

**From:** Lorna Pearson <GRO> **On Behalf Of** Andy Furey  
**Sent:** Friday, May 4, 2018 3:12 PM  
**To:** Christopher Roche <GRO>; David Bowmaker <GRO>; David Bowmaker <GRO>; Peter Meech <GRO>; Peter Meech <GRO>; Carol Bowmaker <GRO>; Carol Bowmaker <GRO>; Clive S Tickner <GRO>; Huw S Davies <GRO>; Huw Davies <GRO>; Neil Barry <GRO>; Neil Barry <GRO>; Richard Titterington <GRO>; Richard Titterington <GRO>; Tim Pavelin <GRO>; Timothy R Pavelin <GRO>; Robert Jones (South) <GRO>; Robert Jones <GRO>; Garrie Bond <GRO>; Phillip R Craig <GRO>; Stephanie Mulholland <GRO>; Susan Angell <GRO>  
**Cc:** Andy Furey <GRO>; Lynn Simpson <GRO>; Mole Meade <GRO>; Andy Hopping <GRO>; David Wilshire <GRO>; Lorna Pearson <GRO>; Lea Sheridan <GRO>  
**Subject:** Losses & Gains – Letter to John Whitefoot – Update and Model Letters

Dear All

**RE: Losses & Gains – Letter to John Whitefoot – Update and Model Letters**

Further to my letter to John Whitefoot of 16<sup>th</sup> April (attached for reference) and the resultant Emergency Motion which was carried unanimously at conference, please find attached a further letter to John Whitefoot which has been sent this afternoon. You will note the reference to 5 “model letters” for our Reps to use should the PO NOT confirm that a moratorium is now in place regarding counter losses whilst our discussions are taking place.

**Model Letters – If the PO does NOT agree to a Moratorium and continues using the Conduct Code**

Please find attached 5 model letters for you to use when managers use the Conduct Code for counter losses rather than the agreed Losses & Gains Procedure. Thanks go to Dave Bowmaker who has drafted these 5 model letters which are as follows:

1. Fact Finding objection letter
2. Conduct Interview objection letter
3. Penalty objection letter
4. Appeal objection letter
5. Letter to Appeal Manager

I have also attached a copy of the Losses & Gains Procedure, which should be enclosed with letters 2, 3 and 4.

Please download the letters onto your Union templated letterhead and fill in the details of the manager, member and amount of loss etc. where appropriate.

It is imperative that you use these these letters in every case (and at every appropriate stage) and also that you bring to our attention any new cases of potential discipline including Fact Finding

interviews (and the amount of the loss) at the earliest opportunity. We will be meeting the Post Office on this matter again in the coming weeks and we need to understand fully what is happening on the ground.

If you have any comments or suggestions with regards to pursuing this important issue, please let me know.

Further developments will be reported.

Kind regards

Andy