



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

Royal Mail (RM) and the Communication Workers Union (CWU) are working together in developing key business policies, mutual interest solutions and a new culture, which is at the core of the commitments contained in our National agreements, including the Key Principles Framework Agreement (Pathway to Change).

Both Royal Mail and the CWU are committed to rebuilding trust, confidence and relationships at all levels of our organisations and in the workplace, creating a constructive environment to progress meaningful discussions and deploy effective change.

Within the Pathway to Change agreement both parties have committed to undertake revision activity in 2021 to rebalance and realign resources to workload, reflecting the change in volumes between letters and parcels. The key objective of this activity is to capture parcel growth, maintain the USO and improve overall efficiency across the business.

Deployment of the revision activity in each function will trigger the 2nd hour reduction in the working week, which should be efficiently factored into the revision activity and agreed duty structures. National discussions have therefore taken place to establish the change activity for Air Hubs to deliver this key benefit.

Air Hub Resource Realignment Process

Both parties recognise the Covid-19 period has created increased volume and demand on the Air Network and that the volumes and workload are anticipated to remain high through the 2021/22 year. It has therefore been agreed that Resource Realignment activity will take place at all Air Hubs to ensure that resource is properly aligned against workload in line with 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.

Activity should commence immediately with the deployment of revised duties targeted to be in place Monday, 7th June 2021.

Royal Mail and the CWU believe 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 questions of interpretation, implementation or application of this Joint Statement shall be referred to the signatories as a matter of urgency for resolution.



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Royal Mail Logistics



Davie Robertson
Assistant Secretary
CWU

Date: 16th April 2021