

Letter to Branches

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150 The Broadway, Wimbledon, London, SW19 1RX Tel: 020 8971 7200 Fax: 020 8971 7300

General Secretary: Billy Hayes (www.billyhayes.co.uk)

No: 088/11

Ref: 115D

Date: January 2011

To All Branches With Parcelforce Members
To All Regional Organisers
To All Parcelforce Representatives

Dear Colleague

Parcelforce Mixed Resourcing Review

On the 22nd November 2010 we sent out a joint statement made between the CWU and Parcelforce to all Parcelforce representatives explaining that our commitment to a joint review of mixed resourcing had commenced. Attached to this LTB is another joint statement which informs you of the progress made.

The first joint statement explained the first phase of the review which was to establish a consensus on the resourcing mix information as it stood in September 2010. That piece of work has been concluded and the information gathered has determined that the eradication of the use of courier and agency resource, other than for operational emergencies, via the more productive use of directly employed and Owner Driver resource would require 2162 routes nationally. This number therefore breaks down to 1622 directly employed routes and 540 Owner Driver routes.

Our assumption was that this exercise would result in a recruitment drive for both directly employed and Owner Driver resource and that assumption has proven to be correct. The positive news is that we now need to commence the process of the permanent recruitment of approximately 450 directly employed jobs and 82 Owner Driver positions.

The recruitment process will be carried out in two phases. **The first phase will see all pre-Autumn pressure C&D temporary contracts (approximately 200) made permanent with immediate effect** (assuming satisfactory conduct and attendance records). Preparation for Owner Driver recruitment will also commence.

The second phase will involve the need for National joint sessions of Area General Managers and Regional Organisers to establish where, when and how local recruitment or conversion of temporary contracts should proceed in regard to meeting the final numbers outlined in this document and recruited in line with existing agreements.

The attached joint statement confirms this position and represents excellent progress in our objective of creating decent permanent employment opportunities as Parceland continues to grow.

Any enquiries in relation to this LTB should be addressed to Terry Pullinger, Assistant Secretary, email dwyttd@cwu.org, quoting reference 115D.

Yours sincerely

Terry Pullinger
Assistant Secretary



JOINT STATEMENT

MIXED RESOURCING REVIEW

Further to the Joint Statement produced in November 2010, we can report that the first aspect of our review – establishing consensus on local resourcing information – has been completed.

The completion of Phase 1 of our review has therefore produced an educated and informed guesstimate of a National route requirement.

The information gathered has determined that the eradication of the use of courier and agency resource, other than for operational requirements to manage around traffic anomalies or emergencies, via the more productive use of directly employed and Owner Driver resource would require 2162 routes nationally. This number therefore breaks down to 1622 directly employed routes and 540 Owner Driver routes.

Our assumption was that this exercise would result in a recruitment drive for both directly employed and Owner Driver resource and that assumption has proven to be correct.

The positive news is that we now need to commence the process to permanently recruit to the agreed levels.

The recruitment process will be carried out in two phases. The first phase will see all pre-Autumn pressure C&D temporary contracts (approximately 200) made permanent with immediate effect (assuming satisfactory conduct and attendance records). Preparation for Owner Driver recruitment will also commence.

The second phase will involve the need for National joint sessions of Area General Managers and Regional Organisers to establish where, when and how local recruitment or conversion of temporary contracts should proceed in regard to meeting the final numbers outlined in this document and recruited in line with existing agreements.

Terry Pullinger
Assistant Secretary
CWU

Adele Henderson
Operations Director
Parcelforce Worldwide

Date: 27th January 2011