

Joint Statement between Royal Mail Logistics and the CWU on the Deployment of the 2021 PAD Revision Activity and the 2nd Hour Reduction in Working Time for Regional Logistics (Area Distribution) Professional MGV Drivers

Royal Mail Logistics and the CWU agreed in the Pathway to Change Agreement, the second hour reduction in the shorter working week or equivalent benefit will be deployed by June 2021 as a step in a flightpath for further reductions in working time across Royal Mail Group.

Each function has detailed enablers for achievement of this element of the agreement and the enabler for the Professional MGV Drivers in Regional Logistics is the deployment of a PAD Revision in June 2021.

It is recognised that the Professional Driver MGV grade commence the flightpath from 39 rather than 38 hours and as such it is agreed the 2nd hour reduction in working time will be delivered through a reduction in core duty time from 39 to 38 hours per week.

The PAD revisions will include the following changes:

- i) Review of service numbers and capacity based on utilisation data.
- ii) The reduction in core duty time from 39 to 38 hours per week. The manner in which the SWW is deployed will be a matter for local discussions and agreement as part of the PAD revision.

In line with the commitment in the Pathway to Change agreement both parties are committed to fast track discussions on the terms of a Driver Recruitment and development program to reduce reliance on external resource and restore agreed resourcing arrangements.

The Process

The principles of the Revision Process as outlined in the Joint Statement between RM and CWU on the Future of Area Distribution (2012) will be applied to all PAD revision activity.

Initial activity will involve the joint sign off of the Area Distribution RSL for the site as an accurate basis for consideration of revision proposals. This activity will form part of the data gathering phase of the revision process. Proposals will be shared with the revision unit/area specific Area Distribution Working Group (ADWG).

Regular updates will be provided to the National Area Distribution Working Group (NADWG) in order to review local progress and expected timescales.

Where there is a concern or issue regarding the interpretation and/or the application of this process then the issue should be referred to the NADWG for assistance.

All proposals relating to the PAD activity will be progressed in line with existing agreements and the IR Framework where necessary.

Due to the complexity of deploying a revision in all Area Distribution units by June 2021 it is agreed the revisions programme will follow a standard process designed to offer support and guidance to local units.

Therefore, it is agreed the process will be conducted over 4 stages.

CWU Involvement

The role of the CWU representatives within these processes is fully recognised, as is the requirement for appropriate release in order for them to meaningfully prepare, participate and obtain the views of their members. It is agreed that in line with the IR Framework, CWU representatives undertaking this work will not suffer financial loss. To this end it is agreed that local managers will facilitate this release and that all reasonable requests for release will be agreed.

Management and CWU representatives will agree locally, on a weekly basis, the period of the release required.

Resourcing Principles

The National Agreement on the Introduction of the Professional Driver (PDA) established the distinct and separate resourcing principles, appropriate to the Professional Driver Grades. The PDA covers the arrangements for Area Distribution MGV Drivers and both parties agree all proposals on duty structures or attendance patterns will comply fully with the Duty Structures section of that agreement. In line with the terms of existing agreements including the Joint Statement on the Future of Area Distribution (2012) the following is also reaffirmed:

- Revision activity will move at pace and concentrate on maximising the driving content of MGV driver duties, while prioritising full-time duties consistent with the PDA agreement (not precluding the use of OPG driving and non-driving content to achieve this).
- MGV Professional Driver roles may be performed on a fixed or within a rotation of tachograph duties or non-tachograph duties, as well as hybrid arrangements including platform, warehouse or delivery duties. A robust hours recording system will be used to monitor all activities relating to the RTD working time directive.
- Duty arrangements are designed taking into account workload and efficiency whilst supporting opportunities for additional employee earnings, SAs etc and will provide attractive attendance patterns which enable reasonable work/life balance.
- Leave Reserve levels will be reviewed at each Area Distribution Unit to ensure the right number of drivers are available to cover leave/absence in an efficient manner, taking due regard of the RTD driver reference periods and where possibly without adversely impacting earning aspirations. This should be considered against historic leave/absence figures and may exceed the previously agreed 1:7 ratio where both parties agree locally that it is prudent to do so.
- Current levels of regular ad hoc work covered by agency at each site across the week will be reviewed. Where regular patterns can be identified internal resource will be aligned to this workload through creation of additional sustainable duties.

These commitments are consistent with our joint aspiration to provide rewarding employment, better long terms prospects, employment security and to reduce to an absolute minimum the use of external resource.

Guidelines

Both parties reaffirm our joint commitments to job security, maximising internal resourcing options and a reduction in the reliance on agency or external resource.

Duties will be constructed having considered all available workload as identified above. As part of local discussions current levels of regular ad hoc work (ad hoc collections) at each site across the week will be reviewed and where regular patterns can be identified this workload will be included within the duty sets.

Once the duties are agreed the reserve levels will be set. This process will establish both the duty set for the unit in line with the agreed workload and the overall number of jobs, including reserves.

Stages

1. A joint local data gathering exercise and sign off of current RSLs will be completed.
2. The first cut optimised outputs will be released as available per office to Local level from week commencing 15th March 2021 where Local negotiations will commence in line with the existing PAD agreement utilising the IR Framework Agreement and the use of mediation as appropriate. The aim will be to complete this process within 4 weeks.
3. This negotiation process should be concluded in line with the IR Framework. Resigns will then commence at all sites to be concluded by the locally agreed deployment date. Resigns should be conducted in line with current National Agreements. The aim is to progress at pace with implementation of the revisions at all sites. A target deployment date of the 7th June 2021 has been established to ensure that the commitments within the Pathway to Change agreement and the associated benefits are delivered in full. Local discussions should be progressed at pace and where revisions are completed prior to this date both parties agree that deployment will take place as early as practicably possible.
4. The PAD Revision at each site will include the 1 hour reduction in core working time within duties which will be enacted on deployment.

The Area Distribution Working Group will monitor and support this process and be available to help support local solutions. A traffic light process will be deployed to monitor progress against and identify at the earliest opportunity potential problem sites in relation to meeting the target deployment date.

5. As part of the Post Implementation Review both parties will review the effectiveness of the above process and assess opportunities to refine the approach for future revision activity.

Any questions of interpretation, implementation or application of this Joint Statement shall be referred to the respective headquarters for resolution.

A handwritten signature in black ink, appearing to read 'Nick Dunn', written over a diagonal line.

Nick Dunn
National Distribution Director
Royal Mail Logistics

A handwritten signature in black ink, appearing to read 'Davie Robertson', written in a stylized, cursive manner.

Davie Robertson
Assistant Secretary
CWU

Date: 26th February 2021