

No: 162/21

16th April 2021

For the Immediate Attention of All:

Postal Branches
Divisional Representatives
Area Distribution Representatives

Dear Colleagues

PATHWAY TO CHANGE AGREEMENT

**JOINT STATEMENT BETWEEN ROYAL MAIL LOGISTICS AND THE CWU ON REALIGNMENT
ACTIVITY AND THE DEPLOYMENT OF THE 2ND HOUR SWW AT AIR HUBS**

Branches and representatives are informed that in line with the commitments contained within the Pathway to Change Agreement discussions have been taking place with the business in relation to revision activity within Air Hubs to release the 2nd hour of the SWW. Discussions have focused on a streamlined process, based on the principles of the Processing Realignment processes.

Those discussions have now concluded with an agreed Joint Statement, which has been endorsed by the Postal Executive and a copy is attached for your information.

In summary the Joint Statement outlines the following:

- The intention of this local activity at each Air Hub is to address resourcing imbalances across all shifts, resource to demand and other associated challenges in relation to efficiency in line with National agreements and ensure that the business is able to respond and adapt to customer demands and enable growth.
- Reviews will be undertaken on the basis of a table top approach designed to improve efficiency and reduce reliance on external resource.
- The realignment review will be conducted based on current actual data, in line with existing National workplan and agreements.
- The realignment review will be based on standard working methods and equipment type in line with National agreements. Where Covid-19 mitigation/social distancing arrangements are in place they will be factored into agreed outputs for as long as they remain required.

- The realignment will be jointly progressed in line with the principles of the National Processing Resource Realignment Joint Statement and will aim to minimise the disruption to employees. Agreed change will be deployed in line with the IR Framework and relevant National agreements, including MTSF.
- Where one shift is in resource surplus and another shift in resourcing shortfall, locally a transitional plan should be agreed to ensure all movement of staff from one shift to the other is voluntary. In case of a lack of volunteers, existing National agreements and MTSF will be applied, to ensure the 'correct alignment of hours against the workload'.
- The impact of the 2nd Hour SWW must be understood. Local discussions will have autonomy to agree the appropriate solution to efficiently deploy the SWW, which should be built into the duty structures to ensure no negative impact on performance.

The department understands that preliminary discussions have already taken place with our Representatives at the Air Hubs, however the formal activity should commence immediately with the deployment of revised duties targeted to be in place Monday, 7th June 2021, at which point the SWW for all Air Hub employees will be released.

It is jointly believed that the above process will secure robust resourcing, including through the Covid-19 period, reduce the reliance on external resource and allow space for longer-term discussions to progress in line with the commitments contained within the Pathway to Change agreement.

Any enquiries in relation to this LTB should be addressed to Davie Robertson, Assistant Secretary, email: dwyatt@cwu.org quoting reference 054.06.

Yours sincerely

Davie Robertson
Assistant Secretary