

Headquarters: 150 The Broadway | Wimbledon | SW19 1RX

T: 020 8971 7200 | F: 020 8971 7300 | www.cwu.org

Group: Communication Workers Union
@CWUnews

Carl Maden Assistant Secretary (Acting)

Email: cmaden@cwu.org | Mobile: 07725 937911

Mr James Baker
Chief Engineer and Fleet Director

VIA EMAIL

12th November 2020

Ref: PTCS/CM/kh/220

Dear James

S188 AND HR1 NOTICE – FLEET MAINTENANCE WORKSHOP REVIEW

Today, I have received notice of a HR1 and S188 which was sent to Dave Ward, General Secretary yesterday.

I am somewhat shocked to have received it at this time as I was led to believe we would have an understanding behind your methodology and have answers to our questions / requests for information from the original discussion.

It is also disappointing to receive this as we have worked together to move things forward in a constructive manner since I have been the acting assistant secretary. It has in fact been your team who have delayed the implementation of some of the initiatives we have agreed. We have also worked with you at pace to get to understand your current proposal. This is demonstrated by meeting with you and / or your team on four separate days last week, despite me being on my first week of annual leave, with the initial meeting only being set up on the night of Thursday 29th October 2020. I have also given you and your team assurances we will work with you at pace to understand your proposals. However, it seems you want an adversarial relationship going forward, which will obviously create its own problems.

The letter sent to Dave Ward and copied to me states 'In Confidence'. You will know I cannot keep this 'in confidence'. We have already discussed this and I will be informing our Fleet representatives, sharing our communications and indeed engaging with them during the consultation period.

As I have stated previously, the way you have put your proposal together has no substance or science behind it, it is just about hitting numbers. This was proven by the fact your team could not answer our questions or provide the information requested on our calls last week, the latest being last Friday.

Whilst I hope I am wrong, I have a suspicion, the consultation, which is for a minimum of 30 days, is just a tick box exercise for you to serve notice on headcount reduction in the New Year and get the headcount off the books, without giving us the appropriate time to digest the information and counter propose. I would have expected most of the information requested, to have been part of your initial presentation to justify your position. If my suspicion is correct, conflict is inevitable.

To ensure we maximise the consultation period, please will you provide us with a breakdown of the following information on a **workshop by workshop** basis? :-

Staff in Post (SIP)

Number of actual Staff in post v your numbers in Appendix 1 of your HR1?
How many vacancies exist?
How many vacancies are covered by Agency staff and how many hours per day?
How much Overtime and Scheduled Attendance hours are used per day?

Agency / Casual Resource

Whilst you are hiding your agency numbers behind the whole of Royal Mail Group, obviously being a mechanic is a specific skill set. Please can we have the numbers specific to Fleet?
What type of contract are they on?
How many hours per week?
The reason for their employment? How long have they been in employment? Do you have a proposed termination date? If so, when is it?
What is the total cost per hour?
Is it your intention to use agency / casual resource going forward?
If so, in what circumstances and what numbers are you proposing?

Contractors

How many external contractors do Fleet use?
What is the reason for their employment?
What was the date Fleet started using these contractors?
What type of work are they performing?
What is the total Cost per hour / cost per use?
Do Royal Mail have any ongoing commitments / contracts with any of the contractors? If so, what are the terms of the commitment / contract?
Is it your intention to use contractors going forward?
If so, in what circumstances and what numbers are you proposing?

Vehicle off Road (VOR)

What are the numbers of vehicles off road?
What is the actual v target?
What types of vehicles are currently off road?
When did each vehicle arrive at the workshop and when was it actually booked in?
When was it actually repaired / serviced?

Current Outstanding Maintenance

How many delayed MOT's do we have?
How many delayed services do we have?
What other maintenance / repairs are outstanding?

PMT's

How many PMT's are outstanding?
What are the turnaround times from being presented to the workshop to completion?

Productivity

Within your letter you have stated part of the headcount reduction is a productivity improvement. Please will you explain how you have calculated the current and proposed productivity?
What is the current productivity in each workshop?
What is the proposed productivity?
What is your actual proposal to reach the target you have set?
How do you intend to sustain / maintain this target going forward?

Royal Mail Extended Times

How many hours per day / days of the week have you used in the calculation for your proposals?
What effect will Royal Mail going to 0700 – 1900 have on your proposals?
What effect will Royal Mail doing Parcel Deliveries on a Saturday & Sunday have on your proposals?
What effect will Royal Mail doing test kits 24 / 7 have on your proposals?
How do you propose to factor in the effect of any of the above?

Hire Vehicles

How many hire vehicles do we currently have?
What is the reason for hiring the vehicles?
How many hire vehicles do you propose going forward and for what reason?
For what period(s) of time going forward?

Impact of Coronavirus - Covid 19 (CV-19)

What exceptions / provisions have been put into the proposal for Coronavirus Covid-19? For how long?
What exceptions / provisions are you proposing going forward?

Apprentices

How many hours are within each unit?
How many hours are actually hands on work?
Do any of the apprentices require support / instruction from any of the mechanics which could affect their productivity? If so, how and what is the impact?

Improvement Opportunities

Which Workshops have you attempted improvement opportunities?
What were the improvement opportunities?
Have the improvement plans been implemented?
Were they sustainable? If not, why not and have they been reviewed?

Commercialisation

Within the HR1 you use commercialisation as part of the reason for the headcount reduction.
How much work was done for external contracts?
How much work was outsourced to external companies?
What was the reason for this?
Are Royal Mail currently outsourcing any maintenance work to external contracts? If so, why?
How many hours were put in to accommodate the commercialisation work?
How many hours are required for the work coming back in house from external contracts?

CWU Policy

I shared the CWU policy for the national negotiations, resolving our current dispute with you. Do your proposals take into account any of the CWU policy put forward?
If so, what has been included? If not, why not?

Other Information

What other information / assumptions have been included within the proposal, including forward projection?

Is there any information relevant to the operation which has been excluded?

Hardly any of the above will be a surprise to you and / or your team as we have discussed it on the calls last week.

Please will you confirm you will rebase the start of the consultation period from the 11th November 2020 to when we receive all the above information?

Please will you confirm the MTSF agreement will be adhered to, including any preference exercise to be done jointly?

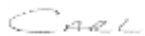
Please will you reaffirm it is not your intention to make anyone compulsory redundant?

Please will you confirm the consultation period will go past the minimum 30 days if we are still in negotiation?

I look forward to your response with some dates and times to meet.

If you require any clarification or wish to discuss, please do not hesitate to contact me.

Yours sincerely,



Carl Maden.
Assistant Secretary (Acting).

cc. Terry Pullinger- CWU Deputy General Secretary (Postal)
Alistair Wood - HR Director National Operations
Sally Warren - Head of Fleet Maintenance
Alan Tate - Postal Executive Member