

Postal Policy Forum

Tuesday, 22nd March /Wednesday, 23rd March 2016

Policy Carried

The Future of Royal Mail, Pay and Pensions

Recommendation 1: That an Agreement is reached consistent with the above report and which reaffirms commitment to our current Agreements, builds upon them and the growth agenda, resolves all outstanding issues and seeks to extend the agreed commitments, MTSF and the legally binding Agreement for a further five years’.

2 COMPOSITE 1

Add at End: that this Policy Forum welcomes an extension of the legal guarantees and MTSF, however this Policy Forum agrees that this must not be dependent on the CWU agreeing to Royal Mail’s ‘vision’ of the future strategy for the business or a pilot/agreement to extend the current OMP trial or a move to single wave sequencing.

**Midlands Divisional Committee
Anglia Divisional Committee
London Divisional Committee
West London Postal
London South West
South East London
Northern/North West London
Mount Pleasant International
East London Postal
London Parcels and Stations Amal
London Phoenix
Eastern No.5**

3 COMPOSITE 2

Add at end:

This Policy Forum believes that there is no coherent automation strategy. It is apparent that Royal Mail is inclined to finance a number of competing initiatives without any clarity around priorities or compatibility as well as the need to remove essential existing equipment to facilitate new machines.

This Forum is also concerned at the lack of any meaningful involvement of the CWU.

The Postal Executive must urgently engage with Royal Mail to prevent further occurrences of machine moves taking place without full involvement of the CWU, including Technical Services Representatives, to ensure such decisions are in line with the BT2010 and the Agenda for Growth agreements for full consultation and genuine consensual change based on mutual interest.

This intervention is necessary in light of a recent undisclosed machine move of an iLSM from Peterborough Mail Centre to Chelmsford in February. This move took place without local, regional or National consultation with the CWU or notification to the NPG.

No further machine moves should take place until meaningful consultation has taken place in line with the principles of the Agenda for Growth, ie. Working together in a transparent way to develop letters strategy in a mutually beneficial way.

Consultation must consider the requirement to sustain the agreed Standard Maintenance Procedures (SMP) process to improve automation performance, quality and safety.

Should consultation not satisfy the above conditions it will be viewed as serious breach of current agreements and consideration will be given to raising a point of principle at National level.

**Meridian
East Midlands
South Yorkshire
North East Anglia**

4 Add at end:

This Policy forum recognises that with the inevitable reduction in the workforce going forward, that there should be no depreciation of the terms and conditions which are covered by the MTFs agreement and legally binding agreement.

Cleveland Amal

5 Add at end:

That management and CWU continue to explore more options to maintain the overall resourcing model based on predominately full time employment, with a diminishing indoor workload in Delivery and the option to look to extend outdoor delivery spans we must start to address the fatigue associated with longer spans. The CWU need to be at the forefront of developing spans that ensure our members are able to take breaks aligned to the structures, even if that means returning to the office to do so, thus giving a real opportunity for refreshment and replenishment which would be a mandatory requirement.

South and East Thames Amal

7 Add at end:

However, if the business attempts to replace any of the agreements in recommendation 1 by executive action then a ballot 13 will be put in place

South East Wales Amal

Recommendation 2: That our Job Security/Resourcing Agreement and the national Joint Statement between Royal Mail and CWU covering Resourcing and Recruitment and Professional Manpower Planning in our operations is applied in full and that managerial grades cease to perform work proper to CWU grades.

8 COMPOSITE 3

Delete and Insert New Recommendation 2:

This policy forum recognises that Royal Mail have for some time systematically broken or not adhered to the following agreements

1. Filling of Vacancies (Stoke Agreement)
2. Increasing part time contracts hours in line with the agreed criteria in the Job Security agreement.
3. The Pay and Modernisation and the Agenda for Growth agreement in relation to reducing the use of agency staff and casuals.

Royal Mail's contempt for these agreements has led to huge numbers of casuals, agency and managers performing OPG work at a time when we are being told that Royal Mail is inefficient.

Equally the above has led to falling quality of service standards and has put more pressure on CWU members.

The PEC is therefore instructed to negotiate a new Resourcing and Manpower agreement that is legally binding which includes the following points:

1. An improved filling of vacancies process which allows offices to agree a TM1 / establishment and for that to be recruited against and a process for filling any new vacancies.
2. That there should be the ability for the CWU and management to agree to recruit a vacancy to full time where there is suitable workload to support this and that this will be agreed at local level and not simply be blocked by the centre or HR.
3. That in line with the decision makers in the IR framework that local agreement can decide to increase a part timers contract where they are working above their contracted hours in line with the criteria of agenda for growth agreement.
4. That all sites where there are either casuals or agency staff working will undertake an review to establish what resourcing is needed against workload and if there is a need for an increase in staffing than this will be advertised as new Royal Mail jobs to be filled.

This list is not exhaustive

This policy forum further agrees that until the CWU achieves a new resourcing agreement than no further extension of the Walsall trial will be agreed and no agreement to roll out of their one wave strategy. If no agreement is achieved by conference 2016 than consideration will be given to suspending all support for revision activity.

An update on progress will be given at the CWU postal conference.

This PEC is instructed accordingly

London Divisional Committee
Anglia Divisional Committee
West London Postal
London South West
London Phoenix
South East London Postal and Counter
Northern/North West London
Mount Pleasant International
East London Postal
London Parcels and Stations Amal
London Postal Engineering

9 Add at End:

If Carried 10 Falls

The 6-month reviews are a fundamental collective activity associated to both Agreements - Job Security and Agenda for Growth Stability and Long term Success (paragraph 2.7.7). So far Royal Mail has not matched its recorded commitments with actions, in the majority of cases. Therefore, going forward we need a framework process that provides assurances that

these reviews have actually taken place inside a timely schedule.

These joint reviews will now take place in all Offices during the months of April and November. Local reviews will be undertaken and the outputs will be shared in area functional strategic involvement meetings. To support this, the Divisional Reps will meet with all the functional directors and IR manager to oversee that this commitment has been fulfilled. The headline data on staffing profiles and contractual reviews will form part of these higher level reviews. Once completed the collated data will then be fed back to the National Parties.

Midlands Divisional Committee

11 Add at End:

If Carried 12 Falls

In keeping with the principle of seeking a settlement for members that enforces and extends our existing agreements, in particular the JSA a comprehensive consultation exercise takes place, engaging our part time members to establish the size of the problem in terms of non adherence and application.

To ensure its application does not contravene the principles of seniority when increases in contractual hours are being considered.

That the 6 monthly reviews becomes a joint mandatory initiative overseen at HQ level. And is subject to National review on an ongoing basis.

Greater Manchester

13 Add at End:

Given Royal Mail's now preferred recruitment model of Agency staff conversions to OPG contracts, as a union we must ensure these members / workers are treated with fairness. Considering the time periods many such workers are in the industry ahead of receiving their contracts, the current business policy of new entrants terms & conditions (particularly around probationary periods and loss of sick pay) needs to be reviewed so it's fit for purpose and a formal national Agency contract conversion agreement should be achieved to complement our existing nationally agreed policies on Resourcing. Furthermore, the CWU should strive for further recruitment and formal trade union recognition within these Employment Agencies where we have members to further ensure the betterment of these workers terms & conditions within our industry and fairness in opportunity.

South Midlands Postal

16 Add at End:

This policy forum agrees that the job security agreement is in the main is an excellent national agreement. However, we recognise that that managers have not been deploying the agreement in spirit or intent.

Consequently this policy forum agrees the following;

The DGS(P) will inform RM that where a manager refuses to follow the Job Security Agreement we view this as a breach of the agreement which will be deemed as executive action to which we will respond to accordingly.

In addition to (1) above we recognise that there is an anomaly with the agreement namely when additional hours are identified in line with para 3.3 less senior staff may be getting the advantage of increased contractual hourage. Therefore, any additional hours identified in line with para 3.3 should be attached to the duty that they are being regularly used against. This duty will then be deemed vacant, advertised and given to the most senior applicant thus ensuring the principle of seniority is maintained. The PEC is instructed accordingly.

NW/NW Division

17 COMPOSITE 4

Add at end:

This Policy forum agrees that the CWU develop a training workshop to assist reps on the job security agreement and resourcing agreements as well as manpower planning assumptions.

**North East Divisional Committee
Durham County Amal
South Yorkshire and District Amal
York and District Amal
Hull and East Ridings Amal
Newcastle Amal**

Recommendation 3: That no agreement is given to OMP/Single Wave until a new pipeline/workplan is agreed which embraces the spirit and intent of the above report and ensures that the delivery of letters and packets together can commence from e.g. 7am and which ensures that all deliveries are performed properly in line with our Agreements e.g. start times, equipment, tools and meal breaks.

21 COMPOSITE 5

Add at end:

That this Policy Forum recognises that Royal Mail's vision for the future is to artificially delay the work in the network to drive one wave and later deliveries.

Royal Mail's far reaching strategy is based on significant numbers of job losses in all functions and the creation of a predominately part time flexible workforce.

This Policy Forum rejects Royal Mail's strategy, and will oppose it by all means necessary.

Alternatively the CWU will launch a campaign amongst the Public, Businesses and Charities etc. which highlights the fact that Royal Mail's first business plan post privatisation is to worsen the time that customers receive their mail.

Additionally the CWU will explore an alternative strategy which allows work to be delivered from 0700 on one or two or three deliveries.

This strategy will allow for bespoke services to be delivered later to grow the business i.e. later acceptance times and same day.

The CWU strategy will allow the opportunity to grow in the parcels business and protect full time jobs with well-paid part time jobs.

A joint working group will be set up with involvement of Officers, PEC, Field officials and Area reps and Branches to design the strategy which will be presented to Conference 2016 or another Policy Forum.

Any attempts by the Businesses to introduce one wave or other parts of their strategy without agreement will be resisted by all means necessary.

**London Divisional Committee
Midlands Divisional Committee
London Parcels and Stations Amal
West London Postal
London No. 7**

24 Add at End:

There will be no deployment of any element of OMP in any function without a full national agreement. Any agreement must be placed before an annual/special conference or policy forum.

Further, any future agreement must include the following for delivery members;

- a) No individual to be allowed to start work prior to their duty/overtime start time.
- b) Full meal relief must be taken within duty time. Where geographically viable the MR will be taken by returning to the office.
- c) All delivery equipment allocated to a duty must be used.
- d) An agreed process that ensures points a-c are adhered to.
- e) A genuinely manageable workload to mitigate the fatigue of a longer delivery span.
- f) Recognition that there will be occasions where members may require a level of relief, and a process in the agreement to facilitate this.

This list is not exhaustive.

NW/NW Division

25 COMPOSITE 7

If Carried 26 Falls

Add at End:

Except that any final agreement on OMP shall include the following:

- A 5 year extension to the current legally binding contract.
- A shorter working week, even if this is Delivery Specific to protect full time jobs.
- Takes in to account the impact that new technology, including the CSS machines trialled in Exeter and the impact this will have on the indoor workload in deliveries.
- Reverses machine removal plans/gives a fully joined up automation strategy, this includes machine capacity in each area including large machine sequencing capacity, as well as CSS capacity.
- Takes in to account of outdoor method changes, in particular the effect this could potentially have on our members in deliveries.
- Protection of full time jobs within each of the pipeline functions.
- Firm commitment from Royal Mail to seek new products/work and growth.

Any final agreement to be placed before either a special or annual conference/policy forum.

**South Yorkshire and District Amal
Hull and East Ridings Amal**

27 Add at End:

That any future Delivery structure that contains little or no indoor work should be designed on the following basis:

To continue to maximize full time duties.

Two separate Deliveries with a Meal Relief in between, preferably, taken at the Parent Office.

Workload types to be varied wherever possible to help prevent fatigue.

South East No 5

28 Add at End:

That the pay forum recognises any change to delivery requires a radical transformation which must include safety as the integral part.

This means there must be the following:

Review of Equipment Provision and appropriate equipment provided

Improved workplace design

Review of Footwear & Clothing

Review of CDV concept

This list is not exhaustive.

Specific issues such as DDA cases must be examined and accommodated in line with the relevant legislation with full Safeguards for employees with a disability built into any new delivery agreement.

Any new delivery agreement must recognise that employees will have a range of abilities and consideration must be given to individuals on this point taking into account factors such as age and physical capability.

York and District Amal

30 Add at End:

That this Policy Forum recognises the link between office DO closures and Royal Mails strategy for the future of deliveries; including OMP. Therefore it is agreed that in line with recommendation 3 that no cooperation be given to the current spate of DO mergers/Closures until such time as an agreement is reached on the future of deliveries and any subsequent new pipeline/work plan except where there is an accepted Health and Safety issue and or local agreement when there are benefits to the members affected i.e. new offices.

Greater Manchester

Recommendation 4: That no deployment of Production Control/Automated Data Capture will be agreed until a National Agreement is secured which ensures that the CWU at all levels have access to all information produced, that details how such information relates and applies in the workplace consistent with our current Agreements and ensures individual employee protection.

37 Add at End:

Any National Agreement reached will also ensure that where employee tracking technology is employed by Royal Mail such technology may not be used for individual performance management or conduct cases.

Bristol and District Amal

38 Add at End:

No agreement is given that allows people to be tagged on the amount of hours they are working per day.

Cleveland Amal

Recommendation 5: That the GS and DGSP Departments continue to work closely together on the People's Post Campaign to defend the six day USO and tackle the continuing threat posed by minimal employment standards, unfair competition and the unacceptable actions of Ofcom.

41 Add at End:

Renationalisation of Royal Mail will be the central tenet of the People's Post Campaign.

South Central Postal

42 Add at End:

This Policy Forum congratulates all those involved in the spectacularly successful People's Post Rally in Manchester and commits to maximising attendance and participation at the next People's Post Rally to be held in Birmingham in June 2016 thereby ensuring that the campaign goes from strength to strength.

Midlands Divisional Committee

43 COMPOSITE 11

Add at End:

This policy forum agrees that a National day of action is organised in London (initially) prior to the summer closure of Parliament that highlights the People's Post Campaign and then the CWU organise an on-going campaigns across the country.

**North East Divisional Committee
Durham County Amal
South Yorkshire and District Amal
Cleveland Amal
Hull and East Ridings Amal
York and District Amal**

Recommendation 6: That we seek a one year Pay and Reward Agreement from April 2016 which seeks to achieve our current policies around pay, hours, and leave (including holiday pay) and a further longer term Agreement aligned to the wider negotiations around future change. That within the above strategy, agreed pay/ reward arrangements for specific bargaining units e.g. Parcelforce and RMSS are shaped to meet the challenges and member aspirations within those units.

46 COMPOSITE 12

Add at End:

This Policy Forum agrees that the one year pay and reward agreement must not be dependent on any negotiations or agreement on Royal Mail's strategy or any pilot on one wave. That agreed pay/reward arrangements for specific bargaining units e.g. Parcelforce and RMSS are shaped to meet the members' aspirations within these units.

**Midlands Divisional Committee
Mount Pleasant International
London South West
East London Postal
London Parcels and Stations
London Phoenix
Northern/North West London**

47 COMPOSITE 13

If Carried 48 and 49 Fall

Delete Recommendation and insert new Recommendation:

This Policy Forum recognises that full time employment within Royal Mail is under the biggest threat ever due to the following:

1. Increased automation and improvements in current automation such as Tops 2000 or MDEC.
2. Royal Mail's future strategy of one wave, later acceptance and later deliveries.
3. The planned introduction of Production Control which seeks to measure every single second of CWU members' working day with the intention of resourcing to workload.

This Policy Forum recognises that the above threats will combine to reduce full time jobs and some higher hourage part time contracts.

This Policy Forum therefore agrees that it is essential that the CWU now achieves its policy of a 35 hour gross working week (with no reduction in pay).

The CWU must now link Royal Mail's strategies on automation, working time directives, their working plan changes, one wave and Royal Mail's strategy with a plan within 3 years of achieving a 35 hour gross working week.

This Policy Forum will launch a membership communication exercise explaining the rationale of a shorter working week in safe guarding future jobs.

This Policy Forum agrees that the CWU's policy will be to agree a 35 hour gross working week by 2020 with reductions in the working week each year linked to automation deployment and Royal Mail's strategy.

Failure to reach an agreement on this strategy by October 1st 2016 will result in the CWU withdrawing support for any new automation and will oppose Royal Mail's strategy. The PEC will also give consideration to balloting for industrial action to achieve a comprehensive agreement which achieves the 35 hour gross working week for CWU members (without any reduction in pay).

The PEC is instructed accordingly.

**London Divisional Committee
South East London Postal and Counter
West London Postal**

50 COMPOSITE 14

Add at End:

In respect of the MDEC in line with conference policy Motion 104 from 2014 it is recognised that the historic low pay levels of MDEC data keyers needs to be addressed and the PEC will seek to treat this group of workers as a special case in pay negotiations.

**Western Counties
Plymouth and East Cornwall Amal**

53 Add at end:

If Carried 54 Falls

This policy forum agrees that the issue of average earnings included in holiday pay needs to be addressed as soon as is practically possible as this affects all our members but part-timers in the main and disproportionately.

In the absence of a national agreement on holiday pay and whilst the negotiations continue at a national level the policy forum agrees that CWU legal dept. should support a number of cases (potentially one per division) that have a reasonable prospect of success in the courts to show the business we are serious about the issue. This will also show our part-time and full-time members we support them and address the inequality of the current position and provide a pinch point for the business to conclude the negotiations.

The postal executive is instructed accordingly.

NW/NW Division

Recommendation 7: In respect of pensions we will protect the Defined Benefit Scheme and seek to extend the current guarantees beyond 2018 and seek further improvements to the design of the Defined Contribution Scheme to make it more collective and give members greater confidence about pension outcome.

59 COMPOSITE 17

Add at End:

This Policy Forum condemns John Millidge's recent announcement that it is likely that Royal Mail will shortly announce that it will close the Defined Benefit Scheme after 2018.

This Policy Forum is fed up with Royal Mail's failed promises on safeguarding our pensions.

Therefore if Royal Mail announces under the legal consultation process of their intention to close the Defined Benefit Scheme post 2018, then this Policy Forum agrees that the CWU will launch a campaign to stop Royal Mail including an industrial action ballot.

The Policy forum also notes the recent reports on defined contribution schemes not producing an adequate pension unless individuals work to over 70.

This Policy Forum will as part of the industrial action settlement secure a better pension settlement for those in the current Defined Contribution Scheme.

This PEC is instructed accordingly

**Midlands Divisional Committee
Anglia Divisional Committee
Plymouth and East Cornwall Amal**

57 Add at End:

If Carried 58 Falls

This Policy Forum agrees that should an agreement be reached on the closure of the current Defined Benefit Scheme then any new Defined Contribution Scheme will include the employer (Royal Mail) making a minimum contribution of 17.1% and the employee has an option to make a contribution of up to 10%.

Greater Manchester