



## TERMS OF REFERENCE BETWEEN ROYAL MAIL FLEET AND THE CWU ON DEPLOYMENT OF AN ELECTRIC TAXI VAN FROM LONDON ELECTRIC VEHICLE COMPANY



### 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 the commitments contained in our National agreements, including the Guiding Principles of Employment Security and Mutual Interest Approach to Future Challenges and Opportunities.

### Background

There have been a number of projects taking place that involve trialling different makes of Electric Vehicles across the network, since 2016. This includes the Russian based Charge Vehicles, LE2 Peugeot Partners and the Optimise Prime trials. The main drive behind many of these projects is due to the rise in Ultra Low Emission Zones in major cities across the UK which comes with a significant cost against each vehicle that breaches the emissions target. There are also a small number of vehicles running on alternative fuels that are being trialled for vehicles with higher mileage deploying various forms of compressed natural gas. The minimum emission standard covers all vehicles and requires compliance to Euro 4 for Petrol engine vehicles and Euro 6 for all Diesel engine vehicles. This means that only vehicles that meet Euro 6 standards should emit no more than 75g/km of CO<sub>2</sub>.

Royal Mail Fleet 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 is exploring the opportunity to trial a different make and model electric van to the electric vehicles currently on the fleet. London Electric Vehicle Company (LEVC) have offered Royal Mail a trial of a Taxi Van with a range extender (36 litre petrol tank) therefore suitable for longer routes & duties giving a total range of 340 miles and a pure EV range of 50-70 miles.

This vehicle is based on the London Taxi, which is renowned for its durability and similar duty and operating cycles to our 'stop-start collection' and delivery van fleet. The vehicle will only be on loan for a short period so that we can test the driving suitability for delivery, hence the urgent desire to introduce this vehicle at pace.

The trial will only involve one vehicle which is currently garaged at Coombes Wood Delivery Office in Birmingham. The trial will commence once agreed, at the following locations and stay at each site for 2 weeks and then move on to the next site. All sites that currently have Electric Vehicles already are based on site, which include;

Bristol	London East (Whitechapel)
Derby DO	London West (Mount Pleasant)
Edinburgh DO	
Hockley DO	
Leeds MC	

### Trial Activity

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. The trial will be jointly overseen and monitored by RM Fleet Innovation and the Environment Manager who will provide periodic reports to the CWU both locally and nationally. The trial activity will be the subject of joint review 6 months after commencement 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. Given the vehicle is on loan, all maintenance/repairs will be carried out by LEVC and breakdowns will be covered by the normal RAC helpdesk.

### **Potential Benefits**

As the Zero Emission Zones expand and the focus on reducing our emissions, we need to have options available that offer a greater range than just pure electric. The purpose of the trial therefore is to help inform future purchasing decisions for electric vehicles.

### **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 the 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.

### **Training**

Full training will be given by a Fleet Technical Engineer at each operational site. Only drivers who have already taken the electric vehicle training course will drive the vehicle. Full training will be given by a Fleet Technical Engineer at each operational site for this specific make and model. A safe system of work will be provided and a 24/7 number for London Electric Vehicle Company will be provided for any questions or queries.

### **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.

### **Deployment and Review**

The Working Group will provide the outputs of the review and recommendations to the signatories of this Joint Statement. 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.



Paul Gatti  
Director Royal Mail Fleet



Mark Baulch  
Assistant Secretary

Date: 1<sup>st</sup> July 2020