

AGREEMENT BETWEEN CWU & PARCELFORCE WORLDWIDE ON 2018 AUTUMN PRESSURE AND CHRISTMAS REMUNERATION PROPOSALS FOR ALL CWU GRADE DEPOT EMPLOYEES

1. Introduction

This agreement has been reached to ensure that the expected increased volumes of traffic during the pre-Christmas and Christmas period can be delivered to meet customer requirements and to provide great quality of service performance. It also confirms the payment arrangements for December 2018 and the operating arrangements for the holiday period.

2. Pressure Period Working

It has been agreed between both parties that during the pressure period the following terms will apply for all CWU Graded Depot employees.

Weekdays: Additional hours to be put in if necessary to handle increased workload, with scheduled attendance offered where appropriate and subject to normal conditions.

Weekends: Local discussions will identify the requirement for scheduled attendance working on Saturdays and Sundays for the period 24th November to 23rd December. Where workload requires attendance for Saturday and Sunday working, employees will be invited to enter into an advance commitment to attend for any or all of the required Saturdays and Sundays. Upon the signing of this advance commitment, employees will be eligible for a special payment of £21.08 an hour for those days worked, equivalent to double the normal duty hourly rate, instead of the normal pre-scheduled or overtime rates. These arrangements will also apply to advance commitments for additional attendances performed on the Saturday/Sunday and Sunday/Monday night shifts.

The special payment will be offered for attendance of a minimum of six hours on each of the Saturdays/Sundays or night shifts as required. To ensure that there is equal access for all staff the requirement for a commitment to the minimum six hours will be waived on an exceptional basis where compliance with WTD regulations would preclude a full commitment.

Employees who sign for an advance commitment for two or more of the five Saturdays/Sundays and perform the work will receive a single payment of £37 in addition to the above rate.

Anyone committing under these arrangements to attend for more than one Saturday/Sunday who fails to fulfil their commitment will only receive the pre-scheduled rate of pay for any days attended and any previous payments made will be rectified accordingly on the next pay date.

Operations managers will meet unit reps to discuss the work and manpower plans required in each office. These meetings will identify the extent, if any, to which additional attendance over normal is required. Both parties commit to work together to ensure that the appropriate number of applicants required in each of the depots, on all of the days covered by this agreement, is fully met. In advance of signed commitments being made, volunteers will initially be sought on a without prejudice basis in order to gauge demand and assist in matching attendances to planned traffic levels on each of the relevant days.

3. Payment Arrangements

December salaries will be paid on 24th December 2018, and will include variable payments for the weeks commencing 19th November, 26th November and 3rd December.

4. Attendance Arrangements

Depots will be open for business on all days, including Saturdays where applicable, that are not designated bank or public holidays. 24th December, Christmas Eve, is a normal working day. Local discussions will take place over any necessary adjustments or reductions to duties, in line with previous agreements, on shifts either just before or just after the public holidays due to changes in network arrangements affecting the flow of work.

5. Additional Seasonal Arrangement

Seasonal Sortation Capacity

Following the opening of the South East Processing Centre it is anticipated that there is no requirement for any additional seasonal cull arrangements this year. In the unlikely event that this changes a discussion will take place at regional level, and any remuneration for additional attendances on the aforementioned dates will be on the same basis as detailed in this agreement, where applicable.

Seasonal Traffic Recirculation

In line with the practice utilised in previous years in order to maximise operational capacity within the Depot Network, consideration may be given to temporarily move postcodes between Depots. In such instances where a postcode change takes place or C&D route/s move between depots, the drivers on the affected routes will be given the option to remain on their route and work from an alternative depot. Where drivers agree to follow the work an additional payment of £36 per week will be made. The detail of any such moves will be agreed locally in line with established IR processes.

Where Drivers sign on at their parent Office and drive with the van to the temporary depot this time will be considered part of their daily worked hours.

If Drivers report directly to the temporary depot, where this is further from home versus the parent Depot, then the total daily (to and from) difference in travel time will be considered part of their daily worked hours. Travel & Subsistence can also be claimed for the incremental mileage increase in line with the current PFW policy, for each day worked.

In both scenarios it is essential that relevant working time regulations are not exceeded when duties are planned.

Following the pressure period all postcodes will be realigned to their parent offices.

Any variations to the remuneration package or standard terms and conditions as outlined in this agreement will be subject to negotiation at National level.

Any enquiries appertaining to this agreement should be referred directly to the respective Headquarters.



Davie Robertson
Assistant Secretary
Communication Workers Union



Sharon Sherriff
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Parcelforce Worldwide

Date: 7th November 2018