

Work Measurement Forum response on biking time standards:

Hazards must be factored into posties' 'speed of travel'

Following last year's review of the 'speed of travel' for biking posties the PWUA said the new time standard does not adequately cover a number of factors - including posties slowing down to eliminate or minimise hazards.

The changes to the speed of travel were signed off by the Work Measurement Forum (WMF) in May last year.

However as a result of the lack of testing before implementation, or agreed communication on the impact of the new time standard, many posties were alarmed by the changes to their round sizes.

In December the PWUA filed a formal dispute about factors not adequately covered in changes made to the 'speed of travel' last year.

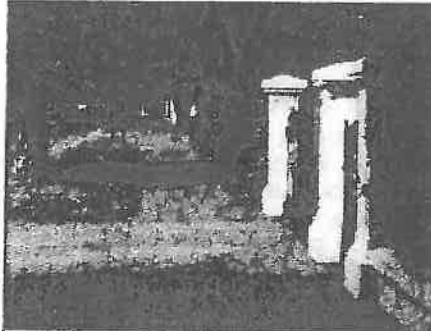
The dispute was then discussed at the recent February meeting of the Work Measurement Forum.

Matters the PWUA believe are not given enough time in the new speed of travel time standard include:

- Extra time taken by the reduced speed of riding when approaching hazards
- The impact on speed of riding caused by continual turning
- Time to retrieve mail bundles from rear panniers and organising mail before resuming riding
- Time for sorting and collating for delivery those mail items which cannot be prepared while riding

During the February WMF discussion it was agreed that many of the disputed issues were carried out at the delivery point (DP). Delivery Point time had previously been only narrowly defined as "hand out, deliver mail, hand back".

Factors which slowed delivery such



NO TIME FOR HAZARDS: At each of this row of driveways the cycling postie must slow down to check for exiting vehicles obscured by the high fencelines.

However, under the new cycling speed of travel, rounds are measured for cycling without slowing or stopping, past driveways that are not being delivered to, uncontrolled road crossings and blind corners.

as retrieving mail from rear panniers at DPs had previously been factored into the speed of travel.

However DP times, which are yet to be reviewed, will have to allow for work such as retrieving mail from panniers.

The WMF was advised that the impact of hazards was considered in the new speed of travel and that part of the job of the round measurer is to identify all the hazards on the round with the postie.

Where the hazards cannot be eliminated an assessment of how much extra time is required to avoid a hazard must be made.

The WMF agreed that where a significant number of hazards exist the round should have extra time added as a "local exception".

PWUA reviewing "time for turning" at Delivery Points

The Work Measurement Forum decided to wait until its next meeting for the PWUA to review the issue of the impact of turning on the speed of travel.

At present, with lower mail volumes and hit rates, if the distance of a round is measured properly (sticking to paved surfaces if possible), the impact of turning is often offset by distance on a driveway that is not ridden where there is no mail for that delivery point.

The PWUA's view is, that if the company's every second day delivery is introduced, the offset will disappear leaving a significant inaccuracy in the new speed of travel, to the disadvantage of the posties'.

"Fastpost" Redback on 'speed of travel' draws complaints from Post

Post management have complained that the February Redback did not report the discussion on biking time standards at the February Work Measurement Forum (WMF).

However the PWUA has explained to Post that although the Redback was written and posted before the WMF meeting, once again fastpost failures meant Redback did not arrive in delivery branches for at least two days.

The PWUA suspects the company complaints were aimed at brow beating the union into accepting the company's view that all is well with the speed of travel. However there are clearly issues still to be worked through to ensure that cycling posties are paid for all their tasks on delivery.

Whenever the fastpost service fails the Redback mailout the PWUA makes a complaint to the Customer Service Centre - if the PWUA fastpost mail has failed the company's target, then so has the fastpost of every business using the same Post Shop street receiver.

The PWUA remains concerned at the regularity of fastpost failures.

Christmas and New Year Saturdays as annual leave?

This year the Christmas and New Year public holidays fall on the Thursday and Friday of each of the holiday weeks.

The PWUA has asked Post to consider that both Saturdays be taken

by posties as annual leave days.

This would give posties two four day breaks - from Thursday 25 December to Sunday 28 December and from Thursday 1 January 2015 to Sunday 4 January.

Call that Government Departments be required to use NZPost

The Government should urge its Departments to use NZPost for mail services. This call has come from Labour Party spokesperson on State Owned Enterprises Clayton Cosgrove. MP Clayton Cosgrove said he recognised the impact of electronic substitution on mail volumes but said that Government Departments using Post would offset some of the decline in the company's business. Last year Post got permission from the Government under its Deed of Understanding to drop its service level to urban areas to every second day delivery from

July next year. However Post now says they anticipate that mail volumes will start falling faster than before, so it may need to bring the next review of the Deed forward from 2018. The PWUA has repeatedly advised Post senior management that the company's numerous public statements about every second day delivery is undermining confidence in its postal business. Post running down its delivery targets is allowing a private mail company offering next day delivery to be able to pick up mail from an increasing number of business customers.

Government again pressuring SOEs for profits

In a letter to all Government businesses State Owned Enterprises Minister Tony Ryall has criticised some for not making enough money in 2013 and made it clear he wants a better result in 2014 - 15. In a previous financial year Finance Minister Bill English had required that SOEs maintain their profitability. Earlier this month RadioNZ reported that State Owned Enterprises have been told that getting back into surplus is a key priority for the Government. However Green Party co-leader Russel Norman said the Government surplus target is entirely a political objective and that the National Party is clearly putting pressure on SOEs. "What appears to be

happening is that for purely political reasons the National Party is leaning on SOEs to help the National Party deliver a very slim surplus in order to cover up for years of borrowing". The PWUA notes that the collapse of South Canterbury Finance company cost the Government - the taxpayers - more than \$1 billion, and the Government was short on its controversial asset sales target by another \$1 billion. The PWUA is concerned that partly to meet Government demands Post is making large cuts in its cost structure resulting in a reduction in service standards triggering a further decline in mail volumes.

Stamps up 60% - wages up 3%

Since July 2010 the cost of postage for a standard letter has risen from 50 cents to 80 cents in July 2014 - a 60% increase. Over the same four year period the wages of Post's employees covered by Collective Employment Agreements have risen only 3%. The consumer price index has moved

about 10% during the same period. Business will continue to pay varying discounted rates for bulk postage depending on their contracts with Post. It is low income people who will carry the biggest burden after the leap in the cost of postage for standard letters and greetings cards.

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Datam wage settlement

PWUA members at Post subsidiary Datam who produce bulk mailouts for various companies gained improvements in their latest Collective Employment Agreement negotiations. A 2% wage offer was accepted by union members, with additional improvements in overtime rates, long service leave, first aid and swag allowances and paid birthday leave secured in their new Collective Employment Agreement. Members' pay increases will be paid shortly with back pay.

Converga settlement

PWUA members at another of Post's subsidiary companies, Converga, stood firm and refused to accept the company's 2% wage offer for client site workers until the terms and conditions of their technology centre co-workers had also been confirmed in their new joint Converga Collective Employment Agreement. A 2% wage offer has been accepted by union members and paid with back pay on 27 March.

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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

Branch
 Home Address
 Phone

Deduction Authority for Postal Workers Union of Aotearoa (Northern)

I authorise my employer to deduct:
 \$4.95 per week when I am employed for 30 or more hours per week, or
 \$2.50 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.