



Joint Statement – Post Office and CWU

Voluntary Redundancy: Agreed Preference Exercise (Non-Binding)

As you are aware, Post Office and CWU formally started a 90-day collective consultation process on September 15 as a consequence of the proposal to reduce headcount across various sites in Supply Chain, Retail Network Operations and Retail Network Development.

We have an excellent record of working collaboratively to ensure that change is delivered with the primary aim of avoiding compulsory redundancies. It is therefore important to understand who may be interested in taking a Voluntary Redundancy package.

Those working in the areas of proposed headcount reduction are invited to express an interest in VR by sending an email to Emma Campbell, HR Business Partner by 2nd October 2020 – more details can be found on the preference form below, but in summary:

- If you express an interest in VR, you will receive a formal acknowledgement
- We are unable to guarantee everyone who expresses an interest in VR, will be made an offer
- Where Voluntary Redundancy offers are made, this will be in line with MtSF, with seniority the primary criteria for selection.
- If you are made a VR offer you will also receive a settlement agreement that will need to be signed confirming your final decision
- It has been agreed that Payment in Lieu of Notice (PILON) will be paid to all of those who accept a formal VR offer
- The MtSF taper for colleagues aged over 64.5 will not be applied in this exercise
- You should only submit your preference form if you are genuinely interested in VR.

If you have any questions, please talk to Emma Campbell, HR Business Partner for central activity, or your CWU Representative.

Lee Kelly
Employee Relations and Policy Director

Andy Furey
Assistant Secretary Postal, CWU

VOLUNTARY REDUNDANCY PREFERENCE FORM

Please note that a reply is not required

GUIDELINES

Sections 1 and 2 of this form require completion if you wish to opt for Voluntary Redundancy. Please complete this form and return to Emma Campbell, HR Business Partner, via email on emma.campbell@postoffice.co.uk or post to *Emma Campbell, HR Department, First Floor, Post Office, Finsbury Dials, 20 Finsbury Street, London, EC2Y 9AQ.*

All forms must be returned by 2nd October 2020.

SECTION 1 - PERSONAL DETAILS

NAME:		PAY NUMBER:	
JOB TITLE:		WORK LOCATION:	

SECTION 2 - PREFERENCE

Please indicate with an **X** if you are interested in VR:

	Yes
I am genuinely interested in leaving the business on Voluntary Redundancy	<input type="checkbox"/>

Please note that indicating a preference for VR does not necessarily entitle you to be accepted for Voluntary Redundancy or, by doing so, mean that you are irreversibly committed to taking Voluntary Redundancy. However, we will take this as a firm indication of your preference. Whether Voluntary Redundancy is available to you is at the Company's discretion and will be subject to MtSF terms. You should not therefore assume that you will be entitled to Voluntary Redundancy until a formal VR offer letter has been sent to you confirming your last day of service.

EMPLOYEE SIGNATURE	DATE:
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