

Postal Workers Union of Aotearoa
Trades Hall, 126 Vivian Street, Wellington, 6011 pwu@tradeshall.org.nz

CEO confirms that there is no overtime ban

In a series of letters between the PWUA and the CEO about mail delivery service failures, in his most recent reply to the PWUA the CEO has written that he has made it very clear to his leadership team that his expectation is that “the network is managed in a way that meets our obligations.”

The PWUA has been consistently raising with NZ Post for more than a year the Union’s concerns that NZ Post was failing to meet both its three day delivery standard and also the company’s obligations under the Deed of Understanding with the NZ Government.

In some branches Delivery Agents had been told not to go into overtime and to bring undelivered mail back to the branch. Most of this mail would then miss the three day delivery standard. The requirement of the Deed of Understanding that mail is delivered on three non-consecutive days each week to 99.88% of delivery points would also not have been complied with.

In his letter of 27 August to the PWUA the CEO states that he is “ensuring that leaders are aware that there are no ‘over time bans’”.

The Union welcomes the CEO’s proposal to engage more on delivery performance with a report from Service Delivery senior leaders to the national level joint unions/company High Performance High Engagement Steering Group for each of the next three months.

PWUA asks management for ‘Key Performance Indicators’

The Union is concerned about reports from delivery branches that DAs are on occasions instructed to take out far more mail than they are able to deliver. When the DAs explain that they cannot deliver all the mail and would have to bring mail back undelivered they are told to “do their best”.

The Union is aware that one of the Key Performance Indicators (KPIs) is for the delivery branches to have a ‘clear floor’ each day with DAs concerned that the management has less concern about “carry-over” mail. Carry-over mail is mail that will not meet NZ Post’s obligation for three day deliveries to 99.88% of delivery points, and for mail to be delivered by the third business day after being posted.

The Union has written to national level management asking for the list of KPIs required to be reported on at local branch level to the national level and for how the data is used.



POSTAL WORKERS UNION OF AOTEAROA (NORTHERN)
6A Western Springs Road, Kingsland, Auckland, 1021

I hereby appoint the Postal Workers Union of Aotearoa incorporated to be my authorised representative under Sections 18 and 236 of the Employment Relations Act 2000. For the purpose of this authority any duly appointed representative of the PWUA is empowered to act on my behalf in any matters related to or arising out of the negotiation and application of any Employment Agreement or any other matter relating to my employment at my request. This authority shall continue in force until revoked by myself, giving two weeks notice.

Name (PLEASE PRINT)

Signed Date...../...../..... Appointment No.....

Employer Site.....

Department..... Position.....

Home Address.....

Suburb..... City..... Post code.....

Phone..... Email.....

Deduction Authority for Postal Workers Union of Aotearoa (Northern)

I authorise my employer to deduct:

- \$5.95 per week when I am employed for 30 or more hours per week, or
- \$2.95 per week when I am on-call, or employed for less than 30 hours per week from my pay and credit the Postal Workers Union of Aotearoa Northern District.
- Please stop any other deductions from my pay to any other union.

You can also join the PWUA now by going to the union’s website, www.pwua.org.nz, click on the “Join Us” link, and submit the form.