Cooperation negotiations relating to change in Posti Groupâ€™s operational model have been completed

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The cooperation negotiations initiated by Posti Group in September 2020 concerning mainly expert and supervisory positions in Finland have been completed. The reason for the cooperation negotiations was the change in Posti Groupâ€™s operating model aimed at accelerating the renewal of the Groupâ€™s business operations and at increasing agility and productivity especially in the long term. The changes also aimed to improve the Groupâ€™s cost structure to ensure future competitiveness.

At the beginning of the negotiations, the estimated total redundancy need was up to 130 positions. The result of the negotiations was that the targeted changes could be realized with a smaller number of redundancies. The operational reorganization and efficiency measures will result in the termination of employment of up to around 90 regular employees. We will provide re-employment support for those in scope of the redundancies, for example, in the form of re-employment coaching. Freight Services and Transval have not been in scope of the negotiations. Posti employs about 22 000 people.

“Due to the disruption of the postal industry and the strong digitalization trend, part of our business has changed permanently. The next three years will be a critical time for accelerating our renewal and securing our competitiveness. It is highly unfortunate that the current change in our operational model requires staff redundancies. We will support our personnel during the change. In the future, customer needs and competitive advantages will differ increasingly between our business groups. We must ensure that our operational model matches these needs in the best possible way,” says Turkka Kuusisto, President and CEO of Posti Group.

Following the change in the Group’s operating model, Posti’s business groups will have greater profit and loss responsibility and a broader role in developing and directing their operations. The goal is to allow each business group to meet its changing customer needs in a better and faster manner. The operational efficiency of the business groups will be improved, and joint group functions will be streamlined and reorganized.

The planned changes and improvement of operational efficiency will also obtain

significant savings. Cost savings are sought also in many other ways, for example, through reviewing the ratio between outsourced work and work done by Posti's own employees.

Source: Posti

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