

“Tūpuna Programme”— NZ Post wants “fundamental” change to its mail delivery

NZ Post says that its Tūpuna Programme has been looking specifically at the fundamental way in which NZ Post delivers mail in the future.

The Union believes it was irresponsible for NZ Post to make a public statement about the loss of up to 750 jobs over the next 5 years.

The company is yet to provide any information to support its public announcement of 700-750 FTE (full-time equivalent) job losses and reductions.

The unnecessary detail in the company’s public announcement undermines employee confidence in job security and public confidence in the future of NZ Post’s mail service.

NZ Post also made public statements before the introduction of Alternate Day Delivery in 2015 which provided an opportunity for private sector mail operators to promote their operations as a five day across town service in competition with NZ Post’s three day a week delivery.

The Union has put a series of questions to NZ Post senior management which the Union expects to be answered at its next meeting with the senior management. (See below.)

The Union will make an application for the information under the Official Information Act if the information sought by the Union is not provided by NZ Post at that meeting.

Tūpuna: 4 out of 5 employees to go

NZ Post has now told the unions that the figure of 750 FTE (full-time equivalent) job losses in mail services is a conservative estimate. This means that the actual number of job losses is likely to be higher.

The company has also confirmed that in May 2023 it employed a total of only 968 FTE workers in mail services nationwide.

This means that only about 1 in 5 mail service employees will remain if NZ Post is successful in imposing its “Tūpuna Programme”.

The company has set aside \$43 million primarily to meet the redundancy costs of its Tūpuna Programme.

PWUA challenging NZ Post’s basis for 750 FTEs gone over next five years

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| <p>1 How does NZ Post think it has complied with clauses F13 and F14 of the PWUA Collective Agreement, which requires written advice to the Union of surplus staffing situations, followed by a consultation process of that advice, when publicly announcing a reduction of 700-750 staff?</p> | <p>lodge an OIA request if the company does not provide a full response to us at the first meeting.</p> | <p>Post intend to allocate to contractors?</p> |
| <p>2 Why did NZ Post publicly announce the number of staff surplus/ reductions needed over a 5 year period without any consultation?</p> | <p>4 We have recently been advised that the 750 FTEs was management’s “conservative” number. What were the lower, middle and highest numbers?</p> | <p>8 Does the engagement of delivery workers by NZ Post as contractors instead of employees save the company any money? If so, how?</p> |
| <p>3 NZ Post states that its number was arrived at based on forecast mail decline. What other considerations informed the final figure publicly stated? To be clear the PWUA will</p> | <p>5 What changes to the Deed of Understanding will be sought by NZ Post to accommodate such a reduction?</p> <p>6 Will NZ Post continue to employ staff directly in the mail network?</p> <p>7 What proportion of work currently performed by employees does NZ</p> | <p>9 We are aware that the layoff of 12 staff at the Auckland Mail Centre does not form part of the 750. In that correspondence we have been formally advised [by the management]: “The Tūpuna programme has been looking specifically at a fundamental was in the way we deliver mail in the future.”
What is the fundamental change being sought by NZ Post?</p> |

NZ Post employees fall below the Living Wage

Every year the Living Wage Movement, a collaboration of faith groups, community organisations and unions, calculates the amount of money needed for workers to live in dignity.

From 1 September the Living Wage moved to \$26.00 an hour.

All Grade 2 employees at NZ Post (who do not receive a night rate or 6th shift allowance) and Delivery Agents in their first year are all now paid less

than the Living Wage.

The 3% pay rise from NZ Post on 1 July was simply not enough to keep up with the rising cost of living.

Meanwhile NZ Post reported a profit of \$49 million for the year to 30 June 2023.

Stuff News also reported that 688 people at NZ Post were paid more than \$100,000, and the Chief Executive received a bonus of \$100,000 to take his pay to \$1,086,918 for the year.

PWUA food vouchers before Christmas

Union delegates and organisers will again be issuing \$50 Countdown food vouchers to union members in the weeks before Christmas.

The qualifying date for new members for eligibility for the vouchers will be set at the national delegates’ meeting on 26 October.

The Union expects to be issuing food vouchers again in May/June next year.

SWAGs - the good ... and the not so good

Workplace Safety and Wellbeing Action Groups are vital to the workers' participation in the health and safety issues at NZ Post.

Last year the Union welcomed an NZ Post document promoting the establishment and effective working of SWAG groups - "Worker Engagement, Participation and Representation" dated 12 October 2022.

The document is a valuable aid to SWAG reps, from how to elect their reps, their job descriptions, through

to how to work through health safety and wellbeing issues.

The Union is aware of SWAGs that are working well with regular meetings.

The Union is interested to hear from Health and Safety representatives at each worksite about how well their SWAG group is working, or not working - the good and the not so good.

Please assign one person from your worksite to send a short email about how your SWAG is working to the union office: pwu@tradeshall.org.nz

Job cuts at the Auckland Mail Centre

Union members at the Auckland Mail Centre were shocked to learn that the loss of 12 jobs on the night shift manual sort are not part of the Tūpuna Programme.

The 12 jobs are in addition to the company's plan to reduce FTEs by 750 nationwide.

The staff members were also upset at the way the announcement of both the

loss of 12 jobs and the 750 FTE job loss were mishandled.

Staff members wanting to continue working with NZ Post want to know about proposed shift changes and time lines to be able to plan their own lives.

NZ Post has told the Union that there may be further job cuts which are not part of the Tūpuna Programme.

Service Leave and on calls

The Postal Workers Union has raised the matter of whether "Completed years of continuous permanent service" (clause D63 of the Collective Agreement) includes time as an on call counting toward entitlements to Service Leave.

The Union believes the permanent status of on calls can be found in clause L13 of the CA:

"An On-Call employee will remain an employee of NZ Post until such time as they give 2 weeks' notice to the Company of their wish to terminate the relationship or the Company gives 2 weeks' notice to terminate the relationship and rosters them off accordingly."

The Union will advise members of the outcome of discussions with NZ Post.

"Just transition" gathers entitlements

Any staff number reductions resulting from the Tūpuna Programme over the next five years will be covered by the Just Transition process recorded by the E tū union and NZ Post which will be applied to all staff.

Resources, advice and assistance

from Work and Income NZ are also made available to impacted sites around the country.

The Just Transition process was well received by the members of both unions during the closing of the Manawatū Mail Centre in March this year.

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NZ Post consistently failing service promise

Since the closing of the Manawatū Mail Centre the PWUA has seen a significant decline in NZ Post's delivery service to Wellington's CBD.

The August issue of Redback in large flats did not arrive at the delivery branches in New Plymouth, Whanganui, Napier, Christchurch and Dunedin until five working days after being posted.

Fourteen letters posted in Wellington's CBD over three weeks in September have taken an average of six business days to be delivered.

Only one letter met the NZ Post delivery promise, being delivered back in the Wellington CBD on the third business day after being posted.

The longest time for delivery was 13 working days.

All other letters took 4 working days (3 letters), 5 working days (3), 6 working days (2), 7 working days (2), and 8 working days (2 letters).

REDBACK is published by the Postal Workers Union of Aotearoa ♦ Trades Hall, 126 Vivian St, Wellington 6011 ♦ pwu@tradeshall.org.nz



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.