

Union's concerns about NZ Post's 17 September Team Brief on Tūpuna

The Union is concerned about the way the company's 17 September Team Brief on the Tūpuna programme has been worded. Readers could be misled about what is happening with the company's Tūpuna programme.

The 4 July 2025 Determination of the Employment Relations Authority required NZ Post to resume consultation with the PWUA: *"There is insufficient evidence before the Authority to show a sufficient assessment of other options had taken place (such as the mixed operational model as proposed by the Union)"*.

The company's Team Brief reads as if the moving of mail delivery in a *"large-scale transition"* will be going ahead in line with the company's current plan. However the Team Brief does not make it clear that the company's *"large-scale transition"* plan may be changed following further consultation with the unions.

At the first of the resumed consultation meetings last month the Union put a proposal to the company for a trial of the Union's counter-proposal which would retain a modified postie network.

At the meeting the Union proposed four sites to NZ Post for a trial of letters, packets and small parcels being delivered by a smaller network of posties on a fleet of electric bikes, electric motorcycles and Paxsters (while they are still operating).

The Union has proposed Whangārei, Porana Rd (Auckland), Upper Hutt and Seaview (Lower Hutt) as the sites for the trials. The company is expected to respond to the Union's proposal at or before the next consultation meeting with the unions and NZ Post on 28 October.

The outcome of the current consultation process and posties' electric fleet trials may be that there would not necessarily be a *"large-scale transition"* of all mail from posties to couriers. (The Team Brief also says there is a delay in the *"large-scale transition"* plan and it is now unlikely to begin before 2030.)

The company's Team Brief of 17 September does not leave open any outcome from the consultation process other than the laying off of all posties following a *"large-scale transition"* of mail from posties to couriers.

The Union believes the company's Team Brief leaves a misleading impression that there is no room for the possibility of a modified postie network resulting from the consultation process.

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