



# KEEPING YOU POSTED



*The communications union*

A MEMBERS NEWSLETTER

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## A MODERN FUTURE FOR DELIVERY: THE CWU DELIVERY ALTERNATIVE!

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Please take the time to read this letter.

The CWU have a vision of how we can develop and shape your future in delivery to ensure that you have a future! We need your support for our Blueprint, and it is vital that you voice your views to management and let them know what you think. Let your manager know that you want a national agreement on this matter. An agreement in line with the CWU Delivery Blueprint.

### National Agreements

Royal Mail need to come clean on what their real view of your future is, and where they stand on national agreements, on all issues affecting your job, and not just pay which they have to negotiate anyway. The CWU believe it is essential for our members' future and peace of mind that there is a clear and concise national agreement covering the future working arrangements / methods within deliveries.

- ✦ Delivery is a national network and needs to be covered by nationally agreed standards and parameters
- ✦ A national agreement will allow both parties to engage in local discussions and effectively develop working relationships to support and ensure a smooth transition to change in delivery throughout the U.K.
- ✦ To bring about change via a national agreement it is imperative that there is a joint statement committing all parties to fully engage in the sharing of information and meaningful and structured discussions at local, area, divisional and national level.
- ✦ This will enhance relationships and behaviours between managers and CWU representatives at all levels creating trust and encouraging the sharing of information which will in turn create positive working relationships.
- ✦ **Fact: Where there are good local working relationships with the CWU, Employee Relations are better within that workplace.**

### Job Security

There have been previous statements on job security in other national agreements. Any future statement would have to be tied into an overall agreement on the future of the industry to have any meaning to our members.

- ✦ It is essential that there is a clear statement that covers future employment/job security in delivery, for both Royal Mail and the CWU.
- ✦ It will settle minds for those who wish to remain, and create a workforce/membership that feels more secure about their future and more responsive to change.

### Full Time / Part Time

Following on from the above we need clear statements about the make up of jobs in the industry.

- ✦ We need a genuine commitment from Royal Mail that they intend to keep a predominantly full time workforce in delivery.
- ✦ This will provide some security and instil confidence in all current and future employees.
- ✦ Opportunity should also be provided for those wishing to progress from part-time to full-time.
- ✦ Similarly we will also need to provide assurances for part timers who wish to remain part time.

### Revisions, Tools and Trials

It is in everyone's best interests to have a clear statement on Geo-route, Indoor Workload Tool and Delivery Best Practise that includes and recognises the CWU's input and agreement to the use of these tools and planning methods.

- ✦ Databank/planning values should be shared with the CWU and where concerns exist they should be discussed and agreement sought.

- ✦ The CWU want a national agreement that ensures any future trials will have nationally agreed terms of reference or guiding principles that will ensure input from all parties concerned, and a final agreement or code of practice.

### Door to Door

The CWU believe we need a new agreement that deals with D2D. It's time to be radical and seek an agreement that includes it in workload and also provides protection to current payments.

- ✦ The CWU believe the way to do this is by including D2D within any new delivery agreement. Ongoing discussions on a future delivery model must include D2D; it is not beneficial to deal with this in separate discussions / negotiations.

### Reward for CWU Members

The CWU believe that we must insist that we are rewarded for more efficient ways of working and moving to a new delivery model, and our members are rewarded for their acceptance of new working practices as such:-

- ✦ The CWU believe that any revised way of working in delivery must see a reduction in the working week.
- ✦ The CWU believe that the time is now right for a SWW and if implemented will increase morale within delivery offices throughout the U.K.
- ✦ Any statement from the CWU and Royal Mail must ensure that current and future earnings potentials will remain.

### Delivery Spans Methods and Structures

The CWU recognise the need to change and that we must have a safe working environment for all delivery workers. We must also ensure we can maximise full time jobs within our industry taking into account the effect of automation on the indoor element of Delivery Offices.

- ✦ The CWU believe that all new delivery methods should be discussed and agreed nationally. These negotiations will have an impact on how duty structures are developed across the U.K. and are critical to ensuring there is a smooth transition to future delivery methods and working arrangements.
- ✦ The CWU believe that duty structures should be developed locally however the CWU nationally must have an input into how those

structures are built up and remain consistent with agreed guiding principles.

- ✦ The CWU are still "open minded" as to when the last letter town and rural specification should be.
- ✦ However, we do believe that there should be a nationally agreed specification covering the delivery of firms/businesses mail between 07:00 and 10:00 and that this should form part of the USO.
- ✦ The length of delivery spans should be determined locally according to workload and what delivery method is available/used.

### Callers Offices

Should be a project on its own and they should be a collection and posting point for customers open 7 days per week. This doesn't mean 7 day attendances.

- ✦ They should be a source of information offering services including stamps etc.
- ✦ A local delivery register can be maintained showing when customers are available and where safe drops are etc.
- ✦ These units could also have swipe card access and possibly have ATM's.
- ✦ Customer care could be returned to the locality

### Conclusion

The CWU are doing their utmost to safeguard your future, and your terms and conditions. We want to negotiate an agreement with Royal Mail that will ensure Royal Mail is a successful company that has our members and the public interest at heart. To do this we need your support for our Delivery Blueprint. Your local rep and Branch officials have copies of the Blueprint and also reps briefs on the subject. Please speak to them about this.

Your support is vital in getting Royal Mail round the negotiating table and delivering our vision for your future. Royal Mail will promise you the Earth to avoid this happening but this will only be short term and short lived.

**Please Support Your Union  
now - before it's too late.  
Remember -  
Unity is Strength!**