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 Group: Communication Workers Union

 @CWUnews

Tony Bouch, NEC/PEC Member

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Friday 3rd April 2020

Mark Rush
Head of ER/IR Operations
Royal Mail

Dear Mark,

Agency/Casual Postal Delivery Drivers

Further to previous correspondence between us on the issue of employment of Agency/Casual Delivery Drivers during the Easter period.

It has always been stated by Royal Mail during the correspondence that the recruitment of Agency/Casual Delivery Drivers was a temporary solution to fulfil potential short term and unforeseen resourcing needs to maintain quality of service in the recovery period should there be strike action.

Clearly, the CWU has stated and formally put in writing that due to the Coronavirus and National crisis regarding this significant development that we would not be announcing any industrial action and there have been discussions at a National level to try and conclude statements regarding this aspect.

However despite that development, we have been inundated with reports from CWU Divisional Reps of Royal Mail Service Delivery Leaders sending and giving them details of when and where these Agency/Casual Drivers will be based and employed on a 20 hour contract and for a 2 week period only.

As such there are a number of questions that the CWU would request clarification on:

- Given these roles are for a period of two weeks, can you confirm whether any part time employees have been asked to increase their hours of attendance to cover the additional workload and whether Full Time employees have been offered additional hours and whether there have also been discussions regarding utilising staff on day off for additional O/T and/or pre-scheduled S/A arrangements.
- Can you confirm that their ongoing employment will not be to the detriment of existing employees and subject to the terms of the IR Framework if necessary?
- In addition, due to the fact that these individuals won't be paid if they do not attend work during the 2 week period, what safeguards are in place should they unfortunately end up suffering from any of symptoms linked to Coronavirus, as there is a real concern that due to their own financial circumstances that they will be forced to disregard the Government and NHS Guidelines?
- Where a unit believes that their resourcing requirements do not require the Agency/Casual drivers, what plans are in place to stand these individuals down and cease their recruitment.



Given that these individuals are likely to be arriving from Monday onwards a prompt response to the points above and confirmation that the IR Framework will be applicable if necessary to resolve the above would be appreciated.

Yours sincerely,

Tony Bouch
NEC/PEC Member

Cc CWU National Officers

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