

Outdoor Department Monthly E-Bulletin



For CWU members working in Royal Mail Deliveries, Collections, SPDO's and Royal Mail Property & Facilities Solutions Ltd (previously ROMEK) Cleaners

Issue 50 November 2017



Outdoor Secretary's Introduction

Dear Colleague,

Due to the current discussions taking place as part of the mediation process there are very little updates that can be reported at present. Whilst we fully understand that Branches and reps will feel frustrated by this it is a part of the mediation process. As we have said from the outset, the pressure is on Royal Mail Group to shift its position and meet the CWU's key objectives around Pay and the Four Pillars of Security and negotiate seriously.

Once the mediation process has been completed, I am planning on commencing Delivery Office visits to get out and about amongst our members to listen to their issues and concerns, as well as discuss the future challenges within Delivery. After spending so much time in rooms with senior managers over the last few months, believe me talking to our members on the front line that actually do the job, day in day out is a very welcome relief.

In addition I will also be looking at how we can arrange another question and answer session through the Union's Facebook Live channels, but this will be subject to the outcome of the mediation process, the dispute and the next steps.

In Delivery Offices members are about to go into the busiest time of the year and the work our members do during this period is greatly appreciated by the CWU and the general public.

Mark Baulch
Assistant Secretary

Delivery Issues / General Update

Christmas Arrangements

Further to previous discussions on the subject of afternoon / evening delivery of parcels at Christmas, and the overall Christmas Arrangements for 2017. There remain some key differences between both parties and at this current time there is not an agreement in place.

In relation to the subject of afternoon / evening delivery of parcels the position remains that volunteers will be sought from existing staff (Duty Holders & Reserves) within each Delivery unit including both FT and PT employees.

Exceptionally where there is a shortfall of volunteers to move their duty attendance then units may seek volunteers to undertake this work by offering:

- Less than full time employees the opportunity to perform full time hours undertaking the later parcel delivery operation for the duration of the Christmas period.
- Scheduled Attendance, across the full week on a pre-scheduled basis and in line with the existing contractual arrangements.
- A number of volunteers from neighbouring offices including both FT and PT employees.

Further developments will be reported via LTB's to Branches in due course.

Delivery to Neighbour

Further to the endorsement of the agreed National Terms of Reference – Full Outdoor Route Production Study and Future Planning Value Maintenance. We were due to be presented the outputs from the study but due to the National Talks being extended this had to be rearranged for 27th November. Further updates will be reported following this meeting.

Door to Door

As previously reported, the industrial engineers have completed their study and we are awaiting a presentation of these outputs/findings from them. In addition the method and product is subject to the Future Design Talks, however we have been made aware that Royal Mail is in the process of pursuing a further Business Case for automation. At this stage we have no further information but have requested this and once received will update accordingly.

Uniforms General

Further to LTB 590/17 and previous updates given to Branches in relation to the pursuance of Branch motions carried by CWU Annual Conference regarding Uniform provision and other related issues, the Outdoor Department has been in discussions with Royal Mail regarding all of the motions and whilst there have been LTB's issued by the Health, Safety and Environment Department, relating to issues around Safety, it is predominately the Industrial Department that has responsibility for progressing the majority of these policies.

As such, we would want all Branches and Area Reps who have feedback on the current trials regarding Panther Easyflex Trainer Style Footwear or the Bandera Style Footwear to feed this back to the Outdoor department in order to ensure that the practicalities of their use in the day operation of deliveries is captured and fed back.

Finally, discussions with Royal Mail regarding updating the current National Uniform Agreement, which has remained in place since 1999, are progressing and these talks should further enable the union to move conference policies forward.

Driving Arrangements – Road Safety Strategic Involvement Group

Further to previous updates on the subject of safe driving initiatives, RM and Pertemps have since developed a 1 hour classroom session covering key road safety subjects which offers a lighter touch to the full 4 hour one-to-one courses. The new session targets behavioural change and attitude to risk where improvements to driving behaviours are sought, either within a unit or for an individual at high impacting units, or following an increase in collisions.

The roll-out of the above two initiatives will be based on requests from offices to use them, or where it is identified there are high impacting units.

Concerns are continually being raised around Workplace Coach issues which are being addressed on an 'as and when' basis. A meeting has been arranged for the 23rd November when it is hoped a Joint Statement will be drawn up.

Further updates in regard to the above will be reported in due course.

Royal Mail Property & Facilities Solutions Ltd (previously Romec) and Servest

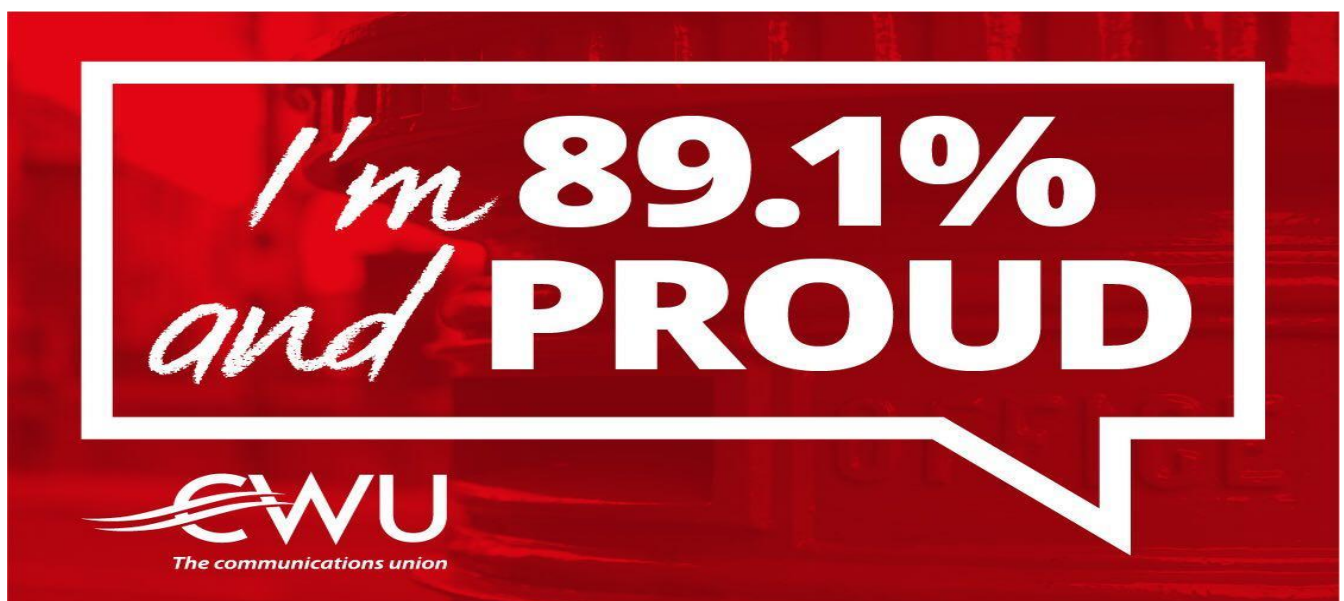
PAY AND CONDITIONS/CONTRACTS

Further to the previous updates, we have exchanged some dialogue with the company and the matter is still being considered by them on the issues relating to O/T and S/A.

In addition, we have also received reports that Royal Mail Property & Facilities Solutions are acting outside of the agreement in relation to the removal/cutting of hours and this has now been raised as a point of principle.

An initial meeting took place at ACAS and we are awaiting the outcome of further discussions. In parallel to the discussions through mediation and without prejudice to these, the company have agreed to look at the financial implications incurred by individuals' payments for Sunday overtime and we are waiting for further correspondence and meetings to hopefully resolve this issue.

A response from Royal Mail Property & Facilities Solutions on the wider outstanding issues is still awaited, however the issues relating to transfers between Royal Mail Property & Facilities Solutions and RMG has now been brought into the ongoing talks on the transfer review process. We are now looking to progress this issue as a matter of urgency to conclude an agreement on a new IR framework.



Outdoor Department - This Month's Frequently Asked Questions:

Q: I have heard it said in my office that Royal Mail will expect us to take photographs of parcels left in a secure place, is this true?

A: At present we are in discussions with Royal Mail regarding PDA's and what functionality the device has both in terms of supporting Royal Mail's vision for enhanced data driven information, and also what product offerings it could be used for to provide customer information and look to win new contracts to support growth. At this stage these discussions are at an early stage and there is no agreement to taking photos of delivered items and this aspect has not been discussed with Royal Mail in any detail. The first enhancement on the device will be the ability to record when and where delivery to neighbour has taken place and this is anticipated to be launched in February onward, but further updates on this will be reported in due course.

Q: I'm an OPG. How am I able to know whether my vehicle has an MOT and is taxed?

A: The process required for an OPG to establish MOT status of an OMV can be a challenge. All vehicle visits should be recorded in the vehicle log book but this is not always adhered to and therefore is not always considered to be reliable. Royal Mail Fleet produce a regular, Due / Overdue Report to all units and it is shared with the DOM for action, and has been relied upon as the only means of status check to date. A third way for anyone wishing to check the vehicle MOT status is on-line via the web site; www.vehicleinformation.uk where you simply input the registration mark and vehicle make to identify the MOT test date. This is obviously rather cumbersome given the Driver does not have direct access to a computer to navigate the internet. Such an issue came to light recently whereby a vehicle MOT was reported to have expired by some six weeks.

Since the recent moves to ensuring all vehicle details (tax/insurance/MOT) are now compiled by the DVSA, there is no longer an 'at a glance' approach towards vehicle checks via the tax disc which was displayed in the corner of the windscreen. This matter has been raised with Fleet Engineering who have agreed to provide a simple format which can be easily displayed within the vehicle cab area and updated on a regular basis e.g. next MOT Due Date Sticker on the windscreen, sun visor or log book. Royal Mail Nationally will construct and share such an option with the CWU prior to its production which should hopefully be a matter of weeks. Meanwhile Drivers are encouraged to check the vehicle's MOT status via the **Due / Overdue Report** as provided to the DOM.

If you need further information or CWU HQ publications on any of the above mentioned topics, please contact your local Branch Secretary or local representative in the first instance, or email: outdoorsecretary@cwu.org

Please ask your colleagues to sign up to receive the Outdoor Department E-Bulletin by providing their name, membership number, workplace and email address to: outdoorsecretary@cwu.org

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