

No. 272/26

12th October 2026

For the Immediate Attention of All:

**Postal Branches
Royal Mail Divisional Representatives
Area Processing Representatives**

Royal Mail Announcement – Job Losses (Project Edison) – Revenue Protection

Branches and Colleagues will be aware of the contents of LTB 266/26 which noted the announcement by Royal Mail of a programme of structural changes, over two phases which could lead to up to 2,500 job losses, most of which are anticipated to be from managerial grades.

While the Royal Mail Group communications stated that there would be no impact on Front Line Colleagues, the union was notified that in phase one approximately 183 CWU grade jobs were in scope and subject to change proposals.

The union met with Royal Mail on the 8th October 2026 where initial proposals, now branded Project Edison, were presented covering: Revenue Protection and support functions in International, GCC, HR and Tech.

Royal Mail has formally forwarded the S188 documentation and Collective HR1 Documentation relating to the proposed headcount reduction and as such we are now engaged in the formal consultation process. In some areas the details of the proposals are yet to be advised by Royal Mail and communications addressing each of the proposals will be circulated as and when Royal Mail announces the details.

Revenue Protection

The largest impact area for CWU Grades is in Revenue Protection where the business has today announced that they are proposing significant reductions in the operation which would undoubtedly affect members who the CWU consider to be front line employees. The Royal Mail presentation was missing some crucial information however the proposal is broadly as follows.

Based on the information received, Royal Mail has proposed ceasing bespoke Revenue Protection activity at 22 sites, reducing activity at a further 6 sites with no change at the remaining 11 sites.

The RP units which are proposed to close are:

Aberdeen, Cardiff, Chester, Chelmsford, Croydon, Dorset, Edinburgh, Exeter, Gatwick, Greenford, Home Counties North, Medway, Nottingham, Peterborough, Plymouth, Preston, Sheffield, Southampton, Swansea, Swindon, SWDC and Warrington.

RP units proposed to reduce headcount:

Glasgow/SDC, HWDC, Leeds, London Central & Romford

RP Units unaffected by the Proposal:

Birmingham, Bristol, Jubilee, Manchester, Midlands Super Hub, Newcastle, Northwest Parcel Hub, Northern Ireland, North West Midlands, PFW Coventry Hub, South Midlands.

Following the initial meeting, the CWU informed Royal Mail that we do not accept their proposal, especially as they have indicated that the proposal will result in a reduction in recovered revenue. We do not believe that the case for the site closure and service reductions has been made in relation to many of the sites and the CWU will expect Royal Mail to work through each individual proposal separately as part of the consultation process. We reserve the right to oppose all or any elements of the proposal and to counter propose solutions as part of the process. Royal Mail have agreed to arrange the necessary meetings to progress this activity

In line with the joint activity to reduce the agency reliance nationally, the primary focus in the impacted locations will focus on redeployment. Royal Mail have confirmed that there will be no compulsory redundancy, that any/all redeployment activity will be progressed in line with the Managing the Surplus Framework (MTSF) and that any voluntary redundancy will be at the revised rates agreed in the Rebuilding Royal Mail Part 2 Agreement. In line with the joint activity to reduce the agency reliance nationally, the primary focus will be on redeployment.

We do however understand how unsettling this proposal will be for our members in Revenue Protection and further regular updates will be given as talks progress. Arrangements are also being made to brief Divisional and Area Representatives on the proposals and onward process.

We would ask Branches to ensure that the contents of this LTB are brought to the attention of our members in Revenue Protection.

Any enquiries in relation to this LTB should be addressed to Davie Robertson, Assistant Secretary, email: jrodrigues@cwu.org or jmansell@cwu.org quoting reference LTB 272/26.

Yours sincerely,

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Deputy General Secretary (Postal)

Andy Furey
Assistant Secretary

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