

No. 291/2018

15th May 2018

For the Immediate Attention of All:

Branch Secretaries with Quadrant Members
Divisional Representatives
Quadrant Area Representatives

QUADRANT PAY CLAIM & BALLOT ARRANGEMENTS

Dear Colleagues

Branches will be aware that the department has been in protracted negotiations with the business in respect of the 2017/19 pay review for our Quadrant members.

The negotiating strategy throughout was to ensure that our members were properly rewarded for their efforts and commitment to the business and to ensure that pay in real terms was protected in relation to rises in the cost of living. Discussions proved extremely difficult and were complicated by the fact that in April 2018 the up rating of the National Living Wage required an adjustment to the hourly rate for our C Grade members, which happened in advance of a final agreed settlement.

We are pleased to announce however that our discussions have now concluded with an 18 month agreement negotiated to cover the period commencing 1st October 2017 to 1st April 2019.

The agreement maximises phased, consolidated rises in hourly rates and a reduction in working time for Full Time employees (with associated increases in hourly rate for PT employees). Hourly pay rates rise by 5.4%, which matches the forecast for inflation as measured by RPI over the period of the agreement.

Below for the information of Branches are details of the agreement that has been achieved and endorsed as worthy of recommendation to our members by the Postal Executive:

THE QUADRANT PAY & REWARD AGREEMENT 2017/19

- **1% consolidated increase to basic/regional pay rates effective 1st October 2017.**
- **3% consolidated increase to basic/regional pay rates effective 1st April 2018 (based on 31st March 2018 basic pay rate for Grade C, National Pay Area, employees 2018).**

- ½ hour reduction in the FTE working week effective 1st January 2019 (the associated consolidated increase in hourly rate applied to basic/regional pay rates from this date).
- Additional x2 weeks paternity pay.
- Proactive employment enrolment into our 'Perks at Work' scheme.

For clarity for our C Grade members the 3% increase from the 1st April 2018 incorporates the increase already applied by the business to align with the National Living Wage from that date.

The next pay review will be 1st April 2019.

Branches are informed that the arrangements for an individual member's ballot in respect of the Quadrant Pay agreement 2017/19 have now been finalised with the SDG(S) department and the timetable will be as follows:

Ballot Papers Dispatched: Friday, 18th May 2018.

Ballot Closes: Wednesday, 6th June 2018.

Branch Secretaries are requested to ensure that our members are made aware of the content of this LTB and that every effort is made to encourage our members to use their vote.

Any enquiries in relation to this LTB should be addressed to Davie Robertson, Assistant Secretary, email: dwyatt@cwu.org or shayman@cwu.org quoting reference number: 301.06.

Yours sincerely

Davie Robertson
Assistant Secretary