

Postal Dispute Update

ROYAL MAIL VOLUME LOSS CLAIMS IN PERSPECTIVE

The convenient round figure of a 10% volume loss is the latest strap line for all managers to justify yet more attacks on our members' jobs, pay and conditions. Yet, at no stage has the company provided the Union with any proper information that could be fairly validated.

Remember this is the company who have been severely criticised by Government and Hooper for not being transparent over their numbers.

So What is the Real Position with Volume Decline?

The Union accepts that there has been some volume decline, but it is difficult to quantify exactly how much and we believe it will vary from function to function and office to office.

It is likely that the recession has had a short term impact on volumes, but it is too early to say the extent to which this trend will continue.

The issue of volume decline must be put into context:

1. The introduction of competition has definitely had an impact on volumes in what is known as the upstream end of the market i.e. Mail Centres and Regional Distributions Centres. However, it appears Royal Mail take no account of the fact that all of the competitor's mail still has to be delivered by our members.
2. Royal Mail has changed the items per kilo figure which is the key figure involved in reporting overall volumes of mail. This means, when they compare this year with last year they are not comparing like for like.
3. Even if 10% volume decline was accurate, to assess the impact this has on our members' workload you must also take into account the decline in jobs. Royal Mail claim there has been over 40,000 job losses. A 10% volume loss set against a 30% loss in jobs means postal workers are now working harder than ever.

THE ROYAL MAIL ROLLERCOASTER RIDE

In recent years postal workers have witnessed a rollercoaster ride with claims from Royal Mail of several fantastic business turn arounds – only to be immediately followed by the next crisis.

In May 2009 Royal Mail said it has outperformed all of its financial and quality targets and posted its best profit for years - £321 million.

The company's response was to immediately pay out huge managerial bonuses whilst announcing a pay freeze for the workers.

Within weeks of claiming its best performance in years the company now say their fortunes have dropped off the edge of a cliff and that volumes are down by 10 per cent.

Royal Mail's 10 per cent figure has never been properly validated.

Even if it were true management completely ignore the fact that they also claim to have got rid of 40,000 jobs.

10% volume loss versus 30% loss in jobs.

Royal Mail propaganda is hard at work – whilst postal workers are working harder than ever.

What we are for – Fairness	What we are against - Unfairness
<p>FAIRNESS – A new job security agreement – reflecting the sheer scale of change you are facing. Sustainable full time jobs, no compulsory redundancies, maximising the choices you have over your future.</p> <p>FAIRNESS – You benefiting from change – modern and enhanced terms and conditions. Higher pay, a shorter working week, better attendance patterns providing you with more quality time away from work including weekends.</p> <p>FAIRNESS – A better local working environment – work systems that ensure your daily workload is based on fair and objective measurement so that you can cope. You and your Union having a genuine say over how the job should be done.</p>	<p>UNFAIRNESS – Royal Mail imposing change by diktat – not honouring national agreements leading to a part-time industry and compulsory redundancies.</p> <p>UNFAIRNESS – Royal Mail constantly driving down your terms and conditions – not giving you a real share in the savings that are being made or the benefits from automation. Continually reducing your pay, earnings, pensions and conditions.</p> <p>UNFAIRNESS – Royal Mail imposing unfair work rates to meet unrealistic local budget demands – chaos management creating workload that people cannot cope with. A bullying managerial culture based on “we make the decisions you do as you are told”.</p>

National industrial Action Ballot Timetable

Ballot papers dispatched: 9th September 2009

Ballot closes: 23rd September 2009

VOTE YES



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