

## BUIP delays challenged by PWUA

Delays in establishing the criteria for the Delivery and Processing BUIPs have given employees a maximum of only nine months to be able to influence improvements required for BUIP payments for the 2012/2013 year.

Post has not complied with the CEA provision to "meet to consult and assess alternative BUIP measures supportive of the on-going development of PPM:"

Post also decided to change the Processing BUIP from 12 months to 9 months without consultation with the PWUA giving Process employees less time to benefit from improvements and efficiencies they may be able to make.

Proposals for allocation of the \$1,000 for the Delivery 2012/13 BUIP were made by the PWUA following this month's six monthly Post PWUA

national meeting. (See box alongside).

Post has since responded with a proposal including replacing the Take 5s with an Incident Reporting Rate (IRR) criteria which includes "near misses".

The PWUA agrees with Post that "near miss" reports, completed on HS1 forms, can be more useful than the filling out of Take 5 forms.

Take 5s did not demand any follow-up from management, and were often just "filed". However HS1 forms take about the same time to fill out but require follow up from management.

An Incident Reporting Rate measure could mean that more hazards are actually addressed by Post, or at least the company is accountable if identified hazards end up causing injury.

The PWUA awaits a further response on the Delivery BUIP criteria.

### PWUA proposals for Delivery BUIP criteria for 2012/13

Following this month's six monthly meeting with Post the PWUA made the following proposals for the criteria for the 2012/13 Delivery BUIP (Business Unit Incentive Plan):

- **\$250:** That the first quarter's BUIP payment should be \$250 and should be paid in full. (Because the July to September quarter has already passed.)
- **\$250:** For "Take Fives". (Making short regular reports on health and safety issues have been successful in the past in raising awareness and employee involvement in health and safety.)
- **\$500:** To be attributed to the continuing roll out of PPM. (The 2011-2013 CEA required the company and PWUA to meet to consider support for the ongoing establishment of PPM.)

## Mail Centre management shows a lack of understanding of work measurement

The PWUA is concerned that those in charge of Post's work measurement project in mail processing do not seem to understand the proper application of work measurement to setting work expectancies.

The PWUA is concerned that Post's mail centre management has given three different ratings for the speed of work it expects under the Work Measurement System based on the British Standard effort rating.

"Effort rating" is a measurement of the speed of work.

BS 75 (British Standard 75) is the internationally recognised speed of work for workers, such as those in mail processing, who are *not engaged in piece work*.

The benchmark for effort rating at BS 75 is based on walking in a straight line on level ground unladen at 4.8 kilometres per hour.

The effect of using a higher rating figure is to increase the speed at which work is performed and hence the amount of work that the company can expect to be performed.

A PWUA delegate in Christchurch was told that the effort rating required in mail centres would be BS 85. When he questioned this he was given a revised figure of BS 82.

When he again questioned the company's BS82 expectation through PWUA Advocate Graeme Clarke he was told that the rating figure being used was BS 75, but that for reporting purposes the company would be using a figure of BS 82.

BS 82 is the equivalent of walking at 5.1 kilometres per hour. Because it is a higher work rate than BS 75 any requirement or agreement to work at BS 82 should only be agreed in negotiation between the unions and the company which would include issues of pay rate and hours of work.

The PWUA is advising mail centre workers to follow closely the outcome of the company's work measurement.

The PWUA will also be ensuring that workers are protected from any attempts at work speed-up caused by the company's lack of understanding of work measurement.

## "Top down" approach to Single Delivery Agent causes problems

While both Post and the PWUA want to see the Single Delivery Agent (SDA) pilot in Tauranga be successful the PWUA attributes a number of problems to the manner in which the pilot has been introduced. (See also Redbacks August and September 2012).

Unlike the development of the Postie Pay Model which was developed over a number of years by collaboration and cooperation between the company, the unions and the posties, the Single Delivery Agent model has been imposed from the top.

The company has 13 "action points" from a September PWUA report on problems with the SDA.

At this month's six-monthly national meeting with Post management the PWUA proposed that most problems with the SDA could be addressed by working with the PWUA and posties "from the bottom up".

In order to resolve outstanding SDA issues the PWUA will take up an offer from Post's "Network Of The Future" head Matt Riordan to meet.



## Court of Appeal hears PWUA's case on Relevant Daily Pay

Relevant daily pay is the amount of pay an employee would have received if they had worked on a public holiday, a sick day, a bereavement day or an alternative holiday.

Prior to 1 April 2011, if it was not possible to determine what an employee would have earned on those days, then it was mandatory for the employee to be paid their average daily pay over the preceding four weeks.

Post did not use this averaging formula to calculate employees' relevant daily pay.

The PWUA believes that this unfairly disadvantaged employees including posties who were often required to work unpredictable (unrostered) overtime, as

they did not receive any financial recognition for that overtime in their relevant daily pay.

Post had previously offered to settle the amount of any backpay owing to PWUA members by way of a one-off, equal lump sum payment to all posties. However, the union received legal advice that a union would be breaching its legal obligations of good faith to its members if it accepted such a settlement, since some employees would be entitled to receive a far greater amount of backpay than the amount offered by Post.

The PWUA's challenge to Post's practice has now been heard in the Court of Appeal and the judgement is awaited.

## Post encouraged to contact manufacturers about postie and parcel friendly letterboxes

Posties throughout the country have been commenting on the number of new letterboxes which are not suitable for parcels. (See Redback issue September 2012).

Some of the new slimline letterbox models are not even suitable for thick A4s which are not "bendable" enough to slide completely through the slot.

The PWUA has again asked Post to develop a programme of "NZPost approved" labelling on letterboxes at retail outlets.

Post says that they have unsuccessfully tried to get retailers to cooperate.

The PWUA has suggested that Post go directly to the manufacturers to get their cooperation to label suitable letterboxes to assist homeowners in making a decision about which model to buy.

The PWUA has also asked Post to write to the Housing Corporation passing on the positive feedback received from posties to the Corporation's letterboxes which were featured in last month's Redback.

## "Impairment not measured": PWUA advice to Post

The PWUA opposes the use of urine samples for drug testing.

The recent Employment Court case highly critical of drug testing policies of New Zealand employers has now been brought to the company's attention. (See Redback September 2012).

While the PWUA agrees that employees

must not attend work impaired by alcohol or drugs the drug testing process used by Post doesn't measure impairment by marijuana.

Any members being required to undergo drug or alcohol testing should contact the union office for advice and assistance before agreeing to be tested.

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## Housing Crisis Campaign marches to Parliament

Groups from throughout the country supporting the Housing Crisis Campaign will be marching at noon on Wednesday 7 November from Wellington's Civic Square to Parliament.

The Tamaki Housing Action Group says the Government has plans to reduce state housing across the country. State houses are being demolished or removed from many areas with plans to sell the land to private property developers.

Workers are directly affected through many facing eviction so their homes can be sold. In the meantime families are struggling to find affordable housing while there are thousands of vacant state houses around New Zealand.

The PWUA encourages members to support activities of the Housing Crisis Campaign in their local areas.

## Working on New Year's Eve?

PWUA awaits a reply from the company on whether New Year's Eve Monday will be an annual leave day this year.

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POSTAL WORKERS UNION OF AOTEAROA (NORTHERN)

14 Ahiriri Ave, Avondale, Auckland 0600

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.