



Issue No. 117/2020 | 11<sup>th</sup> June 2020

## TO ALL BRANCHES WITH FLEET SOLUTIONS MEMBERS

Dear Colleagues,

### Rivus Fleet - Redundancies 2020

The CWU have been informed that Rivus Fleet Solutions will be entering into a period of consultation to discuss proposals that may result in a number of roles being made redundant. The announcements to the impacted teams commenced on the 10<sup>th</sup> June.

Rivus have also advised us that they will shortly be commencing consultation with employees across 14 garages regarding a change to current shift pattern. A summary of the proposed shift changes can be found below.

We have also received notification that Rivus are proposing not to award a pay increase this year and the union is seeking further discussions on this.

Due to the fact that there are no establishments (garages) where they are proposing to make redundant more than 20 employees, the company's position is that no collective consultation will not take place. They have confirmed that they will share all the relevant information in relation to the consultation process with us and we are seeking further discussions with them on their proposal.

Rivus have advised us that the Coronavirus pandemic has been a significant factor in determining the need for redundancies and state that whilst they have taken many measures to mitigate the effect upon the business including placing many employees on furlough, they have still been impacted. They state that to be a sustainable and profitable business, they need to take further action to reduce costs, preserve cash, and refine ways of working to protect as many jobs as possible.

Branches and members will be aware that these redundancies have come very soon after the closure of 10 of garages earlier in the year and restructuring in parts of the customer operations teams. They do not believe it will be possible to recover the losses that have been made this year.

A review of all parts of the business, including garages and contracts has taken place to determine which ones have been most impacted by the current Covid-19 situation. They have also reviewed the corporate function support that is required for the future.

Rivus have confirmed the following in terms of mitigating redundancies:

- Only recruiting business critical roles.
- All vacancies will be shared with impacted employees on a weekly basis. Impacted individuals' will be guaranteed an interview and if able be mapped into suitable roles.
- All managers to only approve variable spend if it is business critical
- Reviewing the trading hours of workshops and condensing them where appropriate to mitigate any unnecessary allowance payments.
- Continue a full review of all customer P&L's and action plans have been developed for the under-performing contracts.
- Restructured the sales team to focus on bid opportunities and local account sales, to further drive revenue to the bottom line.
- Implemented the new Nexus rental platform supporting enhanced rental offering and reduction of cost to serve.
- Reduced the number of agency workers where possible and will continue to review this.

The union has responded to these points and is seeking further information.

There are 166 team members affected and 62 potential redundancies across the impacted areas if the Company's proposals are implemented in their entirety.

The table below shows the number and description of employees at risk and the total number of employees of that description employed in the impacted areas. These groups will form the selection pools for redundancy.

Business Area	Job Type	Current heads	Proposed heads	Potential redundancies
Accident Management	Engineers	7	4	3
IT	Data Analysts	5	3	1
Cardiff	Technician	13	9	3
Cardiff	TIC	2	1	1
Cardiff	Apprentice	1	0	1
Bristol	Technician	11	9	2
Reading	Apprentice	2	1	1
Reading	Technician	6	5	1
Swansea	Apprentice	2	1	1
Swansea	Technician	4	3	1
Southampton	Receptionist	1	0	1
Southampton	Technician	5	4	1
York	Apprentice	1	0	1
Preston	Apprentice	2	0	2
Haydock Park	Apprentice	1	0	1
Manchester	Apprentice	2	0	2
Manchester	Technician	11	10	1
Northallerton	TIC	4	2	2
Northallerton	Apprentice	2	1	1
Belfast	Technician	7	5	2
Edinburgh	Technician	7	5	2
Newcastle	Technician	5	4	1
Newcastle	TIC	1	0	1

Perth	Apprentice	1	0	1
Birmingham	TIC	4	2	2
Birmingham	Technician	15	11	4
Birmingham	Apprentice	2	1	1
Birmingham	Receptionist	1	0	1
Liverpool	Technician	7	6	1
Stoke	Assistant	1	0	1
Norwich	Technician	7	5	2
Milton Keynes	Apprentice	2	1	1
Nottingham	Assistant	1	0	1
Leicester	Receptionist	1	0	1
Magna Park	Receptionist	2	1	1
	<b>Totals</b>	<b>150</b>	<b>98</b>	<b>50</b>

In addition to the above list, there are 16 mobile engineers impacted by these changes with a potential of 12 redundancies.

There are currently no Agency Workers working in any of the areas which are impacted by potential redundancy.

Redundancy payments for Team Members are as follows:

#### **Team Members**

A payment equivalent to your contractual notice period  
 3 weeks' pay for each full year of the first 15 years of service plus  
 4 weeks' pay for each full year of service after 15 years of service

subject to an overall cap of 2 years' eligible salary and a minimum payment of 12 weeks

The definition of weekly pay will be annual eligible salary divided by 52.18. for these purposes 'eligible salary' means basic annual salary (capped at an earnings cap- £160,800 per annum for 2018/19) plus any pensionable allowances as defined in the pensions review agreement.

These payments include any statutory redundancy entitlements.

For employees with any part time service the calculation will be based on pro rata service and full time equivalent pensionable salary

Consultation meetings are commencing immediately. These meetings will provide the ability for impacted employees to ask questions and make suggestions that they have in connection with the proposals. All suggestions must be carefully considered by the Company.

Consultation will last for a minimum of 30 days.

It is vitally important that members are supported and represented during the consultation process. If members are seeking representation yet none is available, they have the right to have the meeting postponed to enable accompaniment.

We will be distributing redundancy guidance notes to assist branches throughout the process and will also share the redundancy criteria matrix.

Management are also proposing changes to attendance patterns in some garages which are designed to cut costs and they say, better align hours to demand. These proposals are included as appendix A of this Letter and the union is seeking either local or national discussions on these changes as appropriate.

This is undoubtedly an extremely unsettling and worrying time for CWU members in Rivus Fleet Solutions and we can assure members that the CWU will do all it can to assist in mitigating redundancies and fighting for job security.

Yours sincerely

Allan Eldred  
**Assistant Secretary**

**Appendix A**

Bold is current and proposed trading hours, non- bold is shift patterns

<b>Garage</b>	<b>Current Shift Pattern</b>	<b>Proposed Shift pattern</b>
Manchester	<b>06.00hrs to 22.00hrs Monday to Friday</b>  06:00hrs to 14:00hrs Monday to Friday  14:00hrs to 22:00hrs Monday to Friday	<b>07.00hrs to 18.00hrs Monday to Friday</b>  07:00hrs – 15:00hrs Monday to Friday  10:00hrs – 18:00hrs Monday to Friday
Northallerton	<b>06.00hrs to 06:00hrs Monday to Thursday (24 hours/4day per week)</b> <b>Friday closes 6pm</b>	<b>07.00hrs to 18.00hrs Monday to Friday</b>  07:00hrs to 15:00hrs Monday to Friday  10:00hrs to 18:00hrs Monday to Friday
Belfast	<b>07.00hrs to 22.00hrs Monday to Friday</b>  07:00hrs to 15:00hrs Monday to Friday  14:00hrs to 22:00hrs Monday to Friday  08:00hrs to 16:00hrs Monday to Friday	<b>07.30hrs to 18.30hrs Monday to Friday</b>  07:30hrs to 15:00hrs Monday to Friday  10:30hrs to 18:30hrs Monday to Friday  Removal of the 08:00hrs to 16:00hrs
Edinburgh	<b>07.00hrs to 18.00hrs Monday to Friday</b>  07:00hrs to 15:00hrs Monday to Friday	<b>07.30hrs to 16.30hrs Monday to Friday</b>  07:30hrs – 15:30hrs Monday to Friday

	10:00hrs to 18:00hrs Monday to Friday	08:30hrs – 16:30hrs Monday to Friday
Newcastle	<b>08.00hrs to 18.00hrs Monday to Friday</b> 07:00hrs to 15:00hrs Monday to Friday 10:00hrs to 18:00hrs Monday to Friday	<b>08:00hrs to 16.00hrs Monday to Friday</b> Moving to 1 shift 08:00hrs to 16:00hrs Monday to Friday
Cardiff	<b>06.15hrs to 22.00hrs Monday to Thursday and 06.00hrs to 20.00hrs on a Friday</b> 06:15hrs to 16:15hrs Monday to Friday 13:45hrs to 22:00hrs Monday to Friday	<b>06.00hrs to 18.00hrs Monday to Friday</b> 06:00hrs to 14:00hrs Monday to Friday 10:00hrs to 18:00hrs Monday to Friday
Reading	<b>06.00hrs to 18.00hrs Monday to Friday (varying start and finish times during these hours)</b>	<b>08.00hrs to 17.00hrs Monday to Friday</b> 08:00hrs to 16:00hrs Monday to Friday 09:00hrs to 17:00hrs Monday to Friday
Chelmsford	<b>07.00hrs to 18.00hrs Monday to Friday (varying start and finish times during these hours)</b> 4-day week with rotating days off	<b>08.00hrs to 17.00hrs Monday to Friday moving to a 5 day a week</b> 08:00hrs to 16:00hrs Monday to Friday 09:00hrs to 17:00hrs Monday to Friday
Birmingham	<b>06.00hrs to midnight Monday to Friday</b> 06:00hrs to 14:00hrs Monday to Friday 14:00hrs to 22:00hrs Monday to Friday 16:00hrs to 00:00hrs Monday to Friday 08:00hrs to 16:00hrs Monday to Friday	<b>07.00hrs to 19.00hrs Monday to Friday</b> 2-week rotation basis – all employees 07:00hrs to 15:00hrs Monday to Friday 11:00hrs to 19:00hrs Monday to Friday
Liverpool	<b>07.00hrs to 18.00hrs Monday to Friday with a rota day off and work Saturday (as per BTF189 document –</b>	<b>07.00hrs to 18.00hrs Monday to Friday</b> , no Saturday working and no rota day off. (varying start and finish times within these hours)

	varying start and finish times within these hours)	
Aylesbury 2 people impacted	<b>07.00hrs to 17.00hrs Monday to Friday</b> 07:00hrs to 15:00hrs Monday to Friday 08:00hrs – 16:00hrs Monday to Friday 09:00hrs-17:00hrs Monday to Friday	<b>08.00hrs to 17.00hrs Monday to Friday</b> Removing 07:00 – 15:00 shift 08:00hrs – 16:00hrs Monday to Friday 09:00hrs-17:00hrs Monday to Friday
Norwich	<b>07:00hrs – 18:00hrs Mon to Fri</b> with a rota day off so work 4-day week	<b>08:00hrs to 17:00hrs Monday to Friday,</b> 5-day week, no rota day off 08:00hrs – 16:00hrs Monday to Friday 09:00hrs – 17:00hrs Monday to Friday
Magna Park	<b>24/4 Monday to Thursday and closes on Friday at 20:00hrs</b> 08.00hrs – 16.00hrs Monday to Friday (Friday only 08:00hrs – 15:45hrs for people on 36.00) 06.15hrs – 14.15hrs Monday to Friday (Friday only 06.15 – 14.00 for people on 36.00) 13.00hrs – 21.00hrs Monday to Friday (Friday only 12.15 – 20.00 for people on 36.00)	<b>24/4 Monday to Thursday and closes on Friday at 20:00hrs</b> This shift is being removed 06.15hrs – 14.15hrs Monday to Friday (Friday only 06.15 – 14.00 for people on 36.00) 13.00hrs – 21.00hrs Monday to Friday (Friday only 12.15 – 20.00 for people on 36.00) New shifts will be run on a 2-week rotation
Nottingham	<b>06.30hrs to 21.00hrs Monday to Friday</b> 06:30hrs to 14:30hrs Monday to Friday 13:00hrs to 21:00hrs Monday to Friday	<b>07:00hrs to 19.00hrs Monday to Friday</b> 07:00hrs to 15:00hrs Monday to Friday 11:00hrs to 19:00hrs Monday to Friday