

No. 120/26

22<sup>nd</sup> April 2026

**For the Immediate Attention of All:**

Postal Branches  
Divisional Representatives  
Area Distribution Representatives  
LGV Representatives

Dear Colleagues

**Joint Statement between RM National Distribution and the CWU on the Deployment of the 2026 PAD Revision Activity**

Branches and representatives are informed discussions have been taking place with the business in relation to progressing arrangements for the 2026 PAD Revision activity.

Building on the processes developed in previous reviews, all aspects of the process will mirror previously agreed arrangements. Attached for information is a Joint Statement covering the details along with the agreed process for the deployment of this year's review, which has been endorsed by the Postal Executive.

As was agreed in 2025, the inclusion of container tracking data as part of the revision activity will remain, this will be reviewed as part of the joint working group activity prior to any data being shared with the sites.

As with the previous PAD Revision Activity, the process fully recognises the role of the CWU at all levels and all activity will be overseen by the Area Distribution Working Group.

A Joint online launch event will take place with Distribution Managers and Divisional/Area Representatives on Wednesday 29<sup>th</sup> April 11:45-12:45.

**Colleagues will note that the Stage 1 Data Gathering will commence on Thursday 30<sup>th</sup> April 2026 and representatives are therefore requested to engage with management accordingly in relation to the activity and release arrangements.**

Any enquiries in relation to this LTB should be addressed to Davie Robertson, Assistant Secretary, email: [jrodrigues@cwu.org](mailto:jrodrigues@cwu.org) or [jmansell@cwu.org](mailto:jmansell@cwu.org) quoting reference LTB 120/26.

Yours sincerely,

**Davie Robertson**  
Assistant Secretary

## JOINT STATEMENT BETWEEN RM NATIONAL DISTRIBUTION AND THE CWU ON THE DEPLOYMENT OF THE 2026 PAD REVISION

### Introduction

Royal Mail and the CWU continue to work together at all levels within RM Distribution. A key indication of effective collaboration has seen the successful deployment of National Network Revisions. The agreed process detailed within the annexes below this Joint Statement aims to build on previous successes and refine the processes used for Network revisions as appropriate to PAD activity based on our collective experience.

### Background

Royal Mail Distribution and the CWU agree that there is a collective interest in a successful deployment of PAD revision activity and recognise that if a proposed target of deployment in May-July 2026 is to be met, activity will have to be undertaken at pace and will require a positive and pragmatic approach that balances immediate operational requirements and considers future ambitions and growth opportunities.

Any adjustment to the external customer requirements or internal business operational footprint during the review will have to be factored in and considered in respect of a robust Distribution operation.

National Distribution will identify any intention to transfer workload for inclusion in PAD activity to ensure that timely discussions can take place in line with the Business Recovery Transformation and Growth (BRT&G) Agreement, the IR Framework, 'Future of Area Distribution' and 17t deployment agreements.

Following feedback, it is acknowledged that joint data gathering within a PAD Revision based on one specific agreed day, does not give a true reflection of the workload across the different days of the week. It is therefore agreed this year's joint data gathering will encompass a designated week as agreed by the NWG

### Vehicle Scheduling

As in previous reviews PAD optimisation and scheduling will utilise existing tools and techniques.

The following staged process for the progression of this revision activity has been agreed as follows.

### The Review Process

The detailed staged process for the progression of this revision activity can be found in Annex A along with the Network Revision 'Programme of Works' – Re-sign Process detailed in Annex B.

Any questions of interpretation, implementation or application of this agreed way forward shall be referred to the signatories of this agreement for resolution via the IR Framework.



**Nick Dunn**  
National Distribution Director  
Royal Mail



**Davie Robertson**  
Assistant Secretary  
CWU

Date: 22nd April 2026

## **The Review Process**

The review process will be conducted over 4 Stages.

Where there is a concern or issue regarding the interpretation and/or the application of this agreement then the issue should be referred to the Area Distribution Working Group (ADWG) for assistance.

The role of the CWU representatives within these processes is fully recognised, as is the requirement for appropriate release for them to meaningfully prepare, participate and obtain the views of their members. It is agreed that in line with the IR Framework, CWU representatives undertaking this work will not suffer financial loss. To this end it is agreed that local managers will facilitate this release and that all reasonable requests for release will be agreed.

Management and CWU representatives will agree locally on a weekly basis, the period of release required.

## **Stages**

1. Launch of a joint local data gathering exercise and collection of current state data at each Area Distribution Unit. This activity should provide a robust baseline as a reference for analysis of the Paragon outputs and will cover data for the full working week.

This stage will include a detailed review of all ad-hoc and scheduled collections workload.

In addition, workload excluded from scheduling (e.g. shunting) will also be reviewed at the data gathering stage as an input to the review.

A non-binding preference exercise to be run at appropriate Area Distribution Units as determined by the Area Distribution Working Group.

## **Stage One**

Local managers, local planners and CWU representatives will jointly collate and sign off a site-specific information pack. The scope and details of the data to be gathered will be agreed with the NWG in line with previous PAD review activity. This information will be used to assist the planning process and provide a reliable reference point for the assessment of first cut plans and deployment issues.

The expectation is that this process should be concluded over a two-week period. The planning for this revision will be based on the current operation as defined in the data capture exercise at Stage One.

The joint data gathering will commence on 30<sup>th</sup> April March until 8<sup>th</sup> May 2026.

## **Stage Two**

Local engagement on revision activity will move at pace and concentrate on maximising the driving content of MGV driver duties, while prioritising full-time duties consistent with the PDA agreement (not precluding the use of OPG driving and non-driving content to achieve this) following the resourcing principles defined on the PAD Agreement.

These commitments are consistent with our joint aspiration to provide rewarding employment, better long-term prospects, employment security and to reduce to an absolute minimum the use of external resource.

A traffic light process will be deployed to monitor progress and identify at the earliest opportunity potential problem sites. Implementation of the revisions at all sites will take place on the same day coordinated by the NWG.

## **Stage Three**

The NWG will review the effectiveness of the above process and assess opportunities to refine the approach for future revision activity.

The methodology for this piece of work will be based on the ACAS guide to problem solving and will allow relevant expertise to be used where the NWG agree it would be beneficial.

When a joint recommendation has been developed it will be jointly presented to the National parties for ratification and agreement. The process will then become the agreed approach to Network revisions going forward.

Any questions of interpretation, implementation or application of this agreed way forward shall be referred to the signatories of this agreement for resolution via the IR Framework.

## **Network Revision ‘Programme of Works’ – Re-sign Process**

When Stage 2 of this Joint Statement has been achieved arrangements should be made where necessary to commence a re-sign of duties. Re-signs will be conducted in line with existing National Agreements.

Where agreed duty structures at any site have resulted in a surplus being declared and people’s processes at such sites have identified transferees or where a transfer to another Distribution Hub has been agreed then these individuals should be included in re-signs at the receiving office, even if this is in advance of their substantive move.

Where the re-sign process can be completed in full prior to the implementation date, all individuals will take up their new duty/rotation from that date.

### **Contingency Arrangements**

While it is anticipated that the implementation date will allow sufficient time to conclude the re-sign process, past experience has indicated that circumstances can occur where re-signs run past the implementation date. In such circumstances the following contingency arrangements should apply.

Where due to annual leave a full re-sign cannot be completed prior to the implementation date the following process should apply:

- ▪ Normal re-sign arrangements should progress until process stalls due to leave commitments. On the implementation date those individuals who have successfully selected a duty/rotation as part of the re-sign will take it up.
- ▪ All remaining individuals should participate in a temporary resourcing process. This may take the form of either a best match exercise placing individuals on attendances similar to their current duties.

or

by individuals selecting from the remaining available duties following the implementation of the revision and thereafter on a weekly basis in seniority order until the conclusion of the full re-sign.

- ▪ The exact nature and application of the temporary resourcing process should be agreed locally.
- ▪ The re-sign process will continue as individuals return to work with subsequent successful applicants taking up their duty/rotation from the start of the next week prior to the next temporary resourcing process.

The temporary resourcing process should be progressed as a joint initiative to enable re-signs to be completed in the most expedient manner and to fully assist in the temporary resourcing process.

Notwithstanding the contingencies detailed above the efforts of all parties should be focused upon completing the re-sign in advance of the new duty structures being deployed