

## **EMPLOYMENT SECURITY**

### **Royal Mail Service Delivery**

Both Royal Mail and CWU recognise the excellent record over the last decade on job security and Royal Mail commit to provide long term future employment both to full time and part time employees. Royal Mail's ability to do so will depend on the success and continued prosperity of the Business achieved through excellent customer service and good performance levels.

All employees and managers must work to a clear set of principles and standards, founded on a willingness to adapt to change through trust and respect, using agreed procedures in an open and courteous way.

Both Royal Mail and CWU have adopted a pragmatic approach in securing agreements on:

- Conduct and Attendance
- Delivery
- Performance Bonus Scheme
- Way of Working
- Pay Restructuring/Unigrade
- Reduced Working Time

For the success of Royal Mail, which is key in securing the future in regard to jobs and earnings, the deployment of all the linked agreements above must take place in the agreed timescales.

Royal Mail and CWU will face new challenges in the future and must respond collectively and positively to them. If we continue in the positive direction we have adopted, we will build on our excellent record on secure employment and create an environment for new job opportunities in the future.

If circumstances change beyond the control of the Business, that require this undertaking to be reviewed it will be done with full strategic involvement of the CWU nationally.