

PAY 2017 AND THE FUTURE OF THE POST OFFICE



31.03.2017

92% HAVE NO CONFIDENCE IN PAULA VENNELLS AND THE BOARD

CWU Survey Results

I would like to thank everyone who completed the survey and voiced their opinion about how they feel working for the Post Office. The results of the Survey with a 36% participation rate are as follows:

Question	YES	%	No	%	Spoilt/no response
1. Do you support a vote of No Confidence in the leadership of Paula Vennells, Chief Executive and the Post Office Board?	910	92%	74	8%	10
2. Do you support union policy in protecting jobs, opposing Crown Office franchising, no outsourcing of the Supply Chain operation as well as improving the Pension scheme for all members?	978	99%	10	1%	6
3. Do you feel you have job security?	13	1%	977	99%	4
4. Do you feel fairly rewarded by your overall pay, pension and benefits package for the job you do?	144	15%	838	85%	12
5. Do you support the Post Office's strategy of managed decline?	34	3%	959	97%	1
6. Do you feel the Post Office values your opinion and respects you?	31	3%	957	97%	6
7. Are you happy working for the Post Office?	229	24%	735	76%	30
8. Do you feel the Post Office cares about its customers?	63	6%	920	94%	11

We will be writing to Paula Vennells and Margot James the Government minister responsible for Post Offices, to share the results and let them know exactly how disillusioned our members are with the overall strategic direction of the Board. In particular we will be highlighting our serious concerns with regards to the 92% who have **no confidence in the Chief Executive and the Board**. In addition we will be publicising the survey results to the press & media and politicians in general, to expose the crisis in the Post Office.

We have also received many general comments from members who filled in this section of the form. We therefore need to spend time considering these and working out how we can use this feedback constructively and to the advantage of our members. Thank you once again for participating in the survey, we will ensure your voice is heard.

THANK YOU FOR YOUR PARTICIPATION – NOW YOUR VOICE WILL BE HEARD

PAY CLAIM – 1ST APRIL 2017: ALL CWU GRADES WORKING FOR THE POST OFFICE

We have now submitted our pay claim for a one year agreement via a formal letter to Paula Vennells. We are seeking improvements to many different areas of pay, terms & conditions. The Post Office needs to consider our reasonable claim in conjunction with the question on the members' survey in which **85%** of respondents answered "No" to the question **"Do you feel fairly rewarded by your overall pay, pension and benefits package for the job you do?"**

The full details of the pay claim are as follows:

- **4% Consolidated Pay Increase Flowing Through to all Allowances**
Inflation (RPI) stood at 3.2% in February and is forecast to rise again during the spring and early summer. As a consequence, we believe a **4% pay increase** is fair and reasonable in order to maintain living standards. The 4% increase should be unconditional (no strings attached).
- **Improvements to the Defined Contribution Pension Scheme**
Despite strong representations from the Union and significant objections from members during the so-called "consultation", the Post Office is pressing ahead with its plans to close the Defined Benefit (DB) scheme at the end of this month. Our objective (and part of the trade dispute) has always been to improve the current Defined Contribution (DC) scheme and this therefore forms part of our pay claim.
- **Joint Reviews of all Incentive Schemes**
Feedback tells us the Customer and Sales Incentive Scheme, which has been in operation in Crown Offices since 1st April 2015 is not fit for purpose; hence the inclusion of a review of the scheme in our pay claim. Improvements are also required to the bonus scheme for Admin & Supply Chain members.
- **Improvements to Scheduled Attendance rates for Crew members**
Our Crew members have felt the impact of reduced earnings due to the Post Office ceasing the external contracts and the consequential loss of Scheduled Attendance payments and regular overtime earnings. In view of this position, we are seeking to raise Scheduled Attendance rates considerably.
- **Annual Leave Entitlement – Equality for all (6 weeks annual leave)**
Our claim seeks parity for all members, irrespective of service, for 6 weeks annual leave. As it currently stands, it takes **15 years service** to achieve maximum annual leave. We are now seeking to significantly reduce the qualifying period for maximum annual leave.

We will be doing our very best to achieve the best pay settlement going forward and will be writing to you again with an update once pay negotiations are underway and meaningful progress has been made.

House of Commons: Backbench Debate – Post Office Franchise / Closure Programme

As well as the debate which took place in the House of Lords on Thursday 30th March on the Future of the Post Office, there will be a backbench debate in the House of Commons on the Post Office's franchise and closure programme in the coming weeks (date TBC). There is considerable interest from many MPs across all political parties, particularly those which have a Crown which is due to be franchised in their constituencies. The Union has been instrumental in bringing about this debate and this shows just what can be achieved by community campaigning and making direct contact with politicians.

Kind regards

GRO

Andy Furey
Assistant Secretary

**THE
PEOPLE'S
POST**

