

No. 318/2020

17th June 2020

TO: ALL BRANCHES WITH ROYAL MAIL GROUP MEMBERS

Dear Colleagues

Re: **Coronavirus COVID-19: Supporting Members Returning to Work**

Further to LTB 298/20 published on Friday 12th June, the department have been made aware of managers in some areas attempting to ignore the 4 step process which was detailed in the LTB.

The purpose of this LTB is to reinforce the messages and instructions contained within Friday's LTB. The Union's priority throughout this pandemic is to ensure the physical and mental wellbeing of our members and their families is at the very forefront of any policies.

With this in mind, we approached and spent a long time engaging with Royal Mail to reach the process outlined in the LTB last Friday. Our objective is to make sure our members are not pressurised into coming back to work if it is not safe to do so and ensure they have any concerns addressed.

The measured and stepped approach is designed to give members the confidence to return to work safely with the full involvement of the local Branch to help and support them.

We went into detail of each step and produced the conversation documents in the previous LTB is to ensure members will know what kind of conversation they can expect and ensure any concerns will be taken into account.

Reports have been received about threats of stoppage of pay and pressure to return to work immediately, outside of the 4 step process. We have spoken with Royal Mail and have been informed guidance has been sent to HR Business Partners and HR Directors to ensure the supportive approach agreed is followed.

If members encounter any problems, CWU representatives should engage with the appropriate HR Business Partner or HR Director and attempt to resolve the issues. If no resolution can be found, Branches should make members aware of this LTB and advise them of their right to make use of the grievance procedure should they feel they are being pressurised or bullied by local Managers into returning to work or Managers are putting budgetary targets before their duty of care to their Employees.

All enquiries regarding the content of this LTB should be addressed to the **PTCS** Department, quoting reference 420. Email address: **khay@cwu.org**

Yours Sincerely,

CARL

Carl Maden

Assistant Secretary (Acting)