

- Those currently in receipt will retain the pensionable allowance on a reserved rights basis.

Bonus Schemes

Changed

- All current schemes will cease from 01/10.2011
- The current CSV allowance will cease from 01/10/2011
- £5 per week permanent (non-pensionable) supplement to basic pay will be introduced from 03/10/2011 (01/10/11 for monthly paid) – increasing to £10 per week from 02/04/2012 (01/04/2012 for monthly paid) for all Technicians (excluding apprentices).
- A new productivity scheme is being considered at national level.

Introduction of Saturday Scheduled Attendance

Service Centre's currently provide for weekend cover either through being built into attendance patterns or through ad-hoc overtime. It is now agreed in Service Centre's where contractual attendance is required on Saturdays this will be provided by Scheduled Attendances (SA) and will follow the principles of existing national agreements covering SA attendance. The number required will be based on the unit Resource Plan and agreed in line with the revision process. Saturday SA multiplier is x1.5 the rate.

In Service Centres where there is insufficient take up of SA and guaranteed attendance is required, FMS reserve the right to schedule attendance on Saturdays as a normal duty in line with the existing national SA agreement.

Ad-Hoc overtime (not guaranteed) to cover Saturdays will remain non-contractual and will attract a multiplier of x1.5 the rate.

(Note any SA's agreed out with Saturday's will be paid at the appropriate overtime rate)

Attendances & Shifts

Attendances

This review was undertaken to reflect the changes in operating hours within Royal Mail Logistics, Delivery and Distribution functions over the last few years. Additionally, the review identified there was a need to align Service Centre shift start and finish times with those changed operational requirements, while taking into account staff preferences, where possible.

Attendances will be constructed in a way that allows the Shift Supervisor the ability to brief staff regarding priorities for the forthcoming shift and review performance of the previous 24 hours.

Shift & Allowances

Royal Mail and CWU recognised there was a need to change the shift payment structure but protect those covered by the current terms.

This agreement introduces a new shift allowance structure based on the following principles and terms:

1 Reserved Rights for existing employees

- 1.1 Employees currently receiving NDA, or shift allowances under the Double Day Shift and 24 Hour Shift Working agreements, will have reserved rights to NDA and the current shift allowance arrangements.
- 1.2 Employees not currently in receipt of NDA or shift allowances but moving onto attendances or shifts ending after 18.00 as part of the transformational revision process which attract payments of NDA or shift allowances under the Double Day Shift and 24 Hour Shift Working agreements will have reserved rights to the current shift allowance arrangements.
- 1.3 Employees at 1.1 and 1.2 above who cease shift/rotational working will retain reserved rights to the current shift allowance arrangements should they subsequently return to shift/rotational working.
- 1.4 Employees not currently receiving NDA or shift payments and moving to rotating attendances 06.00 to 18.00 will receive a one off non-pensionable payment of £1,000. There will be no shift payments due to such employees for these rotations and they will not have reserved rights to existing terms. Any such employees who subsequently move to late or night shift rotations as part of a future duty revision will do so on the new terms.
- 1.5 Employees not currently receiving NDA or shift payments and not moving to rotating attendances with shifts ending 18.00 or later will not be eligible for the £1,000 lump sum payment. There will be no shift payments due to such employees for these rotations and they will not have reserved rights to existing terms. Any such employees who subsequently move to late or night shift rotations as part of a future duty revision will do so on the new terms.

2 MTSF

Employees moving from shift rotations to attendances attracting no shift allowances or reduced amounts of shift allowance under the transformational revisions will receive the appropriate MTSF protection. MTSF pay protection will apply to loss of shift allowances under future revisions where they meet the criteria of the MTSF agreement.

3. New Shift Payment structure

New Basis for Payments

Redefined

- Shift payments will be based on the shift actually worked
- The payments will be made on the basis of a pensionable assigned allowance (in accordance with standard RM rules):

In summary –

Shift payments are pensionable and contributory (where appropriate under pension scheme rules) and paid in current week

Payments are made for work within conditioned hours only. There is no additional payment for hours worked as overtime or SA. Ad hoc payments will be made on an intermittent pensionable basis (one week in arrears) where employees perform the appropriate task within conditioned hours on an ad hoc basis rather than as a normal requirement of their job.

Payments are made pro-rata to conditioned hours (including single-rate overtime) to less than full-time employees.

Job holders will continue to receive shift payments while they hold a qualifying job, including during all annual leave. Payment will continue during periods of sickness or other absence from work, except that payment will cease after any single spell of two months continuous absence from work. Each spell of absence is treated separately for this purpose. However no payment will be made for any period of absence on less than full pay.

New Shift Allowances

Redefined

- **Only paid for actual shift worked**
- £90pw for N/S
- £60 for L/S finishing between 20.01 & 22.00
- £36 for L/S finishing between 18.01 & 20.00
- No shift allowance for day attendance between 06.00 & 18.00

Payments for 24hr Rotations

Redefined

- Payments based on allowances for actual shift worked within the rota (see above)
- All 24 hr rotations will be agreed on a 1 night shift in 4 basis

Payments for fixed nights

Redefined

- £90 per week.

Other Pay related Issues

£700 Payment BT 2010

- A £700 individual payment will be triggered on a SC by SC basis. Paid upon the agreement and implementation of the transformation revisions.

Shorter Working Week

- The negotiation on Service Centre operating hours will be based on a 36.5 hour week.

PTA – Postal Technician Assistant

- The PTA Grade will become obsolete
- Existing PTA's will be upgraded to PTT where qualifications and or experience are sufficient to meet current requirements. Further training requirements will be reviewed.
- Existing PTA's without the necessary qualifications or experience will continue in their current role. The potential for a new unskilled grade in larger workshops will be jointly reviewed by RM and CWU

F&MS Technical Coaches

- This is a new role and will necessitate 2 technicians per FSM area (10 in total) to be upgraded to Shift Supervisor pay and conditions to undertake technical coaching.

£300 will be payable on deployment of "total transformation plans", on a cluster by cluster basis. For the sake of clarity total transformation plans for the service centre network will comprise of the following elements:

- Service centre rationalization and organization
- Revised Service Centre operating hours
- Revised customer service operations
- Revised maintenance booking procedures
- The outputs of the reserve vehicle review

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Royal Mail

Communication Workers Union

Date