

AGREEMENT BETWEEN ROYAL MAIL LOGISTICS AND CWU FOR THE USE OF DOUBLE DECK TRAILERS

1. INTRODUCTION

This agreement has been negotiated to ensure that clearly understood and agreed mechanisms are in place to ensure appropriate and adequate discussion takes place at the appropriate level to introduce the use of Double Deck Trailers within the Logistics Business Unit.

Royal Mail Logistics and the CWU both recognise the need to operate a competitive and cost effective network. It is also recognised that there is a need to invest in new technology in all areas and that in order to achieve this, the use of industry standard equipment, along with best working practices, new innovation and safety are essential. Double Deck Trailers are seen to be an example of best industry practice and innovation and have previously been used in other parts of the business. This agreement sets out the basis for the future introduction of this equipment, which will enable cost and quality improvement.

Both parties recognise that the future of the business depends upon the ability to improve viability, beat competition and increase its market share. It is equally recognised the value which all employees provide to the industry and its customers and it is against that backdrop that proper consultation will take place at all levels, in line with the spirit and intent of previous agreements between Royal Mail Logistics and the CWU in the development and roll out of these vehicles.

2. NEGOTIATION / CONSULTATION

Royal Mail Logistics recognise the CWU as an essential participant in the consultation and negotiation process associated with the introduction of Double Deck Trailers. Both parties recognise there are a number of benefits to the business and employee morale that can be realised through good industrial relations. It is jointly recognised that the enabler to this is the greater involvement of the CWU at the earliest possible opportunity.

Such benefits are summarised as follows

- The early involvement of CWU will lead to improved policies and planning because earlier involvement leads to more informed decision making.
- The implementation of the change associated with this agreement will be made smoother because a greater degree of understanding will have been established at the planning stage.
- Improved understanding of the overall direction of the business and employee needs will allow for better informed input into future and present plans.

It is further agreed between both parties that the timely exchange of quality information at the planning stage will ensure the smooth introduction of these trailers on time and ensure employee morale is maintained. Therefore, regular communication through the CWU for its members is considered a crucial factor for the introduction of this type of vehicle and the implications they may have on duties. Negotiations should take account of quality of service, earnings

opportunities and the ability to develop and increase flexible working options and more socially acceptable duty patterns.

In the event that agreement cannot be reached between Royal Mail Logistics management and CWU representatives then the disagreement process will be invoked using the appropriate IR Framework agreement.

3. ROUTE PLANNING

Royal Mail Logistics and the CWU will plan and agree the introduction of Double Deck Trailers for use on the most appropriate routes, taking into account cost effectiveness, efficiency, quality of service, earnings opportunities and socially acceptable duty patterns in line with the terms and conditions contained within the Harmonisation Agreement.

4. SURPLUS STAFF

It is agreed that in situations where a surplus of staff arises as a direct consequence of the introduction of Double Deck Trailers, these will be dealt with within the agreed procedures contained within the MTSF Agreement.

5. HEALTH AND SAFETY

Royal Mail Logistics and the CWU jointly recognise that Health and Safety is of paramount importance and agree that a full risk assessment of Double Deck Trailers will be carried out to ensure both operational and maintenance regulations, in compliance with Health and Safety legislation, are adhered to. Initially this will be jointly carried out at a National level and on completion of this risk assessment procedure appropriate Safe Systems of Work (SSOW) will be drawn up and agreed locally for each operating unit with the full involvement of all local Health and Safety managers and representatives. In the event of any change in the current legislation there will be a review of all relevant practices to ensure compliance.

6. TRAINING

It is agreed that all employees required to use the equipment will receive full training prior to implementation or using the equipment. If such training should impact on an individual's ability to carryout normal duties, it is agreed that they will receive no loss of overtime, scheduled attendance or bonus payments as a consequence.

7. Any questions of interpretation, implementation or application of this agreement shall be referred to the respective Headquarters as a matter of urgency.

SIGNED ON 8TH SEPTEMBER 2004 BY PARTIES NAMED BELOW

Signed.....

**TERRY PULLINGER
ASSISTANT SECRETARY
CWU**

Signed.....

**KEN MABBETT
OPERATIONS DIRECTOR
ROYAL MAIL LOGISTICS**