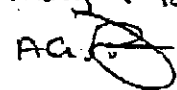


Midland No7 Lead ULR Release Agreement

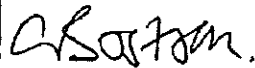
This agreement between the CWU and Royal Mail Group PLC relates to the arrangements for paid release for the Lead Union Learning Representatives (the lead ULR) for the CWU Midland No7 Branch and is effective from the 9th April 2008.

1. The lead ULR will be granted paid release of 20hours per week.
2. If the Lead ULR requires any additional release a request will be made on reasonable notice. All such requests will be given proper consideration and will not be unreasonably refused.
3. The above arrangements will be reviewed annually by the CWU and Royal Mail Group PLC on or around the anniversary of this agreement becoming effective. This joint review will be carried out in the spirit of partnership of lifelong learning.

Signed on behalf of the CWU Midland No7 Branch

Print Name Andy Plant
 Sign Name 
 Position Branch Secretary
 Date 9th April 2008.

Signed on behalf of the Royal Mail Group PLC

Print Name CHRIS BOSTOCK
 Sign Name 
 Position DSM ST NORTH
 Date 9th April 2008

on Life Long Learning

The purpose of this agreement is to establish a joint union employer learning partnership which will be capable of making effective decisions to actively develop and encourage individuals to enter into Life Long Learning Skills and beyond. The aim is to remove any barriers and build on the Governments' current and future learning initiatives, to recognise the importance of the role of the Union Learning Rep (ULR), and to work with organisations such as unionlearn to ensure that the partnership is a success.

To provide onsite facilities (where possible) to enable learning opportunities

To identify the needs of individual(s) and jointly prioritise and develop a realistic learning plan within the Stoke unit

In order to show commitment to the Skills for Life and other associated programmes by the employer, the following will apply during or on completion of the course(s).

- (a) For every hour provided by the employee the employer will provide an additional hour, dependant on a jointly maximum length for each lesson.
- (b) If the course is provided outside normal working hours then on completion of the course(s) the time will be converted into leave using the criteria in (a). This will be used where spare slots are/become available.
- (c) When a course is provided completely in normal working hours then the flexibility agreement will apply by mutual consent to recover the time owed using the criteria in (a)

The amount of course(s) an individual will be allowed to attend at any one time will be dependant on the amount of individuals applying for course(s) and possible impact on operational requirements.

Analysis will be used to enhance learning and education requirements and under no circumstances will be used for any other issues.

It is also agreed that the ULRs will be afforded paid release in order to effectively arrange/run course(s) and ULR related matters which will enhance the information, support and guidance to the individual(s) subject to existing release procedures.

After the completion of the first course in June/July 2008 all parties will take part in a full analysis to ascertain any problems where issues arose with a view to improving future course(s) and strategies for the benefit of the employee's and employer.

.....
G Cartlidge (act) Distribution
& SISU Manager

.....
S Pender
Branch ULR

.....
S Barber
IT Project ULR

10/04/08

Stoke On Trent MDEC Centre Learning Agreement

1. Courses will attract paid release.
2. Courses will be attended by a minimum of six persons and no more than 12 persons per class.
3. No more than three courses may run per week.
4. Courses will be work-related and of a self-development nature.
5. Courses will be dependent on keyer coverage.

Signed Area Learning Rep: *D. Cordillo*.....

Signed Local CWU Rep *Phil Gill*.....

Signed Royal Mail MDEC Site Manager *Pam Wootton*.....

Signed Royal Mail MDEC Area Manager.....

Agreement dated by last co-signatory on:.....

Burslem Learning Agreement

This is an agreement between the CWU and Royal Mail to promote learning in the workplace.

1. Courses will attract paid release.
2. Courses will be attended by up to 8 people per day.
3. No more than 3 courses will run at once.
4. Courses will be work related and of a self development nature.
5. Courses are dependant on duty coverage ie O/T or leave reserves.

D Condliffe CWU Representative *D. Condliffe*

A W Davis DOM Burslem *A W Davis*

20th December 2004