

# The Way Forward 2000

- Followed Period Of Industrial Action
- Employment Security – No Compulsory Redundancies
- Shorter Working Week
- Way of Working

# Pay & Grading 2004

- Followed Period of Industrial Action
- New Start Times
- New Way of Working

# Pay & Modernisation 2007 - 09

- Followed Period of Industrial Action
- A fresh start to move away from adversarial relationships that persist.
- Bonus Scheme
- Way of Working
- Colleague Shares ?

# Business Transformation 2010 & Beyond

- A shared vision of modernisation
- Reduction in overall numbers of employees
- Transform Relationships
- Job Security – Managing The Surplus  
Framework – MTSF

# The Agenda for Growth 2014

- More Positive Relationship
- National Agreements re-affirmed
- Facilities Agreed & Supported
- Job Security
- Legally Binding

# Agenda for Growth

- The Employer will not outsource, sell or transfer to a company outside of the Royal Mail Group any part of its business if to do so would result in any Employee being subject to the automatic transfer provisions of TUPE.

# Agenda for Growth

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- No Employee will be engaged on a zero hours contract.
- The Employer will not engage any new Employee after the date of this Agreement on terms and conditions which are in any material respect inferior to the terms and conditions of employment of existing equivalent

# Agenda for Growth

- Nationally collectively agreed terms and conditions of employment as they apply to existing Employees shall not be worsened in any respect or changed, save where amended by agreement between the Employer and the CWU.
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- The overarching objective will be for the Employer to deliver all future change without recourse to compulsory redundancy. To maintain this commitment, employees will need to be flexible and adaptable when
- considering reasonable and suitable alternative jobs and work locations.