



Headquarters: 150 The Broadway | Wimbledon | SW19 1RX

T: **GRO** F: **GRO** www.cwu.org

Group: Communication Workers Union

@CWUnews

DW/JDD GS 10.0

3rd July 2015

The Baroness Neville-Rolfe DBE CMG
Minister of State
Department for Business, Innovation and Skills
1 Victoria Street
London
SW1H 0ET



Dear Lady Neville-Rolfe,

Further to my letter of 15 June 2015, we have become aware that the National Federation of Sub Postmasters has voted to enter into a Memorandum of Understanding with Post Office Ltd.

In our view this is potentially problematic because of the mechanisms that underpin the Memorandum of Understanding.

Our greatest concern is that the Memorandum of Understanding fundamentally changes the relationship between Post Office Ltd and Postmasters. We believe that it is arguable that the Post Office's conduct effectively infringes the rights held by our members under Article 11 of the Human Rights Act.

Our understanding is that a number of clauses in the Memorandum are intended to rule out collective bargaining and are wholly contrary to the general functions of a trade union. It is clear to us that the Memorandum is intended to establish an exclusive relationship between NFSP Ltd and the Post Office in relation to contractual and representative issues for Postmasters.

We believe that this latest development, and the legal advice we have received in respect of it, reinforces the points made in my letter of 15 June 2015 and emphasises the need and value of an early meeting between us.

I hope to receive a positive reply from your office on these matters shortly.

Yours sincerely

GRO

Dave Ward
General Secretary