

let's talkabout...

The pay and modernisation deal

Flexible working

- Flexibility is about managers, postmen and women and local reps working together sensibly, to make sure the job gets done in the best and most efficient way - with a bit of give and take on all sides.
- It is NOT about people not knowing where they are working, what they are doing or what their wages will be from one week to the next.
- We will always take account of individual circumstances - but flexibility will apply equally to everyone.

We will use the following agreed enablers to help us increase flexibility in our units:

Use of new technology

Full cooperation for trials and deployment of new technology eg iLSMs, walk sequencing, RDC automation, telemetry in area fleets, handhelds, collection handshake and materials handling
Early deployment of flats automation, semi-automated packet sorting and delivery method improvements

Longs and shorts

The normal working pattern is rebalanced within the week to reflect traffic profiles

Variation of hours

People may be asked to vary their duty by up to 30 mins on a swings and roundabouts basis

Efficient summer staffing

Each unit will take advantage of the reduced traffic volumes and rearrange responsibilities during the summer

This will give people more opportunities for taking leave in the summer period

Working in nearby offices

Areas will agree with CWU a local approach to working in nearby offices within people's contracted hours

Innovative duty structures

Units will identify innovative approaches to meet agreed objectives

Doing other work in your office

On occasions, people may be asked to undertake other work outside their normal duties - with appropriate training if necessary and safe ways of working at all times

Q: How will the flexible working be implemented in our unit?

A: We will work together to decide how best to get the job done, within our scheduled hours, so everyone knows what's happening and when, so that they can plan accordingly. Everyone in the unit - managers, postmen and women and reps - will work together to develop and agree a flexibility plan that helps us get the job done in the best way possible.

Q: Can you give us an example of how our hours of attendance could vary through the week?

A: A unit's normal work pattern may be rebalanced within the week to reflect the traffic profile. For example - individuals may be asked to work 7 hours on a Tuesday and 9 hours on a Friday, however their total weekly contractual hours will not change. Where on occasions traffic volumes are particularly high or low, individuals may be asked to vary their duty times by up to 30 minutes. Those 30 minutes, will then need to be taken or made up later in the week.

Q: Will my job change every day?

A: Absolutely not. We want our people to be experts - to be the best at the things they do. It would be madness to keep messing people around and chopping and changing the things they do. Everyone will have a job and some core activities that they can make their own.

Q: Will I be forced to change my hours of attendance?

A: We want people to work all the hours they are paid and to be fully occupied during that time. We will be introducing different contracts to cover a range of different hours and you may want to sign-up for one of these.

Q: Will I be forced to stay late if the work's not been done?

A: If there are delays in the network or the machines break down we may ask people to stay on for a bit to help clear the mail and then reclaim the time later in the week.

Q: Will I have to do a different walk every day?

A: Absolutely not. Delivery postmen and women will have their own walk and their own customers, which they know inside out. However, they will need to keep their walk logs up to date, so when they are away or sick someone else can cover the walk easily and safely.

Q: Will I have to work in different units?

A: From time to time, we do ask people to help out in other nearby units and we will continue to do this as and when necessary, but this will be the exception rather than the rule.