

No. 147/26

13th May 2026

Dear Colleagues,

USO DEPLOYMENT AGREEMENT – PART TIME EMPLOYEE SCOPING EXERCISE

The purpose of this LTB is to advise Branches, Representatives and members that as agreed within the USO deployment agreement there is the opportunity for c.6,000 part time employees to increase their contracted hours up to full time. This will mean that it provides an ongoing opportunity for part time employees to increase their contracted hours going forwards.

A USO Delivery Scoping Exercise will open today and the attached joint communication has been issued to confirm that the process has been launched on the People App via Robin for delivery employees to express their interest in the following options:

1. Increasing part-time (PT) contracted hours where available at your current office.
2. Increasing part-time (PT) contracted hours and voluntarily moving to another office where there is a vacancy.
3. Moving to another office on a voluntary basis where there is a vacancy.

The USO Delivery Scoping Exercise will be open until Friday 29th May. Taking part simply means expressing an interest in one or more options to support the wider planning for USO deployment. Likewise, it is not a binding commitment for colleagues or Royal Mail, it is to understand employees' preferences.

In addition, the business have confirmed that additional information will be shared on PDA messages, TV screens and via Work Time Listening Learning (WTLL) brief.

As such the above communications will ensure all PT employees have the ability to participate in the scoping exercise and we would ask that all Postal Branches ensure the USO Delivery Scoping Exercise is brought to the attention of all members in Delivery Offices.

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

Yours sincerely,



Martin Walsh
Deputy General Secretary (Postal)



Tony Bouch
Assistant Secretary



Joint Communication: National Scoping Exercise in Delivery

As outlined within the USO Deployment Agreement there is the opportunity for c.6,000 part time colleagues to increase their contracted hours up to full time.

We are keen to test interest with delivery colleagues about opportunities for PT colleagues to increase their hours and/or to become FT. We are also keen to understand the appetite of colleagues to move DOs – we are aware many of our colleagues live nearer to other DOs and would welcome an opportunity to minimise their commute and this may support some of our resourcing requirements created by USO. To help us jointly understand the level of interest, all frontline delivery colleagues are invited to take part in a national scoping exercise.

We want to understand the level of interest so that we can build that into future resourcing planning linked to the deployment of USO reform.

On Wednesday 13 May, a USO Delivery Scoping Exercise will open on the People App via [Robin](#) for delivery colleagues to express their interest in the following options:

1. Increasing part-time (PT) contracted hours where available at your current office
2. Increasing part-time (PT) contracted hours and voluntarily moving to another office where there is a vacancy
3. Moving to another office on a voluntary basis where there is a vacancy

Colleagues may wish to take part for many reasons — wanting more income, preferring full-time hours, living closer to another office, or seeking a different working pattern. This is their chance to tell us what options they might want to explore.

Taking part simply means expressing an interest in one or more options. It is not a commitment for colleagues or Royal Mail, and no changes will take place without individual discussions.

Accessing the USO Delivery Scoping Exercise

The USO Delivery Scoping Exercise will be open until Friday 29 May and can be accessed via Robin. If you have team members or colleagues who haven't yet registered, you can find a reminder how to register [here](#). Taking part ensures colleagues do not miss opportunities that could benefit them.

Please brief your teams as soon as possible using this [Team Talk](#), print [this poster for display](#). A set of FAQs can be found [here](#).

Ricky McAulay - UK Operations Director

Tony Bouch - CWU Outdoor Assistant Secretary