

TP/20/hf

8th April 2020

Sally Ashford
Chief HR Officer
Royal Mail Group



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 Group: Communication Workers Union

 @CWUnews

From the office of **Terry Pullinger** Deputy General Secretary (Postal)

Email: tpullinger@cwu.org | Direct line: 020 8971 7253

Dear Sally,

Bank Holiday Policy

Further to our high-level meeting yesterday with yourself and Rico Back, it was agreed that you and I would seek to deal with and resolve a number of issues. I welcome the fact that we have agreed this process and look forward to developing mutual interest solutions on a number of issues causing major concern to our members.

One issue which requires our immediate attention is the arrangements for this coming weekend. In the first instance I wrote to you regarding establishing Easter Saturday as a non-service day - giving all workers across the group the opportunity of an uninterrupted break from the current pressures. Interestingly I received an email today from a postal worker informing me of the following:

'On my walk today, I noticed the Milk & More postman/woman had left a Milk & More note with the milk. It explained that they would not be delivering on Easter Saturday in order to rest and spend the Easter weekend with their family. They are also not delivering on Easter Monday but of course this a day we already have off. Perhaps Royal Mail could be made aware milkmen and women are being given two extra rest days.'

I believe this supports our point that customers would understand if Royal Mail Group agreed with us and made this call. Please can you respond to our request so that we may update the field on the RMG position.

Notwithstanding the above, there is another issue that has emerged today which is causing great concern in the field, that being RMG changing its policy regarding working over the Bank Holiday period. I believe the current status quo policy is as detailed below:

'Employees who work a bank holiday will continue to get either overtime or a day in lieu. The number of hours worked on the Bank Holiday will be credited back into the annual leave quota (as a bank holiday day off in lieu). The system automatically credits hours worked back to the employee when the correct bank holiday payment is selected. Arrangements for part timers will continue to be pro-rated to ensure everyone is treated fairly regardless of the days in the week they work. For clarity where an individual works 2 hours or more and they choose a day in lieu they will be credited with hour's equivalent to their average attendance for that week. Where an individual's rest day coincides with a Bank Holiday they will have the option of being credited with a day in lieu equivalent to the hours they would normally*

work on that day or alternatively they can claim BH excess equivalent to the hours they would normally work on that day'.

It has been reported to me that local managers are suggesting that the policy has changed in regard to overtime and lieu days, and that deliveries can be lapsed to impose when a lieu day will be taken. Clearly this is outside of the current policy and I would welcome your immediate confirmation that the status quo policy holds the field.

I thank you for your time and look forward to your urgent reply.

Yours sincerely,

A handwritten signature in black ink, appearing to read 'T. Pullinger', with a stylized flourish below it.

Terry Pullinger
Deputy General Secretary (Postal)