

No. 201/26

14th July 2026

USO Deployment Agreement - Part-Time Employee Scoping Exercise - Next Steps

Dear Colleagues,

Further to LTBs 147/26 and 160/26 regarding the USO Delivery Scoping Exercise, which outlined that all RM employees would have the option to express their interest in the following options:

1. Increasing Part-Time (PT) contracted hours where available at their current office;
2. Increasing 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.

As a result, circa 9,000 employees responded to the scoping exercise and the business confirmed that both parties will now jointly use this information to support the people changes within USO reform.

All details of employees wishing to increase PT contracted hours will be supplied to COMs to assist with local planning. This will be used alongside 1-2-1 conversations to ensure all PT colleagues have had the opportunity to share their aspirations before processes are followed to make changes determined by the duty pattern vote and the temporary matching / repick activity.

For employees wishing to voluntarily transfer to another office, the business compared preferences against planned recruitment plans and are able to start conversations with those circa 900 colleagues. These conversations will start immediately, with the process that will be followed involving both the COMs from the current office and the office with the vacancy. The details of the role will be shared with the employee wishing to make the voluntary transfer and then, should they wish to proceed, a formal offer will be sent directly to them. The plan is that voluntary moves will happen within a 28-day period and all employees will be supported if there are any concerns with the process.

In addition, both parties have agreed that the Scoping Exercise will be reopened in the next few weeks to allow employees in delivery to continue sharing their preferences as DM26 progresses through the deployment plan. Likewise, both parties have committed to jointly use our learning from this exercise to work together on reviewing and improving the existing business as usual internal transfer process.

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

Yours sincerely,

Tony Bouch
Assistant Secretary