

No. 184/2018

29<sup>th</sup> March 2018

**For the Immediate Attention of All:**

Postal Branches with Network Members  
Divisional Representatives  
Regional Organisers  
Area Distribution Representatives  
LGV Representatives

Dear Colleagues

**Agreement between Royal Mail Logistics and the CWU on Resourcing Guidelines for the Deployment of the Network Revision 2018**

Branches will be aware that in March 2017 activity commenced in relation to Network Review 2017. Ultimately, however no revision activity took place during 2017 due to various anomalies identified in the data gathering process and the issue became part of the National discussions that were taking place.

Following the conclusion of the National agreement, discussions have re-commenced in relation to the review and the business has re-presented the revised proposals to the Network Working Group (NWG). The group has reviewed the proposal, which has been significantly mitigated from the original proposal and has agreed that this may now be progressed to Stage 3 of the process. An Agreement has been concluded to enable local activity to commence in line with the agreed framework.

Again discussions have centered on opportunities to mitigate the proposed headcount reductions by addressing current resourcing practices, maximising internal resourcing options and markedly reducing the current considerable reliance on agency or external driving resource.

Building on the experience of previous years, the attached agreed Resourcing Guidelines should assist representatives and Branches in progressing local discussions on Stage 3 of the Network 18 proposals. The guidelines cover a range of resourcing options and again provide clarity on an agreed position on a number of recurring issues such as Leave Reserve ratios, coverage of Ad-Hoc workload through Flex duties, the use of "as directed" time in duty construction and the movement of work elements between VOC's in area solutions.

The Stage 3 Local discussions will now commence on Tuesday, 3rd April 2018 and release has been arranged for representatives to fully prepare and participate in the process. As in previous years the NWG will be available to advise and assist Branches and representatives in dealing with proposals where required. Given the complexity of the discussions in this

revision, duty construction should be targeted to conclude by early June 2018 and progress will be monitored continuously by the NWG and a final National implementation date will be agreed and communicated to Branches and representatives.

The department would like to take this opportunity to place on record our thanks to the members of the NWG for their ongoing assistance on the Network 18 discussions.

Branches are requested to bring the contents of this LTB to the attention of all our Professional Driver members as a matter of urgency.

Any enquiries in relation to this LTB should be addressed to Davie Robertson, Assistant Secretary, email: [dwyatt@cwu.org](mailto:dwyatt@cwu.org) or [shayman@cwu.org](mailto:shayman@cwu.org) quoting reference number: 233.13.

Yours sincerely

**Davie Robertson**  
Assistant Secretary