

8 September 2010

**Royal Mail Group**

Mr Houston

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Freedom of Information Unit  
2nd Floor  
Royal Mail Sheffield  
Pond Street  
Sheffield  
S98 6HR

foi@royalmail.com  
www.royalmail.com

Dear Mr Houston,

## **Re: Freedom of Information Request**

I am writing in response to various requests for information that you have recently made under the Freedom of Information Act 2000 (FOIA). I have set out the requests which this letter relates to below (the numbering starts at 11 as we have received 10 earlier FOIA requests from you; request 14 does not appear as it was subsequently withdrawn by you).

### Request 11

*Please can you inform me of the following?*

- 1. Do Royal Mail drivers have to legally wear their seat belt while driving Royal Mail vehicles in the course of their official Royal Mail duties?*
- 2. Reference number one above, what happens if the driver cannot physically or refuses to wear a seat belt in the course of their duties?*
- 3. How many Royal Mail drivers were fined or caught by the police in 2009 - 2010 for not wearing their seat belts while on duty?*

Cont...

#### Request 12

*1. How much money was spent by Royal Mail in 2009 - 2010 in legal fees defending employment tribunal cases brought by Royal Mail postmen and women from the letters division/business?*

#### Request 13

*regarding "have your say survey"*

*1 please can you inform me if Royal Mail managers get a bonus for the number of surveys that staff return?*

*2 are RM staff told by managers that instead of returning them individually in the pre-paid envelope they must be collected by an RM manager and go in the post box together?*

*3 is the survey form actually suppose to be given to staff and they fill it in and post it at their leisure?*

*4 have RM staff been told to fill this form in at a work time learning session and not been allowed to leave the WTL session until they have filled it in?*

*5 what is the purpose of the "have your say survey"?*

*6 do RM staff actually have to fill it in or is it purely voluntary?*

#### Request 15

*I wish to be supplied under the freedom of information act the following information,*

*1 the amount paid in bonus payments made to employees who are not postmen or women within the RG postal area on the payroll, from 1 Jan 2009 to July 2010*

*2 can you put the amounts in bands of set amounts, I do not require job titles.*

#### Request 16

*do Royal Mail managers in the delivery function force the following,*

Cont...

*1 black mail, force, or bribe postmen and women in the letters/delivery/business to carry out un-paid overtime to deliver postal items outside of their contracted hours?*

*2 what happens if postmen or women do not have the time in their duty (contracted hours) to deliver all the post?*

#### Request 17

*what happens if they have a "pay as you go phone" and can not produce a bill?*

#### Request 18

*1 how many managers were sacked or dismissed in the RG postal area in the letters/service delivery business?*

*2 how many were moved sideways to another business to avoid conduct code proceedings?*

Royal Mail considers that this information is exempt under section 14(1) of FOIA and therefore will not be providing any of the information that you have requested above. Your requests are clearly being made in connection with your claim against Royal Mail in the Employment Tribunal. As you will be aware, the Employment Tribunal has the power to order disclosure of relevant documentation as part of the Tribunal proceedings. In light of this, we consider that your requests, which impose a very significant burden on Royal Mail in terms of expense and distraction, constitute an inappropriate way of seeking material to (i) support your Employment Tribunal claim against Royal Mail for unfair dismissal and amounts you consider owed to you, and/or (ii) to inform your strategy when pursuing that claim.

If you are not satisfied with this response, you do have the right to request a review. If you wish to do so please set out in writing your grounds of appeal and send to the Head of Information Compliance, Royal Mail Group, Company Secretary's Office, 100 Victoria Embankment, LONDON, EC4Y 0HQ. An internal panel will then review the request, and you will be advised of the outcome

If, having requested an internal review by Royal Mail, you are still not satisfied with our response you also have a right of appeal to the Information Commissioner at:

Information Commissioner's Office  
Wycliffe House

Cont...

Water Lane  
Wilmslow  
Cheshire  
SK9 5AF  
Telephone: 01625 545 700  
[www.informationcommissioner.gov.uk](http://www.informationcommissioner.gov.uk)

Yours Sincerely

Kate Fearn  
Freedom of Information Case Officer  
[xxx@xxxxxxxxx.xxx](mailto:xxx@xxxxxxxxx.xxx)