

## JOINT STATEMENT OF APPROACH BETWEEN RM NETWORK AND THE CWU REGARDING RDC AUTOMATION

### Introduction

On the 24<sup>th</sup> July 2008 Royal Mail Network management confirmed to the CWU at National level that the business now had authority and would be progressing with a programme of automation in the RDC network.

The degree of investment was considered to be £6.7 million, £2.9 million in Boom Conveyors and Scanners and £3.8 million on full automation to be trialled in SWDC and NDC.

The Pay and Modernisation Agreement gave commitment for joint cooperation with such activity however both parties agreed that it made sense to have a clearly understood joint structure covering the programme defining local open behaviours and National support.

### Proposed Programme Of Installation

<b>Site</b>	<b>Installation</b>	<b>Ready for Service</b>
YDC	25 <sup>th</sup> August 2008	1 <sup>st</sup> October 2008
NDC	15 <sup>th</sup> September 2008	24 <sup>th</sup> October 2008
SWDC	22 <sup>nd</sup> September 2008	31 <sup>st</sup> October 2008
NHC	29 <sup>th</sup> September 2008	7 <sup>th</sup> November 2008
SDC	8 <sup>th</sup> October 2008	14 <sup>th</sup> November 2008
NWDC	13 <sup>th</sup> October 2008	21 <sup>st</sup> November 2008
PRDC	20 <sup>th</sup> October 2008	28 <sup>th</sup> November 2008

# These dates are proposed and could be subject change as the programme rolls out, but any changes would be jointly discussed. Equally there maybe a need for preparatory joint planning works in each location prior to installation.

### RDC Automation Programme Structure

The programme will be overseen at National level by Ray Young, Regional Distribution Centre Automation Deployment Manager and Mick Kavanagh CWU PEC member.

It is agreed that the National overseers will meet local management and CWU representatives at each site prior to the introduction of automation activity in their particular unit. At this meeting they will explain the activity to take place and brief the expectation of how they should work together, share information and agree solutions to the operational and people impact at each site.

Robust arrangements must be organised at each site to ensure that the local CWU representative(s) and CWU H&S representatives are totally informed and involved in all aspects of the deployment of this kit and the effect on working arrangements.

Both parties agree that it is important to ensure that all employees and CWU members are fully and regularly briefed and express opinions on the proposed activity, both prior to and during deployment. Against this backdrop local managers and CWU representatives will need to determine how that should be carried out and ensure that such information share and gathering is conducted jointly. It is understood that this process is designed to inform the normal negotiating process and not replace it.

Should there be any problems regarding the above they should be brought to the attention of the National overseers of the programme, who will seek to support and offer potential solutions to continue progress. In the event that a problem still remains unresolved that it will be referred to Bob Phillips, General Manager RDC's and Terry Pullinger, CWU National Officer.

### **Local Level Joint Responsibility**

At local level both parties will be responsible for the following;

- Establishing effective, negotiation, consultation and communication processes.
- Achieving agreement on the people's impact of the automation in for example, duty arrangements, earning packages, attendance times etc.
- Ensuring safe systems of working.
- Robust training requirements.
- Arrangements that maintain QofS and performance both through the transitional stage and ongoing.

All discussion will be conducted within the spirit and intent of current National agreements, in regard to productivity arrangements for RDC's these are covered by the 'National Interim Indoor Productivity Scheme' and the 'National Efficiency 50:50 Scheme'.

Notwithstanding the support processes detailed above, should any issue proper to negotiation and agreement, be the subject of a disagreement then it will be dealt with inline with the IR Framework agreement.

Ray Young  
RDC Automation  
Deployment Manager

Terry Pullinger  
Assistant Secretary  
CWU