

Important News For CWU Delivery Members

SEPT 2007

Doing the Job Properly

GOLDEN RULES

Don't start before your time

Keep to pouch weight limits

Always take your break

Don't use your car—always use the vans

MEAL RELIEF'S

Your breaks are part of your terms and conditions, and are there for your benefit.

They now form part of employment legislation, and employers are now legally required to give workers a break.

And yet many members do not take them because they are locked into the culture of job and finish.

Finishing early, for whatever reason, simply gives the employer the perfect opportunity to give you more work.

It's your job, and your future—protect it

The CWU believe the time has come to further progress the 'Doing the Job Properly' campaign within the Delivery section.

Deliveries in particular have faced cuts after cuts in recent years, with hours being ripped out of every delivery office throughout the area.

The time has come to say NO, and to protect your own terms, conditions, and ultimately your own job.

During the recent dispute many offices engaged in doing the job properly. Where this happened it clearly demonstrated that the doing the job properly makes a nonsense of Royal Mail's current proposals.

Starting before your time can mask a multitude of problems.

It can hide the fact that your round cannot be completed within time.

It means you're working for nothing, when you could be

It also proved that the whole culture of Royal Mail simply exists on the goodwill of the delivery membership.

At a time when Royal Mail's business plan includes the introduction of later starts by executive action, summer lapsing, based on your goodwill. It is time that your goodwill is withdrawn until agreement for change is reached with your union.

This newsletter explains how it can be done—how YOU can do the job properly, look after your own health and safety, make your job easier, and create more work and ultimately more jobs within your workplace.

claiming overtime.

Alternatively, it means you're working for nothing instead of the excess work being taken off you.

It puts pressure onto those that cover you when you're off,



Don't Kill Yourself and Your Job!

Are you part time wishing to go full time? Find out how you can help yourself.

Are you part time and sick of being put on to?

Are you full time and sick of being put onto?

It's your job and your future—protect it

Starting Before Your Time—Why??

who can't complete on time.

So why work for nothing?

It's your job, and your future – protect it

Pouch Weights—Stick to the Limits

Pouch weight limits are there for your own benefit. They exist to protect your own well being and health and safety.

So why break them?

Why not split your bags down and get them dropped off? No second bag boxes or safe drops? Ask your manager for a timed drop.

Think how much work it can create.

On average, 20% of pouches are overweight. Imagine an office of 100 people, each taking out 5 pouches per day.

That's 500 pouches, of which 100 (20%) are overweight. Think how much work can be created by getting those 100 extra pouches on the street, every day, every week, every year. Work that could be added to part time duties to create full time jobs, or be done on overtime.

Think how much work it would put on each delivery span. Again, work that could be added to part time duties to create full time jobs, or be done on overtime.

The pouch weights are shown opposite—they exist for your benefit—use them.

Pouch Weights

1st pouch	16kg
2nd pouch	11kg
3rd pouch	11kg
4th pouch	11kg
5th pouch	11kg
6th pouch	11kg

It's your job, and your future—protect it

Cars on Delivery

Quite simply—don't use them on delivery.

Should you have your car stolen whilst on delivery, are you insured? Have you informed your insurer about the fact that you use your car for business use?

Ask your manager what will happen to you if your car is stolen on delivery with full pouches in the boot?

Will they commiserate with you because your car's been stolen—or discipline you because the mail has been stolen?

Why use your car for nothing?

Your petrol, your wear and tear, your tyres, your increased mileage.

Use the vans!

Think how many pouches of mail

will need to be taken by van if you don't use your car. Again, more opportunities for full time working or overtime.

Think how many people will need to be taken to their delivery point by van—even more opportunities for full time working or overtime.

It's your job, and your future—protect it

Next Steps—It's Your Choice

No one can force you to start early.

No one can force you to take out overweight pouches.

No one can force you to not have a meal break.

No one can force you to use your own car on delivery.

It's your choice.

You can cut as many corners as possible, and run around like a headless chicken, just to score a bit time on the back end of your duty, just to be given extra work by your manager.

Or you can do the job properly and

make it easier.

A simple choice. Make the right one.

It's your choice, your job, and your future—protect it