

No. 519/20

29th October 2020

For the Immediate Attention of All:

Postal Branches
Divisional Representatives
Area Distribution Representatives
LGV Representatives

Dear Colleagues

JOINT STATEMENT BETWEEN ROYAL MAIL NATIONAL DISTRIBUTION AND THE CWU REGARDING BANK HOLIDAY RESOURCING FOR LINEHAUL (NETWORK) PROFESSIONAL DRIVERS, CHRISTMAS 2020/21

Branches will recall that as an integral part of the 2007 Professional Drivers Agreement, Bank Holidays effectively became normal working days for Network LGV Drivers and while we have long had an understanding with the business that where possible attendance would be on a voluntary basis, in reality our members can be compelled to attend on those days where sufficient numbers fail to volunteer. In line with the PDA, all staff who attend are credited with a lieu day.

Branches and representatives will be aware that in addition to the generic Christmas Arrangements Agreement the department has since 2014 reached agreement with Royal Mail Distribution on specific guidelines covering the resourcing of Network LGV duties across the Christmas and New Year Bank Holidays.

In line with previous arrangements discussions have therefore taken place with the business and the attached Joint Statement has been concluded and endorsed by the Postal Executive.

Saturday 26th December – Non USO Day

This year Boxing Day falls on a Saturday with the Bank Holiday moving to Monday 28th December. To accommodate this change this year's agreement mirrors the arrangements agreed in 2015, the last time these circumstances occurred.

The business anticipate that they will be required to run a significant operation on the non USO day (Saturday 26th December) requiring more drivers than normally attend on a Saturday. Exceptionally resourcing arrangements for the 26th December 2020 will mirror those defined for Bank Holidays in recognition of the importance that our drivers place on their families on this day.

Therefore, although not a Bank Holiday drivers who work on 26th December will have a day added to their annual holiday or alternatively can claim pay for the hours worked on the day as overtime.

As in previous years the Joint Statement reaffirms the following commitments:

- Advance planning
- A wholly voluntary approach to any attendance on Christmas Day
- The use of the full range of resourcing options to reduce the burden on our members
- A commitment to only run essential services on Bank Holidays
- A commitment to minimise any mandatory attendance – no driver asked to attend on both the non USO day on Boxing Day and New Year Bank Holiday

Local discussions on resourcing should be completed at the earliest possible juncture to give the maximum levels of certainty to all our drivers. Discussions should be progressed in line with the IR Framework and the Network Working Group will be available to assist should it become necessary.

This Joint Statement covers the Christmas and New Year Bank Holidays only. Resourcing for all other Bank Holidays will continue to be progressed in line with the terms of the Professional Drivers Agreement.

Much like in previous years the department believes that the attached clarification provided in relation to the arrangements for 2020/21 will be welcomed by representatives and members.

Any enquiries in relation to this LTB should be addressed to Davie Robertson, Assistant Secretary, email: dwiyatt@cwu.org quoting reference number: 206A.14.

Yours sincerely

Davie Robertson
Assistant Secretary