

No. 041/2019

24th January 2019

Terms of Reference between Royal Mail and the Communication Workers Union for Joint Working around Work Measurement and Planning Value Development within Deliveries

Dear Colleagues,

As Branches will be aware, the Guiding Principles Agreement (Four Pillars Agreement) contains at paragraph 10.2 a section which relates to efficiency and productivity measures used within the company. The section includes within it the need to review the current measures involving all functions in order to arrive at an agreed and recognised measure.

Although this activity outlined above and the exact detail of the review is still being developed and would in itself be subject to a separate agreement, as a result of some initial meetings taking place with Royal Mail last year, it became apparent that whilst there are CWU nominated and trained Industrial Engineers within other functions there were none who were from or working to the delivery function. As a result of this dialogue with Royal Mail, the company indicated in August 2018 that they were prepared to offer three places on a training course in order to provide a similar opportunity within the delivery function. We believe this will be of great benefit to the CWU going forward in relation to the likely amount of different trials and proposed changes to methods which will need evaluation from a CWU perspective.

Consequently, three CWU nominees were put forward and have now successfully completed the necessary training and will be available to carry out the work on behalf of the Outdoor Department as of January 2019.

We have concluded a Terms of Reference with Royal Mail (attached), which has been cleared by the Postal Executive, and which sets out the agreed activity and engagement and outlines the way the CWU nominated Industrial Engineers will work in delivery, along with their roles and remit and any necessary support which may be required.

Whilst developments in this area will be subject to ongoing review and the attached TOR reflects arrangements already in place and agreed by the Union covering other functions, the establishment of the three CWU nominated Industrial Engineers is seen as positive in terms of genuine engagement with Royal Mail around work measurement and planning value development within deliveries.

Any enquires as to the content of this LTB should be directed to the Outdoor Department, reference 150.02, email address: outdoorsecretary@cwu.org.

Yours sincerely,



Mark Baulch
CWU Assistant Secretary