

Joint statement on excess travel expenses and the SPDO rationalisation programme

Royal Mail and CWU have held constructive discussions around a number of individual ETE queries arising from the SPDO rationalisation program and related disagreements. It is recognised that these cases often have a number of factors which can complicate interpretation of how to apply MtsF, hence Royal Mail and CWU have agreed the following principles to be used going forward within the SPDO closure program and to resolve historical individual cases dating back to April 2016.

Standard MtsF ETE provisions apply as a default to employees travelling to the old and new site on a like for like basis in private vehicles or public transport, namely

- 3 / 5 years' Excess Faresor
- £800 lump sum if travelling time extended by more than 15 minutes each way, or
- £150 change in work location payment

It is however recognised that in some SPDO closures arrangements are made such that employees can continue to commence/finish their duty at the same location e.g. the van they use for their duty is picked up from the same place as before and they travel to the DO to collect their delivery in duty time. In these cases, the £150 change in work location payment will not apply.

Overnight Retention of RM Vehicles

Due to the rural nature of SPDOs and the lack of yard space within the SPDO network, a significant proportion of employees garage a fleet vehicle at their home (ONR, the 'overnight retention policy') and use the van for their commute.

In most SPDO closures the P739 undeliverables service is maintained at the local Post Office and not transferred to the Delivery Office where the work is being consolidated. This means that there is no requirement to return to the Delivery Office and duty design is normally to start and finish at home or in the vicinity of the closing SPDO. In this case, there is still no yard space available locally and the ONR remains a valid business need. Therefore, because the new commute begins at home or does not make a material difference the £150 change in location payment will not apply.

Where the duties are designed to return to the Delivery Office, then the validity of the ONR will be assessed based on the space in the yard at that site. If the vehicles can be accommodated in the yard, then the ONR will be removed and MtsF ETE arrangements based on personal travel will apply. If the vehicles cannot be accommodated in the yard, then policy will be followed to seek volunteers for ONRs from across the Delivery Office and SPDO staff. ONRs will be allocated to those people who volunteer and live closest in line with policy. Should ex-SPDO staff retain an ONR then the £800 lump sum travelling payment is payable if the new journey adds more than 15 minutes travel time each way or alternatively the £150 change in location payment is payable.

The £800 / £150 payment will not apply to any ex-SPDO employees commencing an ONR as part of the re-location since the ONR will effectively save them their current commuting costs and therefore a benefit has already been provided. The employee will be aware of this fact when choosing to volunteer for an ONR.

If an ONR is withdrawn by RMG within 3 years of the SPDO re-location, then the appropriate ETE payment pro-rata will retrospectively apply or the one-off payment of £150/£800 will be made as appropriate.

Queries should be directed to the respective Headquarters policy leads.

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