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**National and Regional RMG SHE Team/CWU Area Health & Safety Reps Meetings:  
("Fixed Focus & Grow" - FFG Meetings):**

**To: All Branches**

Dear Colleagues,

Discussions have taken place between Dr. Shaun Davis, Royal Mail Group Global Director of Safety, Health, Wellbeing and Sustainability and the CWU Health, Safety and Environment Department to review the current structure of National and Regional 'Fix, Focus and Grow' (FFG) events/meetings and their effectiveness in the current format.

After considering the options and having given the matter a great deal of thought, we have collectively reached the decision that the time has come to make some changes to these events. The changes take into account feedback from ASRs over the last couple of years and are born out of a need to make the meetings as productive as possible and maximise both ASR input as well as make the best use of everyone's time.

To this end we have agreed to change the approach to the usual October events. Rather than having one big, national event, inviting all CWU Area Health and Safety Reps in Royal Mail Group from across the UK, held in Central London, we will now hold a number of smaller, geographically-based events – ensuring these meetings are both effective and engaging, allowing ASRs to input and raise any issues they wish for debate with more time available.

The new approach will we think be beneficial for the following reasons:-

1. It responds to ASR feedback about "everything always being London based", the start/finish times being disruptive and too much travel involved for those located in the far reaches of the UK.
2. It allows improved, better quality consultation with both the CWU and Unite CMA Area Health and Safety Reps.
3. The new approach gives ASRs more of a two-way debate opportunity to input, be consulted and to have a voice that can be heard – as opposed to a front led lecture style update/briefing.
4. It makes more productive use of everyone's time as events are closer to hand with less time spent travelling.
5. The events will cover both national issues but also be regionally focussed and more pertinent so more specific issues can be discussed.

6. Three FFGs will be established, North, Midlands and South with each meeting quarterly. Every ASR from all businesses and business units will be invited to attend their local event.
7. The Royal Mail Group Global Director of Safety, Health, Wellbeing and Sustainability, Dr. Shaun Davis and his Senior Leadership Team/direct reports, along with the CWU National Health, Safety and Environment Officer and Policy Assistant are committed to a joint 'roadshow' attending one each of these events North, Mids and South.

Dates and venues are currently being considered for the new style joint regional events and Dr. Shaun Davis and his team, plus the CWU Health, Safety and Environment Department and the Unite(CMA) Health and Safety Lead are committed to these very important safety, health, wellbeing and environmental events and Health, Safety and Environment issues collectively.

A decision has also been made by Dr. Shaun Davis, Royal Mail Group Global Director of Safety, Health, Wellbeing and Sustainability that after ten years, the annual Allan St. John Holt OBE Memorial Lecture has come to a natural end. This decision has not been taken lightly and the matter has been discussed at length with both joint sponsors RoSPA and with Allan's widow. To preserve Allan's legacy, the business will be introducing a memorial trophy "*The Allan St. John Holt Memorial Trophy*" that recognises the work of the SHE community. Allan's widow has confirmed she is very supportive of this approach.

Finally, Dr. Shaun Davis has assured CWU/HQ and would also like to assure all CWU ASRs, WSRs and members of his ongoing commitment to trade union health, safety and environment consultation and engagement.

We jointly believe that we have built a very strong working relationship based on consultation and engagement over recent years. We would like to build on this and continue to take this relationship forward.

To this end, Dr. Shaun Davis is happy to consider invitations to attend and speak at ASR events planned regionally and locally. Shaun stated that he very much supports the great work CWU ASRs perform across all parts of Royal Mail Group.

*[The contents of this LTB have been agreed with Dr. Shaun Davis, Royal Mail Group Global Director of Safety, Health, Wellbeing and Sustainability].*

Yours sincerely



**Dave Joyce**  
**National Health, Safety & Environment Officer**