

## **JOINT STATEMENT BETWEEN ROYAL MAIL AND THE CWU ON THE EXTENSION OF THE USE OF LONGER DOUBLE DECK SEMI TRAILERS**

Royal Mail (RM) and the Communication Workers Union (CWU) are working together in developing key business policies, mutual interest solutions and a new culture, which is at the core of the commitments contained in our National agreements, including the Guiding Principles of Employment Security and Mutual Interest Approach to Future Challenges and Opportunities.

In 2012 Royal Mail Logistics and the CWU agreed a Joint Statement on the use of longer Double Deck Trailers (110 York) within the Royal Mail Logistics Network. The initial deployment was part of a Government trial and involved the use of 45 trailers. In 2014 it was agreed that an additional 44 trailers would enter service bringing the number to 89 trailers.

As part of the ongoing Government activity Royal Mail have now been offered the opportunity to increase the number of 110 York trailers within the Fleet by up to 200. Following analysis of the requirement for the additional trailer capacity along with parking availability it has been agreed that Royal Mail should not take up the full entitlement at this time. Instead it is agreed that the number of 110 York trailers in the fleet will increase by up to 50, bringing the total number in service to 139. Commissioning work will commence immediately on 30 trailers and it is anticipated that the additional trailers will enter service prior to Christmas 2019.

Both parties reaffirm that the deployment of the additional trailers will fully adhere to the terms of the 2012 Agreement (Annex A) which covers all issues relating to the use of 110 York trailers, including:

- Driver Training/Familiarisation
- Site Assessment/Route Planning
- Duty Construction
- Health and Safety

The deployment of the additional trailers will be monitored and it is agreed that any further increase beyond the levels defined in this agreement will be the subject of further consultation and agreement at National level.

Any questions of interpretation, implementation or application of this agreement shall be referred to the respective Headquarters as a matter of urgency.



**Nick Dunn**  
National Distribution Director  
Royal Mail Logistics



**Davie Robertson**  
Assistant Secretary  
CWU

Date: 29<sup>th</sup> July 2019

## **JOINT STATEMENT BETWEEN ROYAL MAIL AND THE CWU ON THE USE OF LONGER DOUBLE DECK SEMI TRAILERS**

### **Introduction**

Royal Mail has been selected to participate in a government trial on the use of longer semi-trailers with an initial order of 45. Royal Mail will operate semi-trailers up to 2.05m longer than the existing legal permitted maximum length taking the overall unit and trailer combination length up to 18.55m.

Against this backdrop, discussions have taken place between Royal Mail Logistics and the CWU at National level to develop a framework for consultation on the introduction of these trailers to the Network.

Both parties recognise that the future of the business depends upon the ability to improve viability, beat competition and increase its market share. It is equally recognised the value which all employees provide to the industry and its customers and it is against that backdrop that proper consultation will take place at all levels, in line with the spirit and intent of previous agreements between Royal Mail Logistics and the CWU in the development and roll out of these vehicles.

### **Involvement**

Royal Mail Logistics and the CWU recognise the need to work together to support the deployment of these new vehicles and ensure full consensus building and involvement covering issues of training and safety as part of a deployment plan. Both parties equally recognise that good industrial relations, the greater involvement of the CWU at the earliest possible opportunity and promoting the concept of mutual interest, brings benefits to both the business and employees in respect of seamless transitions and employee morale.

The deployment and usage of this new kit will be reviewed by a NWG as sponsored by the NLSG and will ensure that all information is shared including the reports to the Government.

It is further agreed between both parties that the timely exchange of quality information at the planning stage will ensure the smooth introduction of these trailers on time.

### **Training/Familiarisation**

Given the nature and scale of the change involved in the functionality of the Longer Semi Trailer, robust training will be given to all employees required to use the trailers. A comprehensive training package has been developed to ensure that the trailers are used in the safest possible manner.

Working with an external driver training provider a “train the trainer” type package has been constructed for deployment. The “train the trainer” package for Network Driver Coaches will be a day’s training in a dual seated training vehicle, with the coaches having an assessment at the end to demonstrate their capability to drive and to train other drivers.

The training, which will be delivered by Network Driver Coaches or suitably qualified external trainer will include:

- Manoeuvring in yards, including reversing
- Correct coupling/uncoupling procedure
- Taking the trailer out on local roads, dual carriageways and motorways to enable drivers to gain a full understanding of the trailers behaviours and abilities

It is envisaged that the drivers will require one full day’s training to be competent to drive the LST, however this will depend on each individuals learning ability and some could take longer. The coach/trainer will confirm through assessment whether the driver is capable and confident of using the LST. Further training will be given should a driver require it. Drivers will experience no financial loss as a consequence.

As well as providing the formal full day’s training, Royal Mail Logistics and CWU will agree a set of written materials that can be given to all drivers who use the equipment.

### **Site Assessment/Route Planning**

Royal Mail Logistics and the CWU will plan and agree the introduction of Longer Semi Trailers for use on the most appropriate routes, in line with mutual interest solutions and the terms and conditions contained within Professional Drivers Agreement.

It is recognised that the increased dimensions of the Longer Semi Trailers and the altered manoeuvring characteristics, place an emphasis on robust site assessment and route planning to ensure that the trailers are only used on routes, Royal Mail sites and customer premises which have been fully assessed and deemed suitable. A database of premises which have been fully assessed and deemed suitable for the use of Longer Semi Trailers will be created. This list will be monitored and updated on a regular basis.

IR and Health and Safety reps will be fully involved in the relevant assessments and planning requirements associated with the introduction of Longer Semi Trailers.

### **Site/Yard**

In assessing the suitability of sites full consideration will be given to access, yard alterations, the provision of dedicated bays for loading/unloading and dedicated parking areas for trailers not in use.

Where any alterations to yard layout in relation to walkways, barriers or markings are required these will be completed (or acceptable temporary solutions deployed) before the trailers are deployed at that site.

## **Routes**

All routes on which the new trailers will operate will be assessed for suitability to mitigate any increased risk presented by the increased length and altered turning characteristics. Longer Semi Trailers will only be used on routes which have been assessed and tested. Route details will be included in driver familiarisation training and will be included in duty 318s.

## **Duty Construction**

The introduction of the Longer Semi Trailers will be planned as part of and in line with the terms of the Network 12 Joint Statement. Their use on assessed and tested routes will be factored into the Paragon outputs. Longer Semi trailers will only be deployed where use would produce an efficiency opportunity and the arrangements are consistent with this agreement. Where practical the use of the Longer Semi Trailers will be restricted to dedicated duties.

Changes to load/unload times will be built into duties to accommodate the increased load capacity and will be determined locally based in line with the terms of the Joint Statement on Clarification of Load/Unload in Network concluded as part of the BT 2010 discussions.

## **Surplus Staff**

It is agreed that in situations where a surplus of staff arises as a direct consequence of the introduction of Longer Semi Trailers, these will be dealt with within the agreed procedures contained within the MTSF Agreement.

## **Health and Safety**

Royal Mail Logistics and the CWU jointly recognise that Health and Safety is of paramount importance and agree that a full risk assessment of Longer Semi Double Deck Trailers will be carried out to ensure compliance with Health and Safety legislation. Initially this will be jointly carried out at a National level and on completion of this risk assessment procedure appropriate, Safe Systems of Work (SSOW) will be drawn up and agreed locally for each operating unit with the full involvement of all local Health and Safety managers and representatives. In the event of any change in the current legislation there will be a review of all relevant practices to ensure compliance.

## **Review**

Following the introduction of Longer Semi Trailers it is agreed that regular dialogue between Royal Mail Logistics and CWU and will be an agenda item for the NLSG.



Any questions of interpretation, implementation or application of this agreement shall be referred to the respective Headquarters as a matter of urgency.

**Terry Pullinger**  
Assistant Secretary  
CWU

**Phil Murphy**  
Network Operations Director  
Royal Mail Logistics

Date: July 2012