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Your reference : n/a

Our reference : JGW AF 13 12 17 CEF

Andy Furey  
Assistant Secretary  
CWU Headquarters  
150 The Broadway  
London  
SW19 1RX

13 December 2017

Dear Andy,

### **Weekly to Monthly Pay**

Thank you for your letter to Paula of 7 December regarding the above.

As you know our position is that the changes made earlier this year were required to ensure that all employees are served by a robust and efficient payroll system which also supports meeting our Pension Automatic Enrolment obligations which were introduced in May 2017. As a matter of courtesy I should let you know that, on Wednesday 6 December, Post Office filed an appeal to the Employment Appeal Tribunal. We are appealing the Employment Tribunal decision because we want to provide clear and consistent payroll services to all our employees and we believe part of the decision has been wrongly decided. We believe we have good prospects of succeeding in the appeal.

Based on Post Office's solicitors' recent experience it could take 3 to 4 weeks from the date of filing for the Appeal to be sent to CWU solicitors. Given the Christmas break, our best guess is that the Notice of Appeal may not be sent out until early January.

However, I have today instructed our lawyers to make contact with the CWU lawyer with a view to the parties agreeing to enter into discussions at Acas by way of exploring options to resolve this matter. In the meantime, perhaps you could let me know by return whether you would be available to meet with me on Tuesday 19 December to discuss this further. I would be happy to come to CWU HQ if this would be more convenient to you. I look forward to hearing from you.  
Best Regards

A handwritten signature in black ink, appearing to read "John Whitefoot".

**John Whitefoot**  
**Employee Relations & Policy Director**  
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cc. Paula Vennells; Alisdair Cameron; Martin Kirke; Lee Kelly.