

Joint Statement
Dealing with Bank Holiday demand during COVID19

Background

Parcelforce Worldwide and the CWU recognise that the COVID-19 pandemic and the associated challenges in respect of increased absence levels, social distancing requirements to protect employees and increased demand levels have required some operational elements to be adapted on a temporary basis.

Parcelforce continue to experience increased demand and this is compounded operationally by consumer behaviours shifting away from normal Business-to-Business (**B2B**) channels towards both Business-to-Consumer (**B2C**) and Consumer-to-Consumer (**C2C**) channels. The impact of this is a much-reduced number of items per delivery, driving significantly increased delivery stop demand into the business for comparable delivery volumes.

It is recognised that this scenario, coupled with the absolute imperative to maintain social distancing and to keep people safe is creating capacity challenges in a number of locations. It is also jointly appreciated that Drivers have been working extremely hard during the last 8 weeks, including dealing with Bank Holiday weekends and providing the best possible service to customers.

While both parties recognise that drivers may value time away from the workplace during the crisis, in recognition of the level of commitment that has been shown it has been agreed that, exceptionally and without prejudice to any future weekends an additional level of reward will be put in place for volunteers to work over the weekends of 23rd & 24th and 30th & 31st May 2020 in order to maximise the delivery capacity that can safely be created across the network.

Arrangements

As during Christmas pressure it is anticipated that volumes over these two weekends will require additional coverage and to ensure that the opportunity to perform additional hours is open to all Parcelforce Depot employees, who can drive and legally attend at the required time, volunteers will be sought to meet the customer demand. Drivers will be invited to volunteer for any of the four days of the weekends listed above. By volunteering Drivers are committing to do a minimum of a 6 hour attendance on any day, but may be able to do more hours, workload permitting, on a Depot by Depot basis. Payment for these attendances will be increased to £21.50 per hour with a guaranteed minimum of 6 hours per day.

This enhanced payment will not be made for anyone who volunteers but does not attend and any attendances of less than 6 hours will attract the appropriate, regular payment. All qualifying payments will be made in June salaries.

Any Driver who has a contracted duty attendance on either the Saturday or Sunday will not be eligible for this increased payment for their normal contracted attendance.

Drivers are invited to volunteer for as many days as they wish but working time and driving time legislation must be fully complied with at all times including all statutory rest periods.

Any proposals to extend these additional levels of reward to additional weekends will be the subject of consultation and agreement at national level.

Interpretation

Any questions of interpretation, implementation or application of this agreement shall be referred to the respective Headquarters for resolution.



Jamie Stephenson
Operations Director
PFW



Davie Robertson
Assistant Secretary
CWU

Date: 21st May 2020