from the initial 9 interests in TUPE, this has dwindled to just 3. Evidently, there is no confidence in transferring to what are clearly, from our members' perspective, questionable franchise partners. With today's news regarding the "interim" partners, it is conceivable that our members won't want to risk what they may see as a dubious situation by transferring to one company with the possibility they may then TUPE to a Strategic Partner at a later date. Furthermore, there are 3 different "interim" partners which makes the situation even more complicated as the union will need to enter into 3 different sets of TUPE discussions in relation to the Measures letters.

Enhancements to the Financial Settlement for Members Opting to Leave PO

LTB 147/25 outlines the enhancements to the financial terms for Crown members for those not wanting to TUPE that we have secured via negotiations. In addition, we have now secured the following further improvements:

- 6 years' service qualifies for a minimum of 39 weeks' compensation, irrespective of age
- 10 years' service qualifies for a minimum of 52 weeks' compensation, irrespective of age

If members have any questions regarding either the terms of the financial settlement, TUPE or bumping, they should contact their Territorial Rep.

Settlement Agreements – Incorrect Calculations

Last week it transpired that Post Office had made an error regarding the calculation of overtime in relation to the overall financial package for 57 people. Basically, instead of the 3-month period April-June being used as a reference period for average overtime earned, which should then have been multiplied by the relevant number of weeks from the Ready Reckoner, someone in PO HQ made the mistake of just adding the overtime earned for those 3 months to the total package. This made a huge difference to some of our members, with reports of the settlement offers being short by up to £10,000. Any incorrect Settlement Agreements were withdrawn and recalculated, and members will have now received the correct financial exit package offers.

Legal Advice from Unionline for Members' Settlement Agreements

Members who decline to TUPE and opt to take an enhanced severance package will be required to take legal advice in connection with their Settlement Agreement and Post Office will contribute £500 plus VAT towards that advice. Whilst recognising that members may have their own solicitor, we wish to advise that Unionline, who have extensive experience in assisting with Settlement Agreements, would be pleased to offer their services. The email address is postoffice@unionline.co.uk or if members would prefer to call Unionline – the number is 0300 333 0303 (option 2) - please ask to be directed to Diarmuid Deeney, Solicitor.

Today's announcement leaves just one remaining Crown in Inverness where Post Office has yet to confirm the franchise partner and further developments in this regard will be reported.

Yours sincerely,

Andy Furey
Assistant Secretary

Branch Name	Franchise Partner
Aldwych	ZCO
Yate Sodbury	ZCO
Cosham	ZCO
Merthyr Tydfil	ZCO
Great Portland Street	Rymans
Port Talbot	ZCO
Portsmouth	ZCO
Prestwich	First Class Managerial
Romsey	South Coast Retail
Newtownards	Hendersons
Bangor	Hendersons
Kirkwall	UOE
Stornoway	UOE