

POSTHORN

BOURNEMOUTH & DORSET  
AMALGAMATED BRANCH

Communication Workers Union



# Christmas Issue 2010

December 2010



# POSTHORN

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## Branch Secretary's Report

**Derek Clash**



**Branch Secretary**

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### KEEP THE POST PUBLIC™

The coalition Government announced changes to the Postal Services bill, this would allow the Con/Dem coalition Government to privatise 100% of Royal Mail and separate part of the services from the Post Office Network. The Branch has been active in making the union's position clear and the reasons why it is imperative that Royal Mail should remain in the public sector and our slogan demonstrates "Keep the Post Public"



**Demonstration outside the Business Innovation & Skills offices, Westminster, London**

The Postal Services Bill was presented to Parliament on 13 October 2010 and on 27 October 2010 the House of Commons debated the main principles of the Bill. I attended the House of Commons on that day with other officials from Branch to lobby the MP's, the afternoon was very positive where we had the opportunity to speak to a number of MP's and those MP's who sit on the opposition side of the Governments benches were fully supportive of the union's campaign. The Union organised a rally in Westminster on 15 December 2010, the Branch was represented where 600 CWU members listened to various speakers which included the Shadow Business Secretary John Denham and from the Green Party

MP Caroline Lucas also various speakers from the UNITE, GMB unions, Ken Livingstone, Candidate for the Mayor of London (2012), Dot Gibson from the National Pensioners Convention and many more speakers attended in support of "Keep the Post Public" We then marched onto the Department for Business Innovation & Skills Offices in Victoria Street to hand in the specially designed post cards addressed to Vince Cable the Business Secretary in the Coalition Government.

The third reading of the Postal Services Bill will be heard on 12 January 2011, during 2011 there will be many more rallies and lobby of Parliament as it is important the CWU defeat any attempt by the Coalition Government to Privatise Royal Mail. We need the support of our members to write to their MP's and campaign to "Keep the Post Public".

2011 will be a tough year its important that the membership stay's strong and supports your union. I take this opportunity on behalf of your Branch Committee to wish you and your families a good Christmas and a Prosperous 2011:



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## Area Delivery Reps Report

**Graham Hardy**



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

### **Geo-route (Pegasus) Revision**

These new revision have been handle by the Management and planners how they used to deal with revisions in the past.” These are the new duties get on with it” There has not been proper involvement with the members to explain what is happening in their of- fice or how the new duties will affect each member.

All the revisions that have been deployed are a mess. Royal Mail is working on a model week (regarding traffic) so we will fail most weeks of the year as we are above the model week most of the time Royal Mail expects the Members to go over their duty time every day and when the Members ask to work just to their duty time they are intimidated by the Managers to stay out.

The Managers are supposed to plan for the extra traffic but it is being dealt

with on a daily basis and then they wonder why the Members are not willing to work over

The new agreement for deliveries is a good agreement and if it had been dealt with properly and we had been fully in- volved from the outset it would have worked.

I am still waiting for them to put right all the units that have been deployed but this has not happened to date

The units that have had full revisions deployed are New Milton, Ver- wood, & Portland. Swan- age was deployed without agreement.

Dorchester & Christ- church have had part revisions deployed.

### **Staff Shortages**

Almost every office has staff shortages. But Royal Mail refuse to recruit to get the job done they just recruit to the bear mini- mum of staff and expect everyone else to do the work. They assume that

all will be well when the revisions come in all over the area.

### **Revision Delays**

The reason for the delays is because the Manage- ment & planners were sitting on the revisions and when the deployment dates came through they panicked and then were asking for signatures to deploy regardless if the unit was ready

I have been blamed for holding up the revisions. But if the Management had got everyone on board then I would proba- bly have been able to sign the revisions off on time.

I was also deceived by management when, they used a piece of paper I signed which was simply an enabler to progress the revision, as an agreement. This matter was disputed and the Regional Man- ager ruled it to be just an enabler not an agreement.

### **Severe Weather**

Some managers took it upon them selves to go against national agreements and try to make Members work over their duty time and told them they could not claim overtime. The National agreement states that if manage- ment send you home there is no claw back of hours.

### **Relationships**

The new agreement was about building new relationships, but, this seems to have been forgotten. In fact the re- lationship is at an all time low.

## Parcels Section Secretary

### Work load 2010

With the end of autumn pressure 2009, which was the busiest since Parcelforce split from Royal Mail, all the drivers thought that the traffic would stop and we would have a quieter start to 2010 how wrong we were !!! Traffic continued on a high level as Parcelforce continued to capture very lucrative contracts, the biggest contract being RS Components

### Pay Negotiations 2010

In April our annual pay negotiations began, and being more important this year as like Royal Mail Letters we had no pay rise in 2009. They were very protracted negotiations that were not concluded until September 2010 and once again Terry Pullinger, National officer managed to secure a very good deal. The pay deal of 3% flowing through along with it being back dated to April 2010. Also the £11 from the first time delivery bonus has been consolidated into the basic pay and a new bonus scheme achieved which will be introduced in the New Year, and finally a £325 lump sum being paid when the pay deal was agreed by the membership.

### Privatisation

The membership in Parcelforce are very worried about the decision by this new Con-Dem Government to privatise parts of the Post Office. I personally feel that Parcelforce is a prime target but I also feel sure that with the Union's campaign to defeat privatisation, we can look to the future in a more positive manner and hopefully it will not be as bad as we fear at this moment in time.

Phil Dean



Parcel Section Secretary

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## Area Distribution Reps Report

### Walk Sequencing

At the moment the trial is taking place, a few teething problems have arisen, such as not enough vehicles at the correct times to enable us to distribute the mail. These initial problems have been highlighted and tweaks to duties will be negotiated in due course. Meetings have taken place to discuss a resign in the near future but as yet nothing has been agreed, we will be meeting with the business in the New Year and hope to have an agreement soon after taking into account all people issues and will comply with National Agreements under the Managing The Surplus Frame Work.

### Collections Best Practice

The collection revision has now taken place and produced 180 hours savings although there were teething problems at the beginning these now seem to have been rectified. Through this revision process and after de-

ployment a lump sum payment should have been paid but as yet this is not forthcoming from the business but is being looked into from the Divisional Representatives, who believe that we have met all criteria, if there was any, and that payment should be paid immediately.

### Network

It seems that the distribution function will be forming part of the logistics network from the next financial year but as yet this has not been agreed. More info to follow.

### PDA'S

PDA's are due to be implemented in February for collection's which will be beneficial for all involved. I will let you know more when I have more info as to how the business will implement this equipment and also on training and safe systems of work. The CWU will make sure that all member's that are expected to use this equipment will be fully trained as laid down in the guidelines of the National Agreement.

Max Matthews



Area Distribution  
Rep

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## BE KEPT INFORMED

**IT IS MOST IMPORTANT THAT IF YOU ARE CHANGING YOUR ADDRESS OR EMPLOYMENT DETAILS THAT YOU LET THE BRANCH KNOW YOUR NEW DETAILS EITHER BY**

**E-MAIL [membership@unioncwu.org](mailto:membership@unioncwu.org)**

**OR WRITE TO: CWU MEMBERSHIP RECORDS, FREEPOST, NEW MILTON,  
HAMPSHIRE BH25 6LJ**

**IF YOU HAVE AN EMAIL ADDRESS, PLEASE LET US KNOW TO HELP SPEED UP OUR COMMUNICATIONS WITH YOU!**

**IF YOU FAIL TO KEEP US INFORMED YOU WILL NOT RECEIVE IMPORTANT INFORMATION FROM YOUR UNION.**

## Area Processing Report

The change happening now in Royal Mail is unprecedented, and we have had more than our fair share at the mail centre this year. Another new mail centre manager started in June, whilst the introduction of ILSM and CSS machines were a huge challenge for everyone. Most businesses would accept the investment needed to bring all these changes would mean extra costs this year in terms of training, relocation (costs of moving work around the building), but we haven't even been allowed the luxury of nil costs, as we've also been tasked with saving £1 million this year. We should be congratulated for what we have achieved this year, despite all this, not written to our homes and told about some Japanese health and safety practices and informed that our health and safety record is 30% worse than Bristol's. But let's set the facts straight Bristol Mail Centre is working under World Class Mail, where managers are under pressure not to report accidents, as the target is zero accidents. Instead they must have been some reason for the accident, and the easiest excuse is for the manager to use what limited artistic licence they have to blame it on you. The business wanted to bring the Bristol Process into this mail centre prior to World Class Mail being introduced, but it was never appropriate and

never even agreed with the reps at Bristol. Ultimately health and safety is more about the big decisions- whether to use an out-house for the mail centre at Xmas, and let's hope 2011 will be more about this rather than blaming the individual.

It hasn't been easy negotiating this year- the business is much more commercially orientated and there are things which you just can't defend anymore. Above all, we still face the threat of mail centre closures above us, and this is why we have to make changes, as some time in the new year they will come round to the South West. We have had to accept duty cuts this year- some times it seems crazy when there is so much work around, but we can't staff to the busiest weeks of the year, we have to work somewhere in the middle and take into consideration the quieter weeks. We can't just give everyone the holiday they want anymore. There were huge failures after Easter and May Bank Holiday, which we can't repeat again next year, if we want to remain a viable office. We certainly don't agree with everything the business proposes, but we have to choose our battles carefully. As Dave Ward says we are in a declining business, certainly letters wise, and it's no use fighting if we ruin the industry in the process. There are opportunities, but we have to be positive and reach out and grab these, not just resist change because we prefer the way things are.

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**Mark Cowan**

**Area Processing Rep**

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← **THE YEAR AHEAD** →

In 2011, we will need to make the most of the hard work we have put into 2010. We need to make the most of the new machines we now have. Prior to Christmas, the business reported we were only walk sequencing 20% of our target mail. I do not believe our performance levels were that low, but I think there is a very good opportunity to achieve 50% by the end of January, and thereby secure £400 and half an hour off the working week, as we should be walk sequencing all of wave 1 (night shift) after Xmas. We should also have a better way of sorting packets (if we ever get the yorks back) which means we should be able to sort more packets next year. We may have to do this despite the management at times, but I really hope 2011 will not see this mail centre downsize. And if Royal Mail do try and do something to us, then we have to ensure we have as many arguments as possible to keep all the work in this mail centre.

We also recognise there are people who want to leave the business on voluntary redundancy terms. This has now been prevented by the management, but if we can make the place a better place to work, then some of you will be able to go as well. This has got to be the best option- security for those who stay at the mail centre and a chance to move on for those who don't.

## Health & Safety Area Reps Report

### ARTIC'S IN BOURNEMOUTH DELIVERY OFFICE YARD

We have seen the introduction of an artic at Bournemouth delivery office in the mornings, and although greeted with moans and groans, for various reasons IR and H&S.

The H&S ones have at least been addressed with a simple SSOW, which involves the use of a designated yard marshal.

### WALK LOGS

Big changes to the walk delivery logs, which although for the rounds will remain in paper form has now gone entirely electronic, with amendments and changes to deliveries being done far more quickly.

### 6 PHASE DELIVERY REVISION

As this edition of the post horn goes to press we are undergoing a major revision on deliveries, with the delivery staffs traditional mode of transport the bike being withdrawn from service, and replaced with trolleys and vans.

There are a lot of people I am sure who will regret the removal of bikes who for many years served the staff well, but on the whole they were not without their problems, and users were very vulnerable on the roads, so now very soon we will see a new era of shared vans and HCT trolleys.

**Kevin Fitzgerald**



**Area Health & Safety Rep**

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### SPIKYS FOOTWEAR

This year should have seen the introduction of a new form of snow shoes or as they are more accurately called SPIKYS, these are designed for use in snow and more importantly ICE, they were trailed and tested in Scotland and have proved very successful, unfortunately demand has outstripped supply so many offices in the southern regions are still waiting placed orders to be fulfilled.

### DANGEROUS DOGS ACT CAMPAIGN

One of the biggest issues, which is still ongoing, and has been raised very prominently by the CWU, is the question of dogs and getting the dangerous dogs act amended so that there is greater protection under the law for those people who enter private property legitimately and as a consequence are attacked and bitten by a dog.



We have seen a number of horrendous dog attacks happening to postal staff, over the years and as a result have seen the inadequacies of the dangerous dogs act, and the need for change.

We have a number of MP's across all sides of the house on our side, also the association of Chief Constables, and the RSPCA.