

*Gloucestershire's Voice*

**CWU**

Christmas 2010 Edition

# MERRY CHRISTMAS AND BEST WISHES FOR 2011 TO ALL CWU MEMBERS



Gloucestershire's Voice is the journal of the CWU Gloucestershire Amalgamated Branch. It is published periodically by Paul Trehearne and other Branch Officers and Reps. The views expressed in the journal are those of individual contributors and do not necessarily reflect official CWU policy at both local and national level. Any contribution may be sent to Paul Trehearne at Royal Mail, The Gatehouse, Eastern Avenue, Gloucester, GL4 3AA or by email to GLOSAMAL@aol.com

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## Branch Secretary's Comment

Firstly, welcome to the Christmas edition of the CWU Branch Magazine and we hope you enjoy it.

2011 is going to be one of the most important years in the history of both Royal Mail and Post Office Ltd. No doubt you would have heard that the CON/DEM Government are pushing legislation through Parliament that will see Royal Mail Privatised and Post Office Ltd split away from Royal Mail Group. You will not be surprised to learn that the CWU is in total opposition to this. Over the last few months several meetings and briefings have been held to update branches on what is happening "behind the scenes".

So why is the CWU opposed to selling off Royal Mail especially when you consider the fact that the Government have stated that the employees will be given a minimum of 10% share in the company. Why is the union opposed to this? This and many other questions have been asked of senior national representatives and they are adamant that should the legislation progress to a full sell off there will be dire implications for our terms and conditions of employment.

What the Government and indeed local Conservative Members of Parliament are telling us and what they are actually going to do with the Bill is totally different. We have met with both Richard Graham - Tory MP for Gloucester and Neil Carmichael - Tory MP for Stroud and they have said that ownership of Royal Mail is not up for discussion. We are going to sell it off irrespective of the views of the public, the employees or the Union. Well, there's a challenge!!!

As with the previous 3 attempts to privatise Royal Mail a political campaign has been launched which has involved lobbies and rallies in every major city in the UK. A postcard Campaign where we are encourage as many people as possible to write to their MP expressing their opposition. So far we have send hundreds of campaign postcards to MP's covering the branch in Gloucester, Stroud and Swindon.

So, back to our terms and conditions, how will privatisation affect us. Our jobs are built around what is called the Universal Service Obligation (USO). Basically, one price goes everywhere and it cost the same amount of money to post a letter in Lands End to John O'Groats as it does to post a letter within the same locality. Collecting from post boxes and other outlets at least once a day and delivering to 28 million addresses once a day 6 days a week.

But the Government are saying they will protect the USO!!! But will they? In the Bill going through Parliament the CWU have identified 15 ways in which the USO could be watered down or even scrapped. They are.

**One: Clause 28 (3) Refers to the need for the "need for the provision of a universal postal service to be financially stable; and ... Efficient".** These are new and extra statutory conditions, giving Ofcom more reasons to reduce the obligation, e.g. if Government support is withdrawn after privatisation.

**Two: Cause 28 (4) Refers to Ofcom's duty to "secure the provision of sufficient access points to meet the reasonable needs of users of the universal postal service"** Again this give Ofcom a reason to reduce any service it deems "unreasonable".

**Three: Clause 29 (2) States that: "A universal postal service must, as a minimum, include each of the services set out in section 30".** However, the next subsection 29 (3) sets out the conditions upon which Ofcom is able to modify the terms of the order. This is by carrying out an assessment of the extent to which the market is meeting the reasonable needs of the users of those services.

**Four: Clause 29 (4) Requires Ofcom to carry out an assessment of this kind within 18 months of the order coming into force.**

**Five: Clause 32 sets out the exceptions to the minimum requirement. 32 (2)(b) gives Ofcom the authority to waive the requirement if it considers such "geographical or other conditions to be exceptional".** This could be used to reduce the service in rural or more distant geographical areas or charge more for delivering to these places.

**Six: Clause 33 (1) gives Ofcom the power "from time to time" to review how the service "reflects the reasonable needs of users of postal services in the UK".** Again this allows frequent review to alter the obligation.

**Seven: Clause 33 (2) states explicitly that requirements may be altered**

**Eight: Clause 34 allows Ofcom to designate more than one provider of universal postal services but 34 (7) allows the regulator to "consider what (if any) designated UPS conditions should continue to apply to each of the Universal service providers".** This opens the prospect of two or more providers, egg. A separate monopoly for a private company in cities like Birmingham, each with a different level of obligation.

**Nine:** Clause 34 also mean that Royal Mail has no guarantee of being the USP provider for more than three years. This has the potential to impact negatively on investment decisions regarding the UPS network.

**Ten:** Clause 35 states that Ofcom "may" (not shall) impose a designated UPS condition on a universal service provider" Section 40 again gives Ofcom wide discretion to impose - or not - General Universal Service conditions on postal operators.

**Eleven:** Clause 40 is weak in its protection of the USP and it merely allows but does not require Ofcom to act to prevent the UPS being undermined by cherry-picking from competitors in deliveries.

**Twelve:** Clause 42 allows Ofcom to review the costs of universal service obligations. The implication is that if costs are deemed too high the minimum service could be altered.

**Thirteen:** Clause 43 refers to "fairness of burden sharing of universal service obligation" This again opens the way for a two-tier service for different parts of the UK.

**Fourteen:** Clause 43 (2) says Ofcom must "determine whether they consider it is or would be unfair for a provider to bear, or continue to bear, the whole or part of the burden of complying with is universal service obligation". This is explicitly linked to carrying out a review under section 33 and opens a gateway for reducing the obligation or charging more for deliveries, e.g. to Scotland, Wales or Northern Ireland.

**Fifteen:** Clause 80 (2) (preceded by sections relating to circumstances in which a universal provider has become insolvent) gives the Secretary of State powers to modify the UPS if the Secretary of State considers it appropriate to do so". If a privatised Royal Mail failed in the same way as the privatised Railtrack, this opens the way for the USP obligation to be reduced and for two-tier service or pricing.

I hope you're still with me. I understand the 15 points above are legalistic and don't make a lot of sense but they are vital to ensure that the USO or UPS is adequate to ensure the public receives a world class postal service.

At a recent Rally in Westminster, which was organised by the CWU there were speakers from a "coalition" or organisation who are also opposed to the privatisation of Royal Mail. There were Labour Party speaker from the Shadow Cabinet. Labour Party MPs, Ken Livingstone, Caroline Lucas Green Party MP, Members of Parliament from the Scottish Nationalist Party, Plaid

Cymru and the Social Democratic Labour Party of Northern Ireland.

In addition to speakers from these political parties, total support for the CWU campaign was offered by Frances O'Grady - Deputy General Secretary TUC, Stephen Alambritis - Federation of Small Businesses, Dot Gibson - General Secretary National Pensioners Convention, Bill Greenshields - National Commission of the People's Charter and Cat Smith - Compass Youth. As well as support from various other trade unions including the GMB and Unite.

But the CON/DEM Government has said that they will not close any further Post Offices. However, the CWU revealed to an All Party Parliamentary Group on Post Offices meeting in November 2010, that 150 post offices have been closed already this year as part of a growing trend of closures.

According to research carried out by CWU, over 150 sub-post offices have been listed as "long-term temporary closures" this year alone. Many are likely to stay closed indefinitely and those that do reopen will often do so with a diminished service, such as an outreach van on set days.

Many subpostmasters are retiring or leaving the business because of the low levels of revenue generated in sub-offices. In many cases the Post Office struggles to find alternative premises or service providers.

**Billy Hayes, CWU general secretary,** said: "We're seriously concerned that despite popular speeches by Vince Cable giving promises that no post offices will close, this government is failing to protect the post office network. Post offices are closing at an alarming rate but don't register until it's too late because they are misleadingly classed as temporary closures.

In 2009-10 there were 47 fewer post office as a result of temporary closures

There are now 772 outreach points (where a post office has been closed and replaced by an outreach service)

Vince Cable announced that there would be no more post office closures during Liberal Democrat Party conference in September.

Liberal Democrats pledged to "end the post office closure programme and keep rural post offices open".

## **Community Day bank holiday in 2013**

The CWU supports the TUC's call for the government to introduce a new Community Day bank holiday on the last Monday in October 2013 to coincide with schools' autumn half term holiday and break the four month gap between the August and Christmas bank holidays.

A 2004 TUC survey found that over 90 per cent supported the idea of a new bank holiday with the most popular date being the Autumn half term.

CWU General Secretary, Billy Hayes said: "The idea of a new bank holiday in October would not only be a popular initiative for obvious reasons but would make sound economic sense in terms of encouraging volunteering and community work to uplift local communities, the economy and the morale of the public at the same time.

"Volunteering exercises would also tackle the rise in unemployment by providing people

with an opportunity to learn new skills and network through their involvement. It is a win win for the government, the British public and those organizations that rely on volunteers to function".

The TUC has estimated that the initiative could be worth £500 million if the focus on volunteering and involvement in community groups is embraced. TUC General Secretary Brendan Barber commented: "People in the UK already have a solid record of getting involved in voluntary and community work, but there is still a great potential for more people to join in. A new bank holiday with a theme of encouraging people to take an active role in their communities would be the perfect way to bring the country together."

With the announcement of a special bank holiday to mark the Queen's Diamond Jubilee on the 4<sup>th</sup> June 2011, the TUC believes that this initiative is viable and suggests that the Community Day bank holiday should be implemented in 2013, a year after the one-off Diamond Jubilee holiday.

In Germany they first came for the Communists, and I didn't speak up because I wasn't a Communist.

Then they came for the Jews, and I didn't speak up because I wasn't a Jew.

Then they came for the trade unionists, and I didn't speak up because I wasn't a trade unionist.

Then they came for the Catholics, and I didn't speak up because I was a Protestant.

Then they came for me-  
and by that time no one was left to speak up.

Pastor Martin Niemoller

## **CWU National Demonstration 9th January 2011—Witney Oxfordshire**

You will see on pages 12 and 13 of this magazine that the CWU is holding a mass demonstration in David Cameron's constituency in Witney on Sunday 9<sup>th</sup> January 2011. The branch will be sending a delegation along to show the Prime Minister that we are not prepared to accept privatisation and we will do so in his own back yard.

If any member is interested in coming along with us, please let me know and we will sort out transport.

## 10 Good Reasons for joining the CWU

1. **Your Pay:** The CWU negotiates your pay. The higher our membership the better the prospects of securing a good deal. You will have a direct say, as we won't agree any pay deal unless members vote for it.
2. **Your Terms & Conditions of Employment:** The CWU negotiates your terms and conditions of employment with Royal Mail Group. This includes the length of your working week, your hours of attendance, your holiday entitlement, your Pension and other allowances.
3. **Your Job Security:** The CWU strive to ensure that your employment is secure.
4. **Confidential Advice & Guidance:** We can give you impartial and fair advice on work issues and matters of law.
5. **Personal Representation:** We have trained CWU reps who can assist you with discipline and grievance cases. All cases are treated in the strictest confidence.
6. **Fair Treatment:** we ensure that all members are treated fairly. It is our aim to eradicate bullying and harassment in the workplace.
7. **Legal & Accident Services:** The CWU offers you a free initial advice service from our Solicitors if you have a problem (it doesn't have to be work related). If you or a family member is injured in an accident and there is a valid claim we will take the matter up for you free of charge (and unlike 'no win no fee', we mean free of charge)!
8. **Health & Safety:** The CWU takes great pride in ensuring our members work in a safe environment. We have highly trained CWU Health & Safety Reps who are on hand to deal with any local issue.
9. **Financial Services:** The CWU offers you a full range of discounted financial services. Currently we can provide a CWU Credit Card, preferential loan, mortgage and insurance facilities, as well as motor breakdown and other services.
10. **A Sense of Well-Being and Security:** We will always be there to discuss, help and support you with any work related problem. When you become a CWU member, you join 240,000 others so you should never have cause to feel alone.

### Weekly CWU Subscription Rates (from 1st January 2009)

18 Years of age and over—Full Time	£2.92 (with Political Levy) £2.82 (without)
18 Years of age and over—Part Time	£1.69 (with Political Levy) £1.59 (without)
Retired	£1.07 (with Political Levy) £0.97 (without)
Under 18 years of age	£1.54

**For further information or to join the CWU call Jon Ellis on 07885 552954**

**or email: [Glosamal@aol.com](mailto:Glosamal@aol.com)**

**CWU National Officer Dave Joyce wins UK's top national Health and Safety award** prime minister.

Dave Joyce, CWU National Health and Safety Officer, was honoured with the prestigious Achiever of the Year award at the annual Safety and Health Practitioner (SHP) Institute of Occupational Safety and Health (IOSH) awards ceremony on the 20th October 2010.

The huge event, held at London's Park Lane Hilton Hotel, paid homage to the endeavours and achievements of health and safety practitioners around the country - individuals and organisations.

On his achievement, Dave said: "I am delighted to win such a prestigious health and safety award. I am proud for myself, the CWU and for trade unions in general who so rarely get the accolades they deserve when in competition with the private sector and corporate bodies."

Dave was nominated for his tremendous effort in launching the CWU Bite-Back campaign to change the Dangerous Dogs Act and address the thousands of attacks on postal workers and telecoms engineers by dogs every year.

The campaign focused mainly on introducing new UK-wide laws that would apply to dog attacks on private property, the introduction of dog-control notices and harsher sentences for offending dangerous-dog owners. Dave won the support of other interested organisations and charities, such as RSPCA, the Kennel Club, and the Police Federation in addition to meeting with government ministers and party leaders, including the

Among the many impressive results of Dave's efforts, the campaign secured the introduction of new UK guidance by government environment department Defra for the public and the enforcing authorities; the campaign has led to the introduction of the Control of Dogs (Scotland) Act, which comes into force next year and to the introduction of the Northern Ireland Dogs (Amendment) Bill which will also become Law in 2011 making dangerous dogs law apply to private land and will enforce compulsory dog licences and micro-chipping as well as increased court penalties for irresponsible dog owners among other measures.

Furthermore Dave has secured a commitment from the new Westminster government to similarly change the law for England and Wales and to improve enforcement and owner accountability.

Dave commented: "Given the rise in dog attacks this year, the campaign is as important as ever and we will continue to exert pressure on the Westminster government to ensure our objectives are achieved in full."

In awarding Dave the coveted award, the judging panel, consisting of 12 industry experts including David Eves former HSE deputy director-general and chief inspector, Hugh Robertson of the TUC, Dr Olivia Carlton, Transport for London and Stephen Granger, IOSH president, Teresa Budworth NEBOSH, to name a few, recognised the huge amount of time and effort invested into a very successful campaign that tackled a risk not just significant for a number of occupations but for the general public, as well.

- Do you have something to offer the union?
- Are you interested in seeking election to become a Union Rep?
- Are you dissatisfied with how the branch is being run?
- Are you dissatisfied with your unit or shift rep?
- Do you want to influence decisions taken on your behalf?

The time has come where any member of the branch can seek to become a CWU Representative. Every branch position is up for nomination. Please turn to page 14 for the full list of positions.

If you are interested please ensure your nomination is received by Paul Trehearne, Branch Secretary by no later than 23rd December 2010.

## Royal Mail Attendance Procedure Changes

Members will be aware that one objective of the Business Transformation Agreement signed earlier in the year, called for both Royal Mail and CWU to review HR procedures. Discussions have commenced on the Royal Mail Attendance Procedure and set out below is a joint statement which will also be communicated to all Royal Mail managers informing all employees of how discussions have progressed.

Discussions and negotiations are ongoing and we intend to update members at every available opportunity.

### **Draft Joint Comms for Attendance Procedure**

A key objective of the Business Transformation Agreement is to improve employee relations. Royal Mail and CWU are working together to review HR procedures, starting with the Attendance Procedure.

Discussions have been positive and constructive, detailed work is now commencing to produce an agreement which:

- Treats all employees with dignity and respect
  - Moves away from an approach seen as adversarial with an emphasis on warnings to one which is intended to be genuinely supportive
- Emphasises early supportive action to help avoid absence becoming long term

Royal Mail and CWU believe that establishing a sensible and people focused approach to sick absence is a key part of improving working relations and we are all determined to bring discussions to a conclusion as quickly as possible. Meetings will be taking place over the coming weeks to achieve this. We will communicate progress at the appropriate time as discussions progress.

**A n d t h e w i n n e r  
is .....Miliband.....Ed Miliband.  
David's younger brother became the new  
leader of the Labour Party after 3rd and  
4th preferences were counted winning by  
1.3%. At 40 Ed Miliband is the youngest  
of Labours ten leaders since the WW 2.  
He did not enter Parliament until 2005 and  
is seen as part of a new generation of  
politicians. In 2009 the *Daily Telegraph*  
called him "one of the Saints" of the ex-  
penses scandal for claiming one of the low-  
est amounts in expenses in the House of  
Commons despite being entitled to more  
than the average MP because of his role  
as a Secretary of State.**

Ed started his first speech as leader with the words, *"Conference, I stand here today ready to lead a new generation now leading Labour. Be in no doubt. the new generation of Labour is different. Different attitudes, different ideas, different ways of doing politics."*

As part of his first Shadow Cabinet Ed Miliband made the surprise decision to appoint former postman and former CWU Secretary Alan Johnson as Shadow Chancellor. Having left school at 15 he does not have an economics degree, unlike two Labour rivals for the post, Yvette Cooper and Ed Balls. But he said:"I was

Health Secretary and I wasn't a clinician and I was Education Secretary and I wasn't a teacher. This is a job for a politician and it would be a poorer world if people who were a postman could not be a representative in Parliament or serve in the Government."

Ed's constituency of Doncaster North will have the support of their MP in fighting the sell off of Royal Mail. Unfortunately, but not unsurprisingly, Gloucester will not have the support of its MP Richard Graham . Its part of Tory DNA that public is bad and private is good and Richard is full of Tory DNA having once been a Merchant Banker (that is the correct spelling). But at least he has been true to himself which is more than you can say for some in what was once known as the Liberal Democratic Party.

Locally you would always find a Lib Dem Councillor fighting against Post Office closures yet now the Lib Dems are part of the movement to sell off the Postal network. At a time when the government is pleading poverty they want to bring in a foreign company to cream off the profits. Economic madness and the Lib Dems are going to let them get away with it just so Clegg and his cronies can be chauffeured around in ministerial limousines all day. Its ironic that many Lib Dem Councillors rely on Labour voters voting tactically at the polling booth. I think that will change. The Lib Dems have sold out and now they want us to do the same.

Shaun Shute

# Do you have 21st Century Syndrome?

## You feel stressed

### **The problem:**

Adrenal fatigue occurs because the adrenals, which are walnut-sized glands just above the kidneys, get overworked. These glands are designed to produce the stress hormone cortisol, but if you suffer from constant stress the adrenals will burn out, cortisol levels are reduced and you will no longer be able to manage your stress levels, leaving you anxious and irritable.

**The solution:** It's important to take time to relax. Find a hobby or activity that you enjoy - anything from reading, to knitting, walking or yoga, and make time to enjoy it. Aim to set aside at least 15 minutes each day to spend on your chosen activity.

## You rely coffee or cola to get you through the day

**The problem:** Many people who suffer from 21st Century Syndrome complain of feeling tired and listless, even if they have had a good night's sleep or have no obvious reason to feel tired. As a result, it's common to rely on coffee to wake you up and keep you going throughout the day, or caffeinated drinks like cola or red bull, to perk you up during the day.

**The solution:** Kicking your caffeine habit will make you feel worse in the short term, but after a week or two you should notice that your energy levels start to improve. Switch to decaf and herb teas, and aim to drink eight glasses of water each day to keep you hydrated.

## You crave salty or sugary snacks

**The problem:** If chocolate, biscuits, cakes and crisps have become a routine part of your daily diet, this could be a sign of adrenal fatigue. If your adrenals are no longer able to supply enough cortisol to help you manage your daily stress, then your body will begin to crave energy from other sources. Sugary, salty snacks offer a quick fix, but they ultimately make the problem worse, leaving you feeling even more tired and craving more.

**The solution:** It's tough to kick a sugar habit, but the supplements magnesium, zinc, calcium and chromium can help to control cravings. It's best to go cold turkey for at least two weeks, as even a taste of sugar will leave you wanting more.

## You suffer from regular coughs and colds

**The problem:** Those with 21st Century Syndrome often find that they are particularly susceptible to coughs, colds, allergies and other minor illnesses. This is because high levels of stress, combined with not enough rest and a bad diet can leave the immune system compromised and less able to fight off infection.

**The solution:** Support your immune system by cutting out alcohol and sugar, stop smoking, get eight hours of sleep every night and eat fresh, unprocessed food. Outdoor exercise can also help, so try to walk for at least 30 minutes every day.

## You've lost interest in sex

**The problem:** Low libido is a key indicator of 21st Century Syndrome; unsurprisingly, your sex life is usually one of the first things to suffer. More common in women than men, low libido is directly related to tiredness and stress.

**The solution:** Resist the temptation to rely on alcohol to get you in the mood; instead look at your diet. Aim to include pumpkin seeds, which are high in zinc, mood enhancing dark chocolate, and celery, which contains androsterone, an odourless hormone, which is also released in male perspiration.

## You never have fun

**The problem:** If your life is busy and stressful, you have probably forgotten how to relax. Constantly driving yourself to succeed, and pushing yourself to your limits means that you will be so tightly wound that you don't give yourself time to switch off and have fun.

**The solution:** Accept that there are some jobs that won't get done, and start making your happiness a top priority. Reorganise your day to make the most of your time; stop bringing work home, and set aside time at least once a week to spend time with your partner, go out for dinner, or catch up with friends.

If you are experiencing any of the above symptoms, it's advisable to visit your GP for advice. A simple saliva test can rule out any other illnesses. This article was taken from <http://living.aol.co.uk/> 5.10.2010 and is for information only. Should you feel you have this problem, please seek medical advice from your doctor.

Margaret Hill  
Late shift safety rep.

## The Gloucestershire Trades Union Council issued the following response to the planned Government cuts:

Trade unions in Gloucestershire have been challenged to explain how we should respond to big government cuts. Unions will always defend jobs and speak up for public services. We do not accept the basis for the savage cuts and believe there is an alternative. But we have to win the arguments at every level.

We should remember that this crisis was caused by greed in the world's banking system, yet the money lenders now demand that ordinary people pay the price for bail outs.

We should not be panicked into rash decisions that will destroy valuable services and risk making matters worse.

It doesn't have to be that way. After the war the UK faced much bigger debts but we still built the NHS. This is a crisis which will be felt in every neighbourhood. In Gloucestershire libraries are to close, youth centres are going, teaching posts left vacant and a whole range of other council services cut.

At least 45 hospital beds have already been axed. Gloucestershire PCT is running headlong towards a Social Enterprise Trust which opens the way for privatisation of some services.

Gloucester Docks and city centre land, that was part of a new vision for the town, is now up for sale. Even the Forest of Dean is going to be put on the market. Future plans are being shattered-but it doesn't have to be this way.

**Cuts are not the cure.** For every job lost in Gloucester's public sector at least another will go in private business. Less money in the economy will stifle recovery and threatens a further downturn.

**Cuts are not fair.** The cuts will hit hardest the poorest and most vulnerable. Women will be especially targeted. Half of women workers in Gloucester are employed in health, education and public services.

**Cuts are political not economic.** The Conservatives have their moment. They are in power at a local and national level and they want to reduce public services to boost private provision. They plan to seize their chance now and hope we forget the bad news by the next election.

But there is no mandate for such ideological slash and burn approach. Trade unions in Gloucestershire are organising to oppose the cuts. They are building alliances with the wider community including voluntary and faith groups, the recent Rally Against the Cuts in Gloucester saw over 1,000 people from all walks of life show support for the stance being taken by local trade unions.

There are alternatives. Economic growth, an end to tax evasion, a fair tax system and investment in skills and sustainable development will balance the books and build a fair society. Of course unions will negotiate the best possible deal with employers to protect jobs, support workers and defend services. But we must take the fight to councillors and MP's and to win the case for an alternative approach.

We must make it known that these cuts are not being done in our name or for our benefit and they must be resisted.

## Poet's Corner by Janette Taylor—OPG Gloucester Mail Centre

### Ode To The Common Cold - A Short Winter Poem

Streaming eyes  
Blocked Nose  
Aches And Pains  
From Head To Toes

Splitting Head  
Stay In Bed  
Sore Throat  
Voice A Croak

Hot And Cold  
Remedies Of Old  
Chicken Soup  
Ice-cream Scoop

Feeling Sick  
Bucket Quick  
Sensation Breathless  
Tissues Endless

Bestial Sound  
Germs Abound  
Neck Stiff  
Unpleasant Sniff

Glands Swell  
Is This Hell?  
Feeling Down  
In Mucus Drown

Can't Smell  
Dizzy Spell  
Start To Shiver  
Cry a River

Tonsils Enlarge  
Need To Recharge  
Cracked Lip  
Hot Lemon To Sip

Days Pass  
Visits Are Sparse  
Colds And Flu  
Make Real Outcasts

What's The Date?  
Resigned To My Fate  
On The Bright Side  
I've Lost Some Weight!

### The Christmas Party Dress

You winked at me,  
You ambushed my eye.  
Transformation promised  
Like pupa to butterfly.

You reeled me in  
Like the fish on a line,  
Promising awakened interest  
This party time.

Admiring glances,  
As held in the queue.  
I feel anticipation thinking of our party  
debut

In the changing room mirror,  
You take my breath away.  
This party time  
Men will be easy prey.

You skim my body a perfect fit ,  
Like thoroughbreds, those masculine  
suits  
Will be straining at the bit.

Tracing my curves, like a glove  
Enticing eager husbands  
Not looking for love.

Maybe the graduate on the ground  
floor,  
A lustful look with open jaw.  
Head of finance? who can tell  
Where you'll cast your illusion spell?

We leave together, a last glance at  
your empty rail  
A dinner hour gone'  
Erotic thoughts of men we'll impale.

You'll entice a world of lust and de-  
ceit,  
Well worth the price  
On your receipt.

### The Office Party - A Poem

Festive Glances  
Second Chances

Drunken Fumbles  
High Heeled Stumbles

Drinks bought, Anticipated Favours  
Girls Lipstick, Tested Flavours

Pulled On Laps  
Rejected With A Slap

Mature Women Lunge  
Necklines Plunge

Wine Fuelled Dares  
Jealous Stares

Forgotten MRS  
Showered In Kisses

MR Slick  
Takes His Pick

Exes Accuse  
January's News

Drink Ebbs and Flows  
Knocked-Back Egoes

Rave Music Pumping  
Heart Beats Thumping

Drunken Bodies Without Care  
Clothes Frantically Tear

Looking Forlorn  
Best Dress Torn

Feeling Sick, Time For Home  
Lost Your Phone

Drunken Goodbye  
Grab The Cute Guy

Outside Cold Breeze  
You Start To Freeze

Awakening Slap  
You Did Know That Chap

All Is A Loss  
He's The New Boss!

# PRIVATISATION

The Lib Dem (Tory) Business Secretary Vince Cable has introduced the Postal Services Bill (2010) into Parliament despite everything and everybody being against the concept. The procedure for this Bill will be somewhat drawn out giving the campaign valuable time to defeat the Bill. There are five stages through the House of Commons:

- (1) Introduction and First Reading
- (2) Second Reading (debate on the general principle of the Bill)
- (3) Committee Stage (line by line examination of the Bill)
- (4) Report Stage (whole House discussion of the Bill)
- (5) Third Reading (final debate on the Bill)

After this the Bill will be subjected to a similar process in The House of Lords. It is only after this lengthy processes that it will receive Royal Assent and become Law. The "Government" hopes the Bill will become law by next summer. As part of the CWUs campaign against Privatisation the public will be asked to sign a petition which is as follows: **KEEP THE POST PUBLIC** *We the undersigned, petition the Prime Minister and the coalition Government to reject the privatisation of Royal Mail. Such a move would, we believe, risk fracturing one of Britain's greatest public services and put our universal (one price goes anywhere) service under threat. As such, we urge the Prime Minister and the coalition Government to listen to the British people and "KEEP THE POST PUBLIC!"*

Also constituents will be asked to send the following postcard to their member of Parliament:

Dear Member of Parliament

*Royal Mail provides a vital public service to our communities, rural and urban alike. The Government intends to bring forward legislation to privatise and break up Royal Mail. I am convinced that this will lead to widespread closure of Post Offices; jeopardise the uniform tariff and universal service for letters and a deterioration of services provided, particularly for small businesses, domestic customers, vulnerable groups and communities. The company has a fully funded modernisation plan that is agreed by staff and unions. Royal Mail now has stability and can be successful in the public sector.*

**I support the Keep the Post Public Coalition.**

*Please oppose the bill, on my behalf, to privatise Royal Mail. As one of your constituents, I don't want it.*

*Yours sincerely*

*S. Shute*

Billy Hayes, CWU General Secretary, said: *"The government has wasted no time in flogging off the country's state assets without exploring other options. This obsession with privatisation is deeply worrying. Handing postal services over to the City spivs and gamblers that Vince Cable recently denounced, but is now feeding will be bad news for everyone. Every major opinion poll in the last 20 years shows a majority against the privatisation of Royal Mail. Even a majority of Lib Dem and Conservative Party voters are against. The government is taking on public opinion at its peril."*

The monarchy and the CWU, it must be said, have not always shared the same concerns but in November the Queen expressed her concern that standards may drop if Royal Mail is to be privatised. We could have the ludicrous situation where the Deutsche Post (German Postal Service) are banking the profits while hiding behind the Royal ensign. It would appear that Queen Elizabeth is more in touch with the public than her Coalition Government is.

And finally, it did not go unnoticed that amongst the Lib Dem and Tory MPs who spoke in favour of selling off Royal Mail in Parliament on the second reading was none other than..... Gloucester's MP Richard Graham.

**Shaun Shute**

**No** to privatisation of Royal Mail.

**No** to public sector jobs being decimated.

**No** to massive education debt.

**No** to cuts in public services.

**No** to slashing housing & disability benefit and tax credits.

**Called by the CWU Eastern Region.**

Supported by CWU Scotland Region, Northern Ireland Region, North East Region, North West Region, Midlands Region, Eastern Region, London Region, South East Region, South West Region.

**Paul Moffat 07912 945417**

easternregion@cwu.org

**Paul Garraway 01865 714749**

southcentralno1@googlemail.com

**JOIN THE RALLY.  
DEMONSTRATE  
AT CAMERON'S  
CONSTITUENCY  
SEAT IN WITNEY,  
OXFORDSHIRE.**

**SUNDAY 9<sup>TH</sup>  
JANUARY  
2011**

Assemble 11.30am  
at Church Green,  
Witney. March  
around Witney  
to rally at  
Church Green.



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'keep the post public'



@cwuktp

**[www.keepthepostpublic.org.uk](http://www.keepthepostpublic.org.uk)**



**SUNDAY 9TH  
JANUARY 2011**



**DEFEND YOUR  
POSTAL SERVICE  
TELL CAMERON:  
NO TO PRIVATISATION!**

JOIN THE RALLY.  
DEMONSTRATE  
AT CAMERON'S  
CONSTITUENCY  
SEAT IN WITNEY,  
OXFORDSHIRE.

**ROYAL  
MAIL  
NOT  
FOR  
SALE**

**DON'T  
CONDEMN  
OUR  
POST**

**DEFEND  
YOUR  
POSTAL  
SERVICE**

**KEEP THE POST PUBLIC**



Assemble 11.30am Church Green, Witney.  
March around Witney to rally at Church Green.

# CWU GLOUCESTERSHIRE AMALGAMATED BRANCH OFFICER AND REP NOMINATIONS 2011—2013

In accordance with Branch Rule 4.6.1 (e) the term of office for all Branch Officers and reps will expire at the Branch Annual General Meeting, which will be held in February / March 2011. Nominations are therefore open for the following positions.

## Branch Officers

Branch Secretary	Branch Chair	Branch Auditors x 2	Recruitment Organiser
Branch Treasurer	Deputy Branch Secretary	Youth Rep	Environmental Rep
Legal & Medical Rep	Women's Officer	Lead ULR Substitute	Branch Lead ULR
Branch Vice-Chair	Equality Rep	Branch Website Editor	Political Rep

## Royal Mail Area Reps

Area Safety Rep  
Area Delivery Rep  
Area Processing Rep  
Area Distribution Rep

## Area Rep Substitutes

Substitute Area Safety Rep  
Substitute Area Delivery Rep  
Substitute Area Processing Rep  
Substitute Area Distribution Rep

## Section Secretary's

Post Office Limited Section Secretary  
Royal Mail Section Secretary

## Industrial Relations Reps - Delivery

Cheltenham DO Morning Shift & Sub  
Cinderford DO Rep & Sub  
Cirencester DO Rep & Sub  
Dursley DO Rep & Sub  
Gloucester Central DO Rep & Sub  
Gloucester North Rural Rep & Sub  
Moreton in Marsh DO Rep & Sub  
Tetbury DO Rep & Sub

Cheltenham DO Late Shift & Sub  
Tewkesbury DO Rep & Sub  
Coleford DO Rep & Sub  
Gloucester South DO Rep & Sub  
Gloucester North DO Rep & Sub  
Lydney DO Rep & Sub  
Stroud DO Rep & Sub

## Industrial Relations Reps - Processing

Processing Morning Shift & Substitute  
Processing Late Shift & Substitute  
Processing Night Shift & Substitute

## Industrial Relations Reps - Distribution

Distribution Morning Shift & Substitute  
Distribution Late Shift & Substitute  
Distribution Night Shift & Substitute

## Post Office Counters Reps

Cirencester Counter  
Gloucester Counter  
Stroud Counter

## Industrial Relations Reps - Engineering

RoMEC Engineering Rep  
Processing Engineering Rep

## Health & Safety Reps - Delivery

Cheltenham DO Morning Shift  
Cheltenham DO Night Shift  
Cirencester DO Rep  
Dursley DO Rep  
Gloucester North DO Rep  
Moreton in Marsh DO Rep  
Tetbury DO Rep

Cheltenham DO Late Shift  
Cinderford DO Rep  
Coleford DO Rep  
Gloucester South DO Rep  
Lydney DO Rep  
Stroud DO Rep  
Tewkesbury DO Rep

## Mail Centre Safety Reps

Morning Shift  
Late Shift  
Night Shift

**Nominations close on 23rd December 2010**

# Free CWU Personal Alarms



We have a limited number of personal safety alarms with the CWU logo embedded on it, which we will be giving out free of charge to both male and female members who complete the personal details forms below. The devices fit comfortably in pockets, handbags or on key rings.

The only stipulation for receiving a free personal safety alarm is that you record you mobile number, email address and home address on the sheet below. Once we have this information we will send your personal alarm to either your workplace or your home address.

Please note that the personal alarms are available on a first come first served basis.

Name: .....

Workplace & Shift: .....

Mobile Phone Number: .....

Email Address: ..... (Please write clearly)

Home Address: .....

..... Postcode .....

**Please return this form to Paul Trehearne, Branch Secretary, CWU Room Gloucester GL4 3AA**

## QUICK QUIZ

1. Which Commonwealth country is on mainland South America?
2. In modern history, the term McCarthyism arose in which decade in American Politics?
3. Who was described by The Daily Telegraph in 2009 as the "saint" of the expenses scandal ?
4. Who was Lev Davidovich Bronstein better known as ?
5. Which politicians Aristocratic family fled the Bolsheviks after the 1917 Revolution ?
6. In June 2010 Rugby League club Castleford became the first club in any sport to be fined (£40,000) for their fans shouting what abuse at an opposing player?
7. Which country voted to keep the Queen in 1999?
8. Where is "Thatchers Day" celebrated on January 11th ?
9. Richard Nixon was the first President of the USA to resign; In which year?
10. Which American President formed the American Postal Service?

Answers on page 18



## Basic cleaning ingredients

- Soap, water, bicarbonate of soda (baking soda), vinegar, lemon juice, borax, salt and a coarse scrubbing sponge can take care of most household cleaning needs.
- Borax is a general stain remover. One part borax to eight parts water will remove blood, coffee, mildew, mud, urine etc. (Caution: it is toxic)
- Bicarbonate of soda and corn starch (corn flour) are both good carpet deodorizers.
- Eucalyptus oil removes stains from delicate fabrics without staining.
- Lemon juice can be used as a bleach in laundry and on kitchen surfaces. Combine it with vinegar and water to make a de-clogger. Mix it with bicarbonate of soda to clean brass; mix with salt to clean copper or to remove rust stains.
- Salt is a mild disinfectant and can be used as a scouring powder.

## What to use where

**Air freshener** - open a window; put a small bowl of white vinegar in a room for an hour or two to deodorise it; buy locally grown cut flowers in season - or pick a bunch from your garden.

**Blocked drains** - use bicarbonate of soda until it fizzes and then put boiling water down the drain. Alternatively, pour a handful of salt with a kettleful of boiling water; washing soda crystals can also be used according to the instructions on the pack.

**Carpets** - shake bicarbonate of soda or corn starch - leave for an hour then vacuum.

**Dishwashing powder** - one part borax and one part bicarbonate of soda.

**Floors** - clean wooden floors with traditional beeswax polish. Lino or tiles - use a mop with warm soapy water.

**Fridges** - use white vinegar.

**Furniture polish** - mix olive oil with a little vinegar.

**Glass cleaner** - half white vinegar and half water. This solution also cleans tiles and counter tops.

**Kettles** - descale with one part water and one part vinegar. Bring to the boil, leave to cool and rinse thoroughly.

**Mold and mildew** - use a mixture of lemon juice or white vinegar and salt.

**Ovens** - a paste made from bicarbonate of soda, salt and hot water, OR washing up liquid and borax.

**Pans** - use salt as an abrasive; for stuck or burnt on food, to soak overnight in salt water then boil the following day.

**Silver** - soak in hot water containing a couple of milk bottle tops and a tablespoon of washing soda.

**Steel and tin** - rub with half an onion. Leave on for a day and polish with an old rag.

**Thermos flasks** - clean with bicarbonate of soda, which will also deal with stale smells.

**Toilets** - clean with vinegar or vinegar-based commercial solutions. Disinfect with borax.

Stockists of environmentally friendly cleaning products include:

<http://www.naturalcollection.com>. Online store. If you link to them via the WEN website, [www.wen.org.uk](http://www.wen.org.uk), Natural collection make a small donation to WEN for any orders placed.

<http://www.getethical.com/> online source for ethical products and Ethical Matters magazine.

<http://www.greenguideonline.com/> includes a searchable database of ethical business and organisations.

<http://www.bigbarn.co.uk> - a searchable directory of local producers, mostly food but some other stuff too.

<http://www.greenshop.co.uk> - a range of household products.

Earth Friendly Products at [www.greenbrands.co.uk](http://www.greenbrands.co.uk).

<http://www.gooshing.co.uk> - free ethical shopping tool from *The Good Shopping Guide*.

For information on cosmetics and toiletries, visit [www.wen.org.uk/cosmetics](http://www.wen.org.uk/cosmetics)

For information on environmentally friendly flooring choices, visit WEN's sister website, [www.healthyflooring.org](http://www.healthyflooring.org).

If you have found this information useful, please support us by making a donation or by joining WEN. We have no funding to produce materials like this and your support will help us to continue making this available. Please visit [www.wen.org.uk/general\\_pages/support.htm](http://www.wen.org.uk/general_pages/support.htm)

Margaret Hill  
CWU Branch  
Environment Rep.

## **Winnipeg Wildcat: Postal Workers Refuse Unsafe Work**

**A spontaneous one-day walkout of 70 Canadian postal workers over injuries triggered by a mechanization scheme has inspired a rising tide of solidarity across the country and internationally. It serves as a reminder of the enormous power of a simple bold act.**

The November 22 walkout in the city of Winnipeg in central Canada grew out of a dispute simmering for months. Canada Post launched a pilot restructuring project there in April, the first test site for a \$2 billion modernization initiative. The scheme is supposed to achieve productivity gains and cost savings once in place across Canada.

But management never consulted with postal workers before rolling out the new system. And it's been causing injuries and family stress for the Winnipeg letter carriers, who are working late into the night to finish their delivery routes.

The new machines sort 80 percent of the mail, explains Bob Tyre, president of the Winnipeg local of the Canadian Union of Postal Workers (CUPW), while the remainder must be sorted by the old hand method because items are off size or the address is illegible. Two types of sorting isn't a problem as long as letter carriers are allowed to merge both stacks into a single bundle before leaving the mail facility to do their route.

But management insists that the carriers move out into in the field right away, forcing them to manage two or more bundles of mail.

"You're walking with different shapes and sizes balanced in your arm, with another in your hand," Tyre says. "It obscures your feet. You can't see where you're walking, and you're up and down stairs all day. You have to hold your arm rigid and balance the load while you're walking. It's caused a lot of slip and fall injuries, a lot of shoulder, arm, and neck pain."  
**One Worker Draws the Line**

After a number of injuries and hassles managing deliveries during the first few weeks of the new system, local supervisors slacked off and allowed workers to merge the bundles at the depot.

But on Monday morning, November 22, at the city's southwest letter carrier centre, management took a firm stance: use the new method or face disciplinary action.

One worker said no, Tyre recounts. The worker told his boss: "I've tried it and I stumbled a number of times. So you'll have to send me home, because I'm not doing it."

Management issued an immediate five-day suspension. It took only 10 minutes for word to spread through the building, and about 40 workers held an immediate meeting in the parking lot. They decided to all go home, invoking contract language which gives the right to refuse unsafe work. When 30 workers arrived for the second shift and heard what had happened, they decided to go home, too.

Canadian media covered the wildcat action, and word spread quickly among CUPW members and especially through a blog called "The Workers Struggle with the Modern Post." A week later, the blog had received 50,000 hits and had become a worker-to-worker communication tool for CUPW members, with individuals and locals sending messages of solidarity or launching support actions and then posting photos on the blog. Support also came from abroad, including from the international union federation, UNI Global Union.

On Tuesday, for fear of their jobs, workers returned to work and struggled to get the mail delivered under management instructions that remained unsafe. At press time, management had not actually disciplined workers, beyond docking their pay for the day they walked off the job.

CUPW members across the country, like these in Toronto, are letting management know they're closely watching the roll-out of a restructuring project that started in Winnipeg and will soon spread.

### **Porch Lights for Posties**

The Winnipeg local launched a "Porch Lights for Posties" campaign in response. The ill-conceived delivery system combined with shortstaffing has created widespread delivery delays and growing piles of undelivered mail at the postal depots.

CUPW members selected neighbourhoods suffering the worst delivery delays, and went door-to-door handing out light bulbs and flyers to residents.

The flyers say, "You may have noticed recently that your mail is now arriving much later than previously," informs residents of the service changes made by Canada Post, and asks them to "keep your porch light on and help keep your letter carrier safer."

Residents are encouraged to contact their member of parliament and the Canada Post. Soon CUPW members in Edmonton, Alberta—800 miles west of Winnipeg—had joined the campaign and were delivering light bulbs and flyers as well.

### Impact on National Bargaining

While members challenge the work restructuring in Winnipeg, CUPW is in the midst of negotiating a new national contract for its 54,000 members. Health and safety—including the demand to return to one-bundle delivery—are front and centre, says National President Denis Lemelin. The new system is being introduced at a few sites in Toronto, Montreal, and Halifax, and will spread nationally over the coming year.

But other important issues are on the table. Canada Post has cut about 1,800 full-time positions since 2009, mostly through attrition as workers retire. Temporary and casual workers have been cut. And, as in other industries, management is pushing a lower tier

for new hires. "They want two tiers in wages, pension, benefits, job security, time off work—everything," Lemelin said.

Coupled with these contract challenges are service cuts due to shortstaffing, reductions in rural delivery services, and fewer collection mailboxes on the street. The impact of the cuts has been greatest in rural areas. CUPW has responded by asking local municipal councils in rural areas to sign on to a "People's Postal Declaration," which demands that postal modernization be handled in a socially responsible way that doesn't sacrifice quality services or quality jobs. The declaration has been signed by 359 municipalities, after concerted outreach by local CUPW activists.

CUPW held a national day of action November 25, with rallies outside workplaces across the country. The action day morphed into a day of solidarity with Winnipeg. At a postal facility in St. John's, Newfoundland, workers held signs saying "All Eyes on Winnipeg."

The ante will be upped in the coming weeks. Injuries under the multiple-bundle delivery system will rise as snow begins to fall. And CUPW is lining up another day of action at the end of January, which will focus on the contract that is set to expire then.

## Dangerous Dogs Legislation

CWU national officers Dave Joyce and Tony Rupa today gave a cautious welcome to last week's statement by the Department for Environment, Food and Rural Affairs (Defra) on dangerous dogs legislation. Publishing a summary of responses to the government consultation on the issue, Defra Animal Welfare Minister Lord Henley said that he would be announcing the Government's approach to dangerous dogs early in the New Year.

"Dangerous dogs are a major issue affecting many people," said the Minister, who added: "We are also working with groups such as the RSPCA to look at other issues raised in the consultation, such as breed-specific bans, micro-chipping and attacks on private property." Responding to the development, CWU national health, safety and environment officer Dave Joyce said that he was "encouraged" by Lord Henley's statement on dangerous dogs and urged the government to "act now" to introduce new laws.

"The Minister's statement and the summary of responses to the consultation, showing around 80 per cent support for new dangerous dogs legislation, were both extremely encouraging," said Dave. "Key for us was Lord Henley's confirmation that the government will look closely at attacks on private property. This has been the primary objective of the union's campaign, because 70 per cent of dog attacks on our members occur on private property where owners are immune from criminal prosecution."

And CWU head of legal services Tony Rupa agreed that extending the law to cover attacks on private property would be "the single most important improvement to the law for our members."

"Time after time, we hear of appalling attacks by out-of-control animals on hard-working members of our union while carrying out their normal, everyday duties of work. "But, frustratingly, in so many of these cases, there is nothing that can be done within the law because of this loophole." For more information on the CWU's dangerous dogs Bite Back campaign visit our campaign page. [www.cwu.org/dangerous-dogs-bite-back.html](http://www.cwu.org/dangerous-dogs-bite-back.html)

### QUICK QUIZ ANSWERS

1. Guyana, 2. 1950's, 3. Ed Miliband, 4. Leon Trotsky, 5. Nick Clegg, 6. Homophobic abuse (Gareth Thomas of Crusaders), 7. Australia, 8. The Falklands, 9. 1974, 10. Benjamin Franklin

## **Severe Weather Conditions 'Spikys' and 'Snow Chains'**

**Intensive discussions have been taking place with Royal Mail HQ over the last fortnight in order to ensure that our members in Royal Mail are well prepared for this years Severe Weather. The aim is to make sure that extra care is taken in managing and controlling the risks that are faced and ensuring that the risks are assessed before members go out and that everyone remains vigilant and aware whilst out on delivery, collection or driving.**

Agreement was reached yesterday with Royal Mail on a "Joint Brief on Severe Weather" a copy of which is attached for your attention, information and action. The foundation of the agreed policy is that Managers must support staff in making the right decisions, making sure that everyone is prepared and knows how to minimise the risk of having accidents through good communication, risk controls and adjustments, strictly adhering to safety standards, working methods, equipment and PPE use.

Members are asked to remain aware of safety hazards and if they feel their delivery walk has become too dangerous or inaccessible due to poor weather, Managers will support their decision not to carry on and will encourage them to return to the office. The agreed " Joint Brief on Severe Weather" ensures that in line with Royal Mails Safety Policy, CWU Safety Representatives will be engaged and consulted on severe weather risk management decisions.

Yard safety was a major problem last year. To improve safety this year a national gritting and snow clearance contract has been arranged covering 760 Royal Mail sites provided by three Contractors and a monitoring and reporting process has been put in place to ensure yards , loading bays, access roads, walkways and car parks on Royal Mail Group's premises are cleared of snow and ice and maintained in as safe a condition as possible.

The "Joint Briefing Severe Weather" Policy outlines fresh advice on driving in adverse weather as well as advice on the use of cycles, high capacity trolleys and

lightweight trolleys. Before going out on delivery it will be assessed as to whether it is safe to use bicycles, HCT's and LWT's and where it is not, alternative arrangements must be made.

'Spikys' and 'snow - chains' anti- slip footwear devices will be issued to all Royal Mail Delivery and Collection staff.

SPIKYs and snow chains are rubber straps that fit over shoes or boots to prevent slipping. These anti - slip footwear devices provides reassurance at all times during snow and icy conditions, SPIKYs and snow chains can be worn over any shoe or boots. They are manufactured from 76% natural rubber and 24% high-grade synthetic rubber, which give them the ability to stretch to 6.5 times their original length and allowing them to accommodate a variety of footwear.

There are a number of small perforations in the rubber, which help to increase elasticity. This feature allows for optimum comfort and permits them to be worn all day without pinching or squeezing the foot. They don't feature buckles or straps, but instead, an easy to use heel tab allows the SPIKY to be put on or removed quickly and without fuss. The SPIKY can be neatly folded and stored so they can be taken anywhere.

The actual spikes are made from hardwearing steel, in order to give a safer footing and reassurance. These have been trialled and used with good feedback in RML Scotland over the last 18 months with the snow chains being used for many years. SPIKYs are designed for those experiencing slippery surfaces caused by ice or snow such as postal workers, construction workers, farmers, winter walkers, and have been used by Ice Rink workers.

The "Joint Briefing Severe Weather" Policy also applies to Royal Mail Logistics staff where appropriate.

Moving forward there is a joint commitment to review and agree a comprehensive Severe Weather Policy Manual including safety in all kinds of Severe Weather e.g. snow, floods and sun also reviewing various CB Tools and integration into "WRAP" Walk Risk Assessment Platform. See attached copy of the RML/ CWU " Joint Brief and Severe Weather" plus safe systems of work for "Spikys" and 'snow chains'.

