



## Terms of Reference Between Royal Mail Fleet And The CWU On Deployment Of A Hydrogen Powered Van Trial



### Introduction

Royal Mail and the Communication Workers Union are working together in developing key business policies, mutual interest solutions and a new culture which is at the core of all the commitments contained in the BT2010 Agreement and the Agenda for Growth, Stability and Long Term Success Agreement.

This document represents an example of how this joint activity embraces and supports the commitment to integrate the interests of all parties and compliments the mutual interest based culture approach. This approach is enabled by commitments of both parties to transparency and shared information.

### Background

Royal Mail Logistics and the CWU reaffirm our joint commitments to evaluate developments in new technology which could deliver benefits in regard to cost, fleet efficiency and reductions in Carbon Footprint.

Royal Mail has been approached by Aberdeen City Council to trial a hydrogen dual fuel van, Free of Charge. The chosen vehicle is a Euro 6 Ford Transit L3 H3 converted to run on hydrogen which uses blends of hydrogen and diesel for performance and emissions reduction. The range of the hydrogen converted vehicle whilst running on Hydrogen is dependent on the specific duty cycle but estimated to be 120 miles.

The CWU will be fully involved in all aspects of the trial locally, and we have ensured that any necessary amendments will be made to duty times to accommodate the refuelling. The Committee will note that we have also secured protection on earnings for all staff participating in or affected by the trial activity.

The trial will be jointly overseen and monitored by RM Fleet Innovation and Environment Manager, who will provide periodic reports to the CWU both locally and nationally. The trial activity will be the subject of joint review six months after the commencement of the trial and periodically thereafter as agreed by the Royal Mail Fleet Operational Specification group (RMFOS). Local Managers and CWU representatives and drivers involved in the trial will also feed into this process.

The Project is a result of the Council's role within the EU funded 'Civitas PORTIS' project which looks at sets of sustainable mobility measures in port cities to improve the attractiveness of the urban environment. The Council is committed to Aberdeen becoming a more sustainable, low carbon city. The Council want to encourage the uptake of low emission vehicles, particularly hydrogen vehicles, within the private sector as this is part of their solution to improving the city's air quality, cutting carbon emissions which then have the associated health benefits. The Council also want to continue to lead on hydrogen technology. Having the Royal Mail participate in this project is aimed at promoting the involvement and willingness by the private sector to trial hydrogen vehicles.

### Potential Benefits

As the Zero Emission Zones expand and the focus on reducing our emissions, we need to have a variety of options available. The purpose of the of the trial is to help inform future purchasing decisions for alternative fuelled vehicles. The trial will provide real world data and driver feedback to understand if hydrogen is a viable solution for Royal Mail.

### Joint Involvement/Information Share

Local managers and CWU IR, and Engineering representative(s) will be fully involved in all aspects of the trial from the initial stages, throughout operation and the reviews of the initiative. Appropriate Union release time to work with the trial project team, will be provided for the CWU representatives to ensure meaningful involvement.

Joint involvement will enable the development of mutual understanding of the issues under consideration and the potential impact on both individuals and the operation. It will also enable us to identify any issues requiring clarification or further investigation. The trial will be conducted on the basis of joint timely access to all relevant information.

### **Trial Activity**

The trial activity will take place at Altens Delivery Office in Aberdeen. The vehicle will refuel at the Aberdeen Hydrogen refuelling station 0.5 miles from the Delivery Office. The vehicle will be placed on a variety of duties to fully test the operational suitability. The vehicle will be on trial for 12 months starting August 2020.

Fuel, mileage and operational suitability will be monitored using existing processes and the volunteer drivers' feedback on the vehicle will also be requested via surveys.

Maintenance requirements for the duration of the trial will be the responsibility of Aberdeen City Council with the intention to train and equip the relevant workshops if hydrogen vehicles are purchased following the trial.

Ongoing information will be collated and available with regular reviews on the evaluation shared at the Joint Royal Mail Fleet Operational Specification Group (RMFOS) meetings.

### **Training**

Only drivers who have taken the Pertemps larger van training course will drive the vehicle. Familiarisation training will be provided by a Fleet Technical Engineer for this specific make and model. Full training will be provided by the Operations Manager of the Hydrogen refuelling station with supporting documented Safe System of Work.

### **Health and Safety**

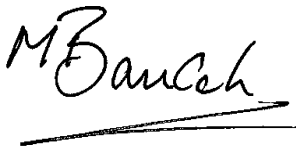
Health and safety is of paramount importance to both Royal Mail Logistics and the CWU, so prior to any deployment it is agreed that a full risk assessment and if required a SSOW will be fully developed and agreed between RM Logistics and the CWU National Health and Safety department.

### **Review**

The trial activity will be the subject of joint review six months after the commencement date and periodically thereafter as agreed by the RMFOS. Local Managers and CWU representatives and drivers involved in the trial will feed into this process. The Working Group will provide the outputs of the review and recommendations to the signatories of this terms of reference

Should the development of the trial be considered a success it will be subject to discussion and agreement at National level prior to further deployment.

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



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Date: 31st July 2020