



## JOINT STATEMENT

### Underpinning Incentive Payment 2018

You will be aware that a commitment was agreed in 2012 to develop an incentive scheme covering all CWU grades across the business, including Parcelforce Worldwide.

This commitment introduced an ongoing £100 underpinning payment that would be paid in addition to any existing productivity or incentive schemes. The relevant section of the agreement is reproduced below:

*“From 2013 onwards, in Royal Mail an underpinning £100 payment will be paid as an ongoing increase to the current Christmas bonus. For those CWU represented grades in Royal Mail and Parcelforce Worldwide who do not receive the Christmas bonus, the following will apply: they will either receive the ongoing £100 as a payment in December of each year, or alternatively both parties can agree separate arrangements for this ongoing payment.*”

With the current challenges facing the business it is crucial that we all deliver an excellent Peak performance to keep Parcelforce at the forefront of the industry by providing great Quality of Service and an outstanding customer experience in these busy weeks in the run up to Christmas.

Parcelforce Worldwide and the CWU want to take this opportunity to recognise the hard work and contribution made by everyone in what continues to be an extremely competitive parcels market. Therefore consistent with the £100 underpinning agreement we are pleased to confirm that the £100 lump sum (pro-rata for part time workers) for 2018 will be paid in December salaries to eligible employees.

**Gary Simpson**  
Managing Director  
Parcelforce Worldwide

**Davie Robertson**  
Assistant Secretary  
CWU

Date: 23<sup>rd</sup> November 2018