



Shorter Working Week (SWW) Engineering and CWU Joint Statement

In the context of our shared vision to achieve the 35 hour working week it is agreed that our joint commitment is that this will be completed by 2022, and before that date where further reductions are agreed in connection with technological and operation change and pay reviews. We recognise there are different start points with different grades within Royal Mail Group which may require alternative and imaginative solutions to determine how the value of the change in working hours will equally apply to all employees.

The starting point for engineering technician grades is a 37.5 hour working week and this Joint Statement focuses on a reduction of 1 hour to a 36.5 hour working week by 1st October 2018 based on the achievement of the enablers that are detailed in the 2018 National Agreement.

It is acknowledged in the agreement that:

- Shorter working hours does not always translate into shorter working days but can be used to create inventive duties, structured in a mutual interest balanced way in regard to fair and manageable workload and efficient and effective duty patterns that fit future customer needs. (Ref: Section 13, Shorter Working Week, National Agreement 2018)
- A review will take place at each Mail Centre. This will be undertaken using the business current planning tools and will be conducted in line with current resourcing agreements and will ensure that the reduction in working time will be deployed in the most effective manner while ensuring that full operational coverage is maintained across the 24 hour daily workplan while ensuring fluctuations in demand can be efficiently processed. (Ref: Section 16.2.1, Joint Activity to Deliver the 1st hour of the SWW, National Agreement 2018)

SWW reduction of 1 hour

1. Transition from 37.5 hours per week to 36.5 hrs per week
2. This 1 hour reduction to the working week for the engineering technicians will be achieved by 1st October 2018 (Ref: Section 13, paragraph 4, National Agreement 2018)

It is anticipated that this reduction in working time can be achieved without significant change to existing attendance patterns by, e.g. reducing shift handover periods consistent with Engineering 2000. Discussions will take place between the local Engineering Manager and CWU representative on a timely basis to ensure that the necessary changes are agreed in good time for implementation on 1st October 2018.

Signature	Signature
James Baker : Chief Engineer	Ray Ellis : CWU TSS
Date:	Date: