

Local Representative Briefing

Leeds, 9th March 2015



These Briefings are part of an ongoing commitment to engage more directly with local Representatives about the key challenges facing the postal industry. The briefing was opened by Jane Loftus (PEC Chair) who advised that this was the last of the local briefings and that approximately 2000 unit reps had attended these briefings across the UK.

Dave Ward (Deputy General Secretary Postal)

Dave gave an overview of key Royal Mail Group issues including competition, Growth, Efficiency Pay and industrial relations.



Key issues (competition, growth and Efficiency)

He said that 2 of our key issues are how we deal with the impact competition and how we deal with growth.

With regard to dealing with competition impact he advised that we are going to challenge the regulator via a judicial review, this is something that we have never done before, as part of rejecting the regulator complaint they used the fact that we have decent pay and conditions to state that this is a cause of inefficiencies in Royal Mail, we can't have a regulator stating what a decent days pay should be. We want to see a limit on competition to stop them Cherry picking "there has to be a point where they realise that competition is a threat to the USO (universal service obligation). We want a new legal framework that would protect the USO. If the regulator is going to use our terms and conditions as a measure of efficiency we need to develop a strategy that calls for a standard on jobs in the postal sector.

With regard to growth he stated that "we want the union to drive the debate on growth" and that "we need to start thinking differently", he believes that we need to look at our current work plan as this appears to be a barrier to growth. He advised that Royal Mail does have some growth plans but the CWU needs to keep pushing this issue, as part of this we would like to see the introduction of Royal Mail local which would mean reviewing services that could be amended or added in local areas to attract work on a local basis (Royal Mail have suggested that they would be willing to trial this).

Industrial Relations

We have gained agreement to roll out a specific one day training course on using the Industrial Relations Framework to help resolve issues.

Pay (April 2015)

Our current agreement includes an increase of 2.8% on basic pay rates, basic pay supplements, with this flowing through to all rates and allowances, this is stated as being subject to review if inflation (as measured by the average monthly RPI in the period January – March 2015) is below 2.3% or above 3.3, this clause was included when the figures were very different and therefore Dave advised that there is no way we would accept less than the 2.8%.

Dave's closing statement was "have no doubt Royal Mail know that they can't take the company forward without the union".

Bob Gibson (Assistant Secretary)



Bob gave a delivery update and outlined the key department issues.

He spoke about the Sunday trial and advised that whilst the enquiry office trial had been very successful (Sunday is now the 3rd busiest day in enquiry offices) that level of success has not been the same in deliveries, he advised that some of the Sunday delivery services have been rationalised as one point the cost of delivering a parcel peaked at £26 per parcel. As expected Royal

Mail would like us to agree that Sunday working is part of the working week (with a Sunday Premium), talks with regard to the Sunday trial are continuing as they wish to extend the trial to more offices.

Terry Pullinger (Assistant secretary)

Terry gave an update on processing, ROMEK and key department issues. As part of his contribution he stated that "we are trying to influence the strategic plan of Royal Mail".



Ray Ellis (Assistant secretary)

Ray spoke about Voluntary Redundancy, MTSF Review and ROMEK.

Redundancy

Approximately six weeks ago it became apparent that VR's were being offered across all functions with an enhancement of 3 months pay in lieu of notice (without the need to work the notice). This

approached breached agreements including MTSF. Following this the union then issued a statement that put us back in control of the situation.

The MTSF review has been deferred until May 2015, until then current terms will remain in place, discussions will take place which include changes to the way RMPP is paid to those over 55 etc.

ROMECC - Following the change of joint venture partner arising from the sale of Balfour Beatty workplace to Cofely, Royal Mail are proposing a transfer of ROMECC to Cofely, as this change would mean serious consequences for our ROMECC workers the CWU is arguing strongly for Royal Mail to resume control of Facilities Management Services and staff. It is important to ensure that we increase our ROMECC membership in order to provide maximum protection for those members

Q & A session



Following a short break unit reps were given the opportunity to raise awareness of local issues and to ask the officers questions.

The questions ranged from asking about managers on delivery, the conscience clause for delivering election leaflets to managers giving incorrect advice with regard overtime etc. It was apparent that there is a general feeling that whilst it is believed that CWU reps and members have embraced Agenda & Together for Growth initiatives many management grades have not.

Both Dave and Ray responded to many of the questions by advising that we need to make better and full use of the IR Framework, we must use our legally enforceable agreements and challenge all issues the processes that we have.

If you have any questions or require further information regarding the briefing please don't hesitate to speak to your unit or local rep.

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