



Introduction

This is a discussion document developed by the Area Delivery Reps Forum within the North East Division in regard to the onset of walk sequencing and the potential affects it may have on full time jobs throughout the Division.

The obvious effects on walk sequencing and Royal Mail's intent to highlight best practise using automation and the Indoor workload tool will have potentially a devastating effect on the indoor element of a delivery postal workers duty. Bearing this in mind the Area Reps have discussed the following ideas of ways in which to try and maximise full time working in the North East Division if not the country, when walk sequencing machines are deployed across the Division. As well as identifying potential new ways of working the forum has also highlighted issues that should be identified by our National negotiators and discussed as potential ways forward.

Communication and information

We believe that there must be a massive publicity campaign by CWU HQ highlighting the potential affects of walk sequencing across the industry, this must not be scare tactics but highlighting to our members that we will need to think "outside of the box" to safeguard, maintain and maximise full time working.

We must as a Union ensure that we are aware not only where Royal Mail proposes to place walk sequencing machines, but also which offices will have their indoor work, sorted and walk sequenced by the office which will have the machines placed in them. The potential effect on the offices which will have their mail sorted and prepped by the machines is obvious if there is no inward primary to sort, or indeed walks to prep and they are literally just a hub to pick up mail, bag it up and deliver it.

We believe it is also essential that the introduction of walk sequencing and the effects of automation must have benefits and as such we would expect to see a reduction in the working week.

Potential Full Time Duty Structure's

Deliver Business Mail then perform a Delivery: - This theory is based on, we believe Royal Mail will try to ensure Business Mail is identified as soon as possible so it can still be delivered within an acceptable time span for businesses and then domestic mail will be delivered after that, thus delivery business mail by van then perform a walking delivery.

Perform a Delivery and then delivery packets or vice versa: - The logic in this is quite simple to fill in the loss of indoor work a postal worker could do a delivery and then delivery packets in a van.

Prep more than one walk and then perform a delivery: - This theory is based on the fact that the amount of manual mail left will be quite minimal and as such to create a full time job may be by infilling the indoor work with prepping more than one walk and then performing a delivery.

Operate a walk sequence machine and perform a delivery: - This theory is based on once the mail has “dried up” for the machines then a postal worker could perform a delivery.

Perform a smaller delivery than at present come back to the office and then perform a 2nd delivery albeit you would be performing a different walk going to different houses: - This theory would depend on how long the walk would be and how much indoor work you would need to supplement the duty to make it full time.

Car Driver Deliveries 2-Driver Delivery: - This theory could potential safeguard full time jobs but could lead to longer than 3.5 hour delivery spans based on the fact they are not actually walking for 3.5 hours. Extending the 3.5 hour delivery span based on ensuring that the correct equipment to take weight off the shoulder is in place. Meal Relief's are identified and taken and postal workers have the right tools for the job ensuring all health and safety issues are in place.

Cross Functional working: - This theory is quite simply based on postal workers performing a delivery but also working part of their duty within another function / office, which could mean performing a collection, sorting in a mail centre.

Introduce Four Day Weeks: - Working longer on a daily basis but ensuring that full time working is maintained across the week. Duty structures could be F/T Monday – Thursday with every Friday and Saturday off, P/T 2-day weeks of 10 hours, or Long weekends off and work Mon- Thurs

one week and start Wed – Sat the following week.

Identifying New opportunities

It is essential that as a forward thinking Union we look at non core work to supplement what we currently do now to safeguard full time working in the future. Could we look at: -

- Reading gas and electric meters?
- What do we do with Door to Door?
- Can we offer a service that can give customers timed delivery packets?
- What happens to the 14.00 last letter for towns and 15.00 for rural areas?
- Do we agree with the extension of the last letter to 15.00 town and 16.00 rural?

Do we look at these ideas and issues and seek to create opportunities that may give us more scope to create full time working, or bury our head in the sand and hope it all goes away? The answer is simple we must look to tackle the problems that may arise and we cannot just look the other way and hope it doesn't happen and it all goes away.

Summary

This document only scratches the surface, and as such it is imperative that CWU Reps and members throughout the Division discuss our future. It is vital that we do not let apathy rule the day. We need, we want input from as many members and reps as possible. If you have any thoughts or ideas to supplement this document then please contact your local CWU Rep or Area Rep or Branch Secretary.

Never Forget...

**The CWU are in this for the long haul, Have your say...
It's your Job, Your Future!**