



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

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

Our shared vision is to achieve the Shorter Working Week (SWW) as laid out in the 2018 National Guiding Principles Agreement.

Royal Mail and the CWU commit to delivering the benefit of the shorter working week, whilst undertaking to bring in house as much work as possible, as efficiently as we can. We will review all aspects of external work to get the best mix of internal and external support.

The current point for Fleet technician grades is a 35.5 hour working week and this agreement focuses on a reduction of 1 hour to a 34.5 hour working week by no later than the end of October 2021.

Any reduction of Fleet annual available work hrs due to the SWW will be absorbed by technological processes through improving efficiency in the workshop by reducing any non-productive tasks. Our shared vision is to move to a paperless operation in workshops and all technicians will openly embrace utilising existing and new technology to reduce paper recording, e.g. tablets and laptops, for individuals to record work tasks.

In order to achieve the above, we will agree a method of calculating headcount for each workshop which will be achieved by April 2021.

The following guidelines are provided to support local revision negotiations:

- To achieve the reduction in the working week, a revision of the existing attendance patterns with minimum disruption will take place for each Workshop. 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 Fleet Representative to carry out this role
- Negotiation will take place between the local Workshop Manager and CWU representative. This will be supported by the appropriate Fleet and CWU representatives as required to ensure the revision is agreed in good time for implementation by no later than the 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 weekend cover where it is jointly recognised to be required prior to moving to the use of agency staff
- Prior to the revision sign off, all CWU affected Fleet 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 workshop 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:	Date: 11.02.2021