

Respect US

Protect US

Pay US

cwu.ie - by your side



National Route Design Programme

Mails and Parcels

Chapter 14

Thursday 18th April 2024



Final Mile Transformation

- Transformation agreement as outlined in GS Circular in May 2023
- Accepted unanimously by NEC
- Branch Secretary Seminar held in HQ June 2023
- Company presentation to Branch Secretaries

Respect US
Protect US
Pay US
cwu.ie - by your side





Initial Roll-Out Plan

- **Phase 1:** 20 DSU's starting from June 2023 with Go Lives from September
- **Phase 2:** Consisted of 16 DSU's starting in July 2023 with Go Lives from October

Respect US
Protect US
Pay US
cwu.ie - by your side



Initial Go Live Offices

- Company plan was a 14-week Implementation Process
- Included in the 14 weeks were Local Engagement, Feedback to Design, Onsite Engagement, Duty Comp, Route Familiarisation, Go Live and Review
- Ongoing reviews at Regional and National level during this period
- Extra resources added at Union HQ level
- Branches feedback sought in advance of HQ Seminar

Respect US
Protect US
Pay US
cwu.ie - by your side



HQ Feedback Workshop

- Took place on 17th November, open to Branch Secretaries in Phase 1 and 2 Offices.
- 12 Branches made submissions in advance.
- Issues raised collated and used as agenda for meeting with Company.
- Issues prioritised based on feedback.
- Report given to NEC on feedback.



Status Report November 2023

- 17 DSU's live with the new designs
- 15% of all DSU'S
- 18% of all Routes
- 3 Offices deferred to Go Live in January
- All Phase 2 Offices paused until 2024

Respect US
Protect US
Pay US
cwu.ie - by your side



Monitoring Group Involvement

- Leave Reserve Ratio
- Duty Competition - E Trikes
- Determinations on:
 - Blanchardstown
 - Fonthill
 - Dundalk

Respect US
Protect US
Pay US
cwu.ie - by your side



CWU Meeting with National Redesign Team

CWU highlighted the following issues:

- Seniority lists need to be more transparent and available earlier
- Improvements needed for training on routes that do not currently exist
- Route sequencing after sign off is essential
- Outdated data from CAD causing problems
- Critical that Clars are available before Duty Competitions
- September should be the cut-off date for Go Live
- Review meetings need to take place when due
- Access to planners to review problematic duties and collections

Respect US
Protect US
Pay US
cwu.ie - by your side



Company responses to December Meeting

- **Collections:** Collections are based on geography, LTOP and Standards. Where feasible the majority of current collections will remain unchanged.
- **Sequencing:** A 1-2 week period has been built into the process to allow for resequencing where required. Certain criteria have been identified as part of this process.
- **Duty Competition:** Should be completed in 2 weeks (Average time taken was 9.63 days). Duties to be given out on Seniority. Any issues that arise will be addressed locally in the first instance.
- **Post Implementation:** Reports to CSG each morning for first 4 weeks. Volume reports by Office and Route made available to DSM. Structured review meeting to be held within the first 6 weeks with agreed action plans.
- Process has now been extended to 18 weeks
- No Go Lives after September or on Bank Holiday Weekends





Post Test/ Route Evaluation

- ❖ Company have carried out a number of Post Tests/ Route Evaluations in the last few weeks
- ❖ A mixture of Physical and Desk Top Tests (in some cases both methods on same duty for comparison)
- ❖ Discussions have been ongoing to agree a new process for applying for Post Test/ Route Evaluation.

Respect US
Protect US
Pay US
cwu.ie - by your side





Current Status

- ❖ 31 DSU'S are now live
- ❖ 8 Offices in Phase 2 are now live
- ❖ Plans in place for Phase 1 Offices with unresolved issues to be addressed
- ❖ Impact of recent post tests being reviewed
- ❖ Ongoing post tests being carried out



Peak Arrangements

Respect US
Protect US
Pay US
cwu.ie - by your side



Christmas/Peak Arrangements 2022/2023



- Late intervention by Monitoring Group to finalise arrangements in 2022
- Determination insisted early engagement for 2023
- Package was finalised by Mid -November 2023
- Endorsed by the Union's C&D Group
- Package included "Floor" of 45 Hours
 - + a parcel delivery on the first Saturday in December
 - + a parcel delivery on Saturday December 23rd
- GS Circular issued on 13th November
- 2023 large increase in Parcels and a major decline in letter volume

Respect US
Protect US
Pay US
cwu.ie - by your side



Branch Feedback 2022

Top 5 issues:

- Agreement should be concluded earlier
- Post Christmas should be included as part of the arrangements
- Casual staff should be paid Overtime
- Should be a delivery on Christmas Eve
- Should be full deliveries on the Saturdays

Respect US
Protect US
Pay US
cwu.ie - by your side



Branch Feedback 2023

- Should have been a full nationwide delivery of all products on Saturday 23rd
- Late notice of the arrangements for the 23rd was unacceptable
- A high level of Christmas cards were delivered after Christmas
- The Post Christmas and Black Friday mail should be covered by a separate agreement
- Peak hours did not reflect the increase in Parcel Volume
- Large amount of uncanceled stamps
- Some Branches not satisfied with the post-Christmas Overtime

Respect US
Protect US
Pay US
cwu.ie - by your side





Christmas/ Peak 2024

- Increase in Parcels and decrease in Letters forecasted to continue
- Christmas Day on Wednesday will mean a full Christmas Eve delivery
- Union has requested early engagement with Company
- Growth in Parcels will cause capacity issues in:
 - Transport
 - Processing
 - DSU's poor facilities/accommodation.

Respect US
Protect US
Pay US
cww.ie - by your side





Transport

Respect US
Protect US
Pay US
cwu.ie - by your side

Fleet Replacement Programme 2023 - 2030



- ★ Achieving our zero emissions target by 2030 (with a 50/50 split by the end of 2025)
- ★ Getting back on schedule so we are replacing vehicles when the lease term is finished
- ★ Planning for the phasing out of owned 2016 units
- ★ Reducing the Short Term Hire fleet and replacing with Leased vehicles
- ★ Managing fleet changes arising from the National Route Design Programme & Final Mile Footprint review
- ★ Using the plan to identify other key actions such as
 - Extensions to leasing arrangements for current fleet
 - Moving to a 5 year lease for EV's
 - Strategy for the charging of EV's
 - Updating Home Garaging policy based on an all EV fleet



Aims of the Plan

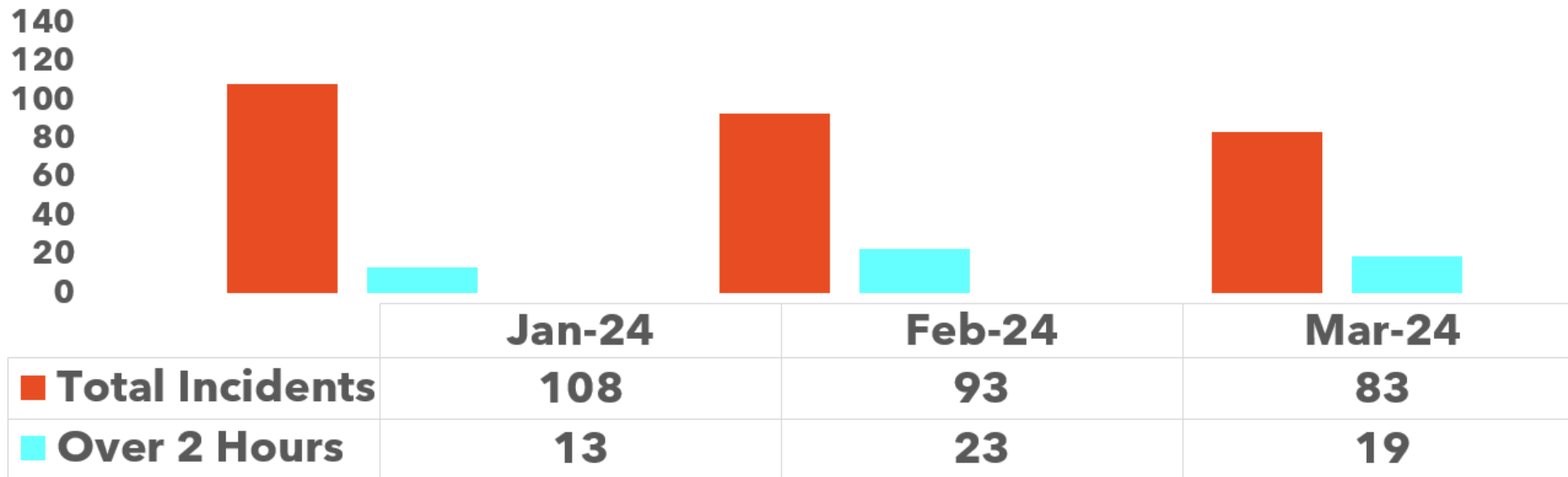
- ★ New vehicles to comply with industry safety standards including General Safety Regulations
- ★ Increase the average storage capacity of delivery vans from 4m³ to 6m³
- ★ Maximum vehicle dimensions will be based on Renault Trafic
- ★ Higher distance range will enable EV's to be assigned to all routes
- ★ Training programme implemented for all drivers moving from Diesel to EV





Breakdown Incident Report

Total No of Incidents	83
Total Incidents over 2 hours	19
% of Breakdowns over 2 hours	23%



An Post SLA Report March '24



HGV Apprenticeship Programme

- To offer a comprehensive HGV Apprentice Programme on an annual basis - C and CE licence:
 - ❖ *8-month programme to upskill a driver from B Licence to C and CE licence*
 - ❖ *raise the professional standard of driving which also will include driving legislation*
- Ensure that all drivers are competent with the use of equipment needed to do their job in a safe and professional way
- 2 Semesters:
 - ❖ *May to September C Licence and February to May - CE Licence*
- 12 days instructor lead training on company time and approx. 80 hours on own time
- Pilot to commence shortly - Mail Centre

Respect US
Protect US
Pay US
cwu.ie - by your side



Cleaners / Patrols

Respect US
Protect US
Pay US
cwu.ie - by your side

Cleaners and Patrol – Outsourcing



- Retirement - staff reaching retirement age 66 will retire normally
- Dublin staff can transfer to different locations
- Redeployment to other roles- options available for staff to grow and develop in different An Post roles subject to availability and suitability; and
- Availability of Voluntary Severance (VS) for those choosing to exit the business before retirement
- Redeployed staff will be encompassed
- Cleaners who are also employed in other roles are not encompassed
- Current casual and temporary staff employed continuously for 2 or more years on 1st January 2024, will be offered a permanent role in the organisation

Respect US
Protect US
Pay US
cwu.ie - by your side



THANK YOU

Respect US
Protect US
Pay US
cwu.ie - by your side

