



Joint Statement between Royal Mail Engineering and CWU on the guidelines for the implementation of the Shorter Working Week for Engineering Technician Grades.

This agreement should be read as part of the Pathway to Change Agreement 2021.

This joint statement covers engineers in mail centres, Royal Mail International HWDC and PFWW. Our shared vision is to achieve the shorter working week (SWW) as laid out in the 2018 National Guiding Principles Agreement.

The current point for engineering technician grades is a 36.5 hour working week and this agreement focuses on a reduction of 1 hour to a 35.5 hour working week by no later than end of October 2021.

The following guidelines are provided to support local revision negotiations:

- The design of the local revision will provide efficient utilisation of the engineering resource
- To achieve the reduction in the working week, a revision of the existing attendance patterns with minimum disruption will take place for each Plant. This will be conducted locally in line with current resourcing agreements and will ensure full operational coverage is maintained across the current daily work plan
- Appropriate release will be agreed locally for the CWU Engineering Representative to carry out this role
- Negotiation will take place between the local Engineering Manager and CWU representative. This will be supported by the appropriate RME and CWU representatives as required to ensure the revision is agreed in good time for implementation by no later than end of October 2021. The negotiation will be in line with the Industrial Relations Framework Agreement
- Royal Mail and the CWU are fully committed to finding solutions via voluntary means to provide additional Saturday night and Sunday cover where it is jointly recognised to be required before moving to the use of agency engineering staff

- Prior to the revision sign off, all CWU affected engineering grades will vote in a local ballot on the proposed revision arrangements in line with CWU procedures
- The revision will be signed off by the local engineering manager and CWU representative and implemented no later than end of October 2021, which will include the 1-hour reduction in the working week

Any clarification or interpretation of this agreement should be sent to the signatories for a joint response.

Signature	Signature
James Baker: Chief Engineer & Fleet Director 	Carl Maden: CWU Assistant Secretary (Acting) 
Date: 29/01/2021	Date: 11/02/2021