

Communication Workers Union



# POSTHORN

## Business Edition

MAY 2009



### Branch Secretary's Report

Kick in the teeth, that what's Royal Mail have awarded all employee's with a pay freeze in 2009/10. This is at a time when we are subject to making savings when in January Royal Mail announced that the half year profits have doubled to £177 million.

Why is it the norm for employers not to award pay rises and use the excuse of the economic downturn, when Royal Mail are making profits in all of its businesses on the backs of its employee's ???. Adam Crozier earned £212,000.00 in bonuses which brought his pay to nearly £1million the highest paid civil servant this is outrageous at a time when the business have refused in bringing our living standards to a reasonable level. It's more likely that conflict is immanent.

Enough is enough is what the Representatives are telling Management in respect to proposals that they have received in making further savings. Our Headquarters have now made a policy to not engage nor agree to making local savings until such time that Management stick to National Agreements.

"Keep the Post Public" the campaign widens to all regions, a large postcard and post-box is touring the Cities/Towns from John O'Groats to Lands-End. The campaign comes to our

Branch Area at the Tolpuddle Festival on 19 July 2009. If you are available please come along the festival starts at 11am to 6pm with the main focus of the parade of the Trade Union Banners at 2pm.

The Branch has forwarded 556 post cards to MP's in the Dorset/Hampshire area seeking support to the paramilitary Early Day Motion 428 for the Government to take responsibility for the pension fund deficit and not to sell 30% stake in Royal Mail. Your support is invaluable in keeping up the pressure on your elected MP.

The Union's Annual Conference comes to Bournemouth at the BIC on Sunday 7 June and ends on 11 June 2009. The General Conference is over two days on the Sunday and Monday and then followed by the Postal Conference from Tuesday to Thursday. Members are most welcome to attend as visitors making sure you have your union membership card with you.

The next few months will be a testing time and with your support the union will achieve a satisfactory solution. Once again thank you for your help and support with our Post Card campaign.

**Derek Clash**  
**Branch Secretary**

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**Branch Secretary**



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## Area Delivery Reps Report

### Duty Planner (Indoor Work Tool)



The new duty planner is quite a good tool in principle as it gives every member a duty structure so every one knows what he or she should be doing on a daily basis.

But the implementation of the duty planners being proposed for each delivery office by Royal Mail are reliant on savings targets so this means a reduction in staff and hours.

Now Royal Mail want to reduce staff and hours and still expect the job to be done by the people left behind.

I am being blamed for the hold on the EVR packages in delivery units because I cannot agree to the savings tasks proposed for each unit, which means a reduction in staff.

The savings targets that have been set for the delivery units are unrealistic and unachiev-

able. No thought has been given to the members or the customers and it's just a savings exercise.

Most delivery units are unable to complete the duties they have now so how they expect the work to be done with less staff & less hours is beyond me.

I have a number of disagreements in offices in the area over these savings targets and will continue to negotiate until we get a realistic savings target.

There are savings to be made in delivery units but not the figure Royal Mail are asking for.

### Annual Lapsing

Delivery members are constantly being put under pressure to complete their duties along with the absorption (Lapsing)

The lapsing should only be used for covering staff absence and not to help the office budget.

As is happening in some offices, this must stop.

Under no circumstances should this absorption be done for **free**. It must be done in your duty time or overtime must be paid.

Some managers are refusing to pay overtime when members go over their duty time this must stop. If the management will not pay the overtime then tell the manager, before you go out, that you will be unable to complete the work in the time given. The manager must then decide what to do with the remaining work.

Do not let the managers bully you into doing the extra work for free.

Any lapsing or absorbing must be discussed with the local representative and/or members on how best to deal with the problem of absence and staff shortages.

**DO NOT LET THE MANAGERS BULLY YOU INTO DOING THE EXTRA WORK FOR FREE.**

### Pegasus/Geo-route

The Pegasus revisions have been a mess in most offices with local reps trying to get the managers to adjust the walks that are constantly going over 3.5 hours.

It is only the goodwill of the members that the duties are being completed.

We must all pressurise the managers to get the delivery span right, after all the delivery span has a major impact on the indoor element of the duties

## Area Delivery Rep's Report

### Walk sequence Machines

There are no immediate plans to put walking sequence machines in the area just yet. But Bournemouth LDO & Winton LDO should be having walk sequenced mail in the next month,

but this mail will be sorted & sequenced at the mail centre using letter sorting machines they have at present. This will have a major impact on the indoor work in those delivery offices, as there will be

less sorting and prep time required. I will be going to the Southampton mail centre & Shirley LDO to see how the operations work and what the affects are on the delivery office.

### GRAHAM HARDY



Area Delivery Rep

### Family friendly polices (Later start times)

There is a lot of talk at the moment about later starts. The national agreement is 06.15. for full time staff. Any variation on this must

be discussed locally. I do not have a major problem with an adjustment to the start time but it's the finish time that I have an issue with, this must remain the same. The majority finish time being 14.15. The family friendly polices must be

observed and any issues with the change in duty times must be agreed with the individual affected by the change.

Graham Hardy

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### PHIL DEAN



Parcel Section Secretary

## Parcels Section Secretary

Table of success held its first meeting in Old Street bringing together all the strands to report back on what progress they have made and to give presentations to Terry Pullinger and Dave Smith welcomed the presentations and said the project was an overwhelming success. He went on to say how Parcelforce had done in the last financial year and said he is very proud to announce our yearly profit had doubled.

Parcelforce pay: A claim has been submitted to Parcelforce for a percentage increase which has not been agreed at this moment in time. I do not know exactly what that percentage is but I can tell you that in this pay deal the CWU is trying to add to our Health Plan by including dental care.

Phil Dean

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## Area Processing / Distribution Report

### Business Plan

At the beginning of the year we were made aware that the business was looking to make 8% savings on their budget. This was then amended to be based on staff working to Optimum Performance. Obviously whatever they want to call it, it will mean a loss of duties. The Shift Managers have presented their proposals to the Shift Reps. It has to be said that we believe that some of the proposals just will not work and we have been in discussions with management. Headquarters have told Branches not to make any agreement on savings at this stage as they are looking to make a National Agreement on Pay, Modernisation and Savings. It looks as if this is going to be progressed through the IR Framework.

### VRs

As you are aware a preference exercise was put out in early March asking whether staff wanted to take VR or buy down their hours to 25 hours

per week. The CWU's position is that whilst there is no agreement on savings then it would not be appropriate to go ahead with VR's. If management were to offer VR's at this stage then we will deal with this with the support from Headquarters. Whilst we recognise that those who would wish to leave the business will be disappointed with this we also have a major responsibility to those who wish to remain in the business.

### Severe Weather Conditions

During the unusually severe weather conditions which we experienced earlier in the year a small number of members could not get in to work and either lost pay or had to use leave. The CWU do not believe that our members should be penalised for what is an "act of God". We made representations to management but to no avail so this matter is being dealt with via the IR Framework and is at stage 3.




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**Ken Hilton**



**Area Processing Rep**

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***Whilst we recognise that there are those who would wish to leave the business we also have just as great if not greater responsibility to those who wish to remain in the business.***

### Three Frame Sort

There has been much conjecture about if and when the Three Frame Sort will come in. The national trial ended at the end of January and we are waiting for a national agreement on the implementation. There is an agreement to use this system for RTS items so it is only a matter of time before it will be brought in for outward mail but there is no date for this at the moment. Late Shift have started to break down the selections on the Forward Roads without any consultation and this matter is currently at stage 2 of the IR Framework.

### Professional Drivers Pay for S/A & O/T

At last this issue has now been resolved. The new spreadsheets at wages started on the pay date 17<sup>th</sup> April with all the back pay also being paid on this date. This issue has taken a long time to get resolved and it was worth the Branch making such an issue over this. Like I have always said if you keep on enough you will get there in the end.

**Ken Hilton**

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## Health & Safety Area Reps Report

### ROYAL MAIL DELIVERY FOOTWEAR

As doubtless you are aware the magnum delivery shoe/boot introduced early last year have shown themselves to be unfit for purpose. Amid numerous complaints from members Royal mail looked into the problem and saw that their was some validity to the complaints and came out with a modified magnum, early indications are that it is an improvement on the original.

Also so that staff have a choice Royal mail are looking at cat footwear and doc martins so that there will be at least a choice for delivery staff.

### DIRECT CUSTOMER TRAYING

Finally after some bitter wrangling between Royal Mail and the CWU we have come up with a SSOW(safe systems of work) for the collection and transportation of per stops from firms. Coaching and training sessions will be set up for all drivers currently involved in the practice of direct customer traying.

**Kevin Fitzgerald**



**Area Health & Safety Rep**

### BITE BACK CAMPAIGN

Latest news on the campaign to amend the dangerous dogs act 1991 is that Angela Smith MP has now secured a ten- minute rule bill on the issue of changing the law on dangerous dogs, which currently leaves no protection for attacks which take place on private property.



### DELIVERY CYCLES

Problems with acquiring replacement cycles for delivery staff, money as always behind it, disgraceful in a business where the bike is a key element to doing mail deliveries. Although Royal mails business plan for the future is to have less cycles and more vans and HCT trolleys.



**Kevin Fitzgerald**  
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