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Andy Furey,
Assistant Secretary Postal
CWU
150 the Broadway
Wimbledon
SW19 1RX

12 June 2018

Dear Andy

'Collective Agreement for Losses and Gains – Emergency Motion Carried'

Thank you for your letter dated 4th May 2018. This letter follows on from the email sent by Steve Blampied to you on 14th May and hopefully goes some way to addressing some of the concerns held by the CWU with regards to the approach by Post Office management to losses and gains in the DMB network.

It is still very much our desire to begin the process of negotiating a new Losses and Gains collective agreement with a shared understanding to promote collaborative working in the DMB network to continue to reduce losses in the same way that we have for the past 4 years as described by Steve in his email.

In the interim period between negotiations beginning in earnest and reaching a new collective agreement, I would like to offer the following assurances:

- 1) The Conduct Code will only be used in circumstances related to losses and gains where there is a reasonable suspicion of theft, dishonesty or false accounting.
- 2) There will need to be however a meeting held between a Manager and Colleague in relation to any loss or gain over £30 to establish the circumstances around that loss and address any capability issues as remedial action. This meeting will not be referred to in relation to being a 'fact-find' under the auspices of the Conduct Code.
- 3) Following the meeting to establish the reason for the loss or gain, all actions (other than in cases of theft, dishonesty or false accounting) will follow as described in the Losses and Gains Escalation Process.

By following these actions, I hope that this will alleviate the need for colleagues to raise grievances as previously instructed by the CWU so that we can create the right conditions to begin negotiations on a new collective agreement.

Please let me know any available dates for us to begin negotiations on a new Losses and Gains collective agreement.

Yours sincerely

GRO

Lee Kelly

Senior Employee Relations Manager

CC: Lorna Pearson, Roger Gale, Steve Blampied, John Whitefoot, Andy Kingham, John Dutton