

DRAFT

WITHOUT PREJUDICE

**AGREEMENT BETWEEN ISLE OF MAN POST OFFICE AND THE
COMMUNICATION WORKERS UNION REGARDING THE 2008 PAY
REVIEW**

INTRODUCTION

This agreement, between the Isle Of Man Post Office (IOMPO) and the Communication Workers Union (CWU) sets out the agreed conclusion of the 2008 pay review for all CWU represented grades employed by the Isle of Man Post Office.

Both parties recognise that the future prosperity and growth of the business depends upon the ability to improve operational flexibility, out perform competition, maintain and improve quality of service and increase market share. This agreement equally recognises the value which all employees provide to the business, its customers and its future successes.

Against that backdrop this agreement is based on those balanced interests and seeks to lay the foundation for continually improving industrial relations and evolving business modernisation.

AIMS

- To protect the standard of living of all employees and to maintain and improve reasonable earnings expectations.
- To promote the concept of everyone working for each other, and the success of the business and everyone having a share in the reward.
- To maintain and improve efficiency and job satisfaction via the creation of a more motivated workforce operating in a mature and modern environment.
- To improve our competitive edge and performance.

THE OFFER

PAY

An increase of 4.1% on basic pay, overtime and all pay related allowances with effect from the 1st April 2008. See attached schedule for allowances.

QUEENS BIRTHDAY

The practice of some CWU represented grades exchanging this day for overtime will cease upon the acceptance of this agreement. Employees entitled to the day will only be able to take the day as leave in the future.

DOOR 2 DOOR

Both the Isle of Man Post Office and the CWU are acutely aware of the commercial reality and advantages of moving to a maximum of 5 items per address point per week whilst not exceeding 300 grams and maintaining the current 'ad hoc' delivery arrangements on larger/heavier items.

It is equally understood that to develop an effective method to increase the number of door to door deliveries both parties need to work together to find an operational solution.

Against that backdrop it is agreed in principle to increase the maximum drops per week to 5 items per address point with a Joint Working Party established to resolve any operational concerns.

It is a jointly agreed objective to target the introduction of this change no later than the 1st October 2008, but much earlier if possible. Responsibility for the implementation of this change will fall jointly on MD Mails and the local CWU Branch Secretary.

ADDITIONAL FLEXIBILITY TOWARDS THE LATE ARRIVAL OF MAIL

It is agreed that the Isle of Man Post Office and the CWU will both jointly and individually lobby all interested parties to seek an arrangement which would allow the mail plane, which is loaded by 03.15 at East Midlands Airport, to fly to the IOM and arrive at the airport prior to 06.20 which is the current time the Isle of Man airport opens for aircraft landings.

Clearly from a mail perspective this would ensure quality of service and would be of major benefit to the whole Island if special and separate arrangements were made to receive this plane and the mail that it carries, prior to the standard 06.20 aircraft landing time.

In the meantime it is agreed that if the mail is late arriving to the Island but arrives at the Douglas Mail Centre at any time up to 08.00, the CWU will agree to process the 1st Class (**a clear definition of what is 1st Class is listed overpage**) and deliver the mail but book no



additional overtime. The current practice of sorting mail on hand (mail sort and 2nd Class) whilst waiting for the arrival of late mail will continue, however such mail will only be included in the actual preparation and delivery on an individually agreed basis.

If the mail arrives later than 08.00 then normal arrangements will apply in regard to the late mail procedure.

If the mail is simply heavy, as opposed to arriving late, then normal arrangements will apply.

First Class Mail is defined as follows:

Royal Mail & Parcelforce products:

1. All Priority Services Mail
2. All PPI Mail Bearing "1" indicia
3. All Mail (whatever the indicia, stamped, meter or other) contained in 1c bags
4. All machinable DSA (Downstream Access) Mail
5. All Parcelforce Items
6. All Branch Direct items

Isle of Man Post Office products:

7. All local mail

The late mail flexibility procedure will commence immediately upon agreement of the pay agreement offer.

As part of this agreement both parties agree and commit to continue to develop a jointly cooperative relationship.

Both parties equally agree to continue discussions on the modernisation of the Isle of Man Post Office to make it more customer focused and commercial. It is agreed that a joint working committee will be set up to discuss modernisation and increased flexibility. The terms of reference for this committee will be agreed prior to the commencement of any such work.

SCHEDULE OF ALLOWANCES

FIXED RATE ALLOWANCES

	Rate at 01/04/07	Proposed new rate w.e.f 01/04/08
Saturday attendance Post Persons	13.91 per day	14.48 per day
Driving	3.07 per day	3.20 per day
Split Duty, Douglas	12.81 per day	13.33 per day
Split Duty, Ramsey	8.50 per day	8.85 per day
Enhanced Holiday Pay (up to six weeks maximum)	46.33 per week	48.23 per week

OTHER PAY RELATED ALLOWANCES

The following allowances are calculated using the revised rate of basic pay:

Saturday Allowance paid by the hour (CO, Retail, Cleaners)	0.5 x basic pay
Night Duty Allowance	0.3333 x basic pay