

## Growth for Profit and a Share in Success

The August announcement that subpostmasters are eligible to participate in Royal Mail Group's Share in Success scheme for 2005/6 is welcome news but the target necessary is a tough one.

The scheme is based on the Group's overall profit from operations and the target is £600 million profit from operations for the year, more than last year. If the Group hits the target, every subpostmaster who's eligible for the scheme will get a gross payment of £400 which is taxable. If the target is exceeded - ie an operating profit of £650 million or more, then the payment will rise to a maximum of £500.

The Federation has worked hard for subpostmasters to be included in this new scheme and it is, in effect, a better deal than the previous Royal Mail Renewal Plan for which subpostmasters were NOT eligible. That scheme paid out £1,074 over three years, under £360 per year. The Share in Success Scheme at £400 will reflect success over one year.

In making the announcement, Group Chairman Allan Leighton said that to achieve the target, the support of all subpostmasters was necessary to make the Group a more efficient organisation, providing an excellent service to customers.

Allan Leighton said: "The most important thing you can do to help is to get behind the focus products, promote them and drive up sales. Let's aim high!"

Colin Baker, NFSP General Secretary, said: "We are pleased that subpostmasters are included in this round of Share in Success. Subpostmasters make an enormous contribution to the Post Office® network and it is only right that this be recognised.

"By including subpostmasters, Royal Mail Group will benefit as I know subpostmasters will react positively. Including subpostmasters in the scheme is a good, positive indicator towards building relationships and addressing the problems of the future," he added.

Many members may already have thought about how they can help deliver the growth in profit necessary to reach the target figure. For those who are not sure, here are a few pointers:

- Think about your customers and what they want from your business.
- Think about competitors and how to keep them at bay.
- Think about where you work and the service you offer. Could you do things better? Cheaper?
- Get more involved in making your business more commercial, more flexible and better able to compete in the future.

To qualify for the Share in Success scheme, you must have worked continually throughout the 12-month period from 4 April 2005 to 31 March 2006. Employees of subpostmasters are NOT included in the scheme.

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