

E-BULLETIN Postal

#2. Monday, 16 February 2015



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1. Outsourcing part of Post deal with ABnote

As part of the deal struck to sell PostConnect, Post has contracted out personal stamps and payslips to ABnote. ABnote has been awarded a 3 year contract for all printing services as currently provided by PostConnect to Australia Post. This was revealed in the FWC last week.

When questioned by the CWU about the outsourcing of stamps and payslips and no tender process, Post said the contracting out was authorised by Post boss, Mr Ahmed Fahour, as part of the sale purchase agreement between Australia Post and ABnote. Post said their Procurement Policy does not require Post to go to tender for any products or services and may instead directly negotiate with a supplier.

The Philatelic group will continue to be responsible for the "issuing" of personalised stamps, while ABnote will perform a digital printing service.



2. Increased manual processing work causes concern in Parcel land

The new parcel machines at Melbourne and Sydney Parcel Facilities (MPF and SPF) are suffering teething problems, causing a large number of parcels to be manually sorted. The CWU National Office has asked Post for a risk assessment on the new manual processing work occurring at MPF and SPF amid concerns about the safety of the work.

At this stage, the principal concern of the union is the safety of its members. Hence we have formally asked Post how long it expects the increased manual processing to continue, what rotations and equipment are in place to ensure workers' safety, has a risk assessment been done and, if not, why not and when will it be done?



We appreciate Post has a schedule to meet if it wants the rest of the new equipment installed by next Xmas. But, in the current circumstances, it is hard to justify removing the old parcel equipment and exposing workers to greater risk with increased manual sorting until the new equipment is operating as expected.

Postscript – Commonsense prevails, for now. Post has agreed not to remove the old machines at MPF for another 2 weeks until the new equipment is operating a lot better. The old equipment has already been removed at the SPF.

to a transfer of business which will only occur if it exercise jurisdiction.”

Commissioner Roe relied on a previous decision by VP Hatcher saying the circumstances in that case were the same as in the present case. That is, the offers of employment are conditional upon the FWC granting the order. And there had been no transfer of business and no transferring employees at the date of the application.

Commissioner Roe also went on to say that it is not in the public interest to remove employees from collective agreement coverage. Of the 13 offered employment only 3 would be covered by the ABnote Agreement, 2 by the Clerks Award, 2 by the Graphic Arts Award and 7 by the National Employment Standards.

He noted that the CWU had advised the Commission that we did not wish to make any submissions because it might affect the employment prospects of its members. Basically Post’s deal with ABnote only goes to the sale of assets. Post did nothing to help PostConnect employees. Despite the Commission’s decision it is still open to ABnote to offer employment to PostConnect employees. We hope they do.

6. Latest news on Post modern award

We still have some issues we are negotiating with Post over the content of the Post modern enterprise award. Some rewording and deletions by Post are still causing concern and some issues are yet to be resolved.

Modern Award review:
have your say

The Postal Modern Enterprise Award is used for the “Better Off Overall Test” (BOOT Test) when we negotiate a new EBA with Post. The Awards were stripped about 15 years ago and are not comprehensive, but with the National Employment Standards (NES) form the base of all your conditions.

There are no redundancy payout entitlements in the existing Post awards. The current redundancy entitlements, including the maximum 84 week payout, are part of the Australia Post enterprise agreement, and this will not change.

However redundancy provisions have to be included in a modern enterprise award. Post wants the National Employment Standards (NES) redundancy conditions in the Post modern award. We are seeking to have redundancy benefits above the NES in the Post modern award.

If you have any questions or comments on the Post modern enterprise award you should contact us at the CWU National Office on P 03 9349 2100, F 03 9642 0333, E cwu@cwu.org.au

7. Printers and mail houses condemn price increases saying it will cut mail volumes

Printers and mail-houses have condemned Post’s plan to raise bulk mail prices by up to 7%, amid fears it will drive advertisers further away from direct mail.

The second price hike in 11 months takes effect on March 2, and sees small-sized pre-sort mail, the most heavily used by printers, rise by 7.3 per cent for same state and 7.1 per cent for interstate on regular delivery, and 6.8 and 6.5 for priority. This is equates to a 20% increases for certain bulk mail types in the past year.



OnePoint Chief Executive, Kerim El Gabali, said Australia Post is 'cutting off its nose to spite its face' with the price hikes as higher prices lead to lower volumes which leads to further price hikes.

"It's insane, advertisers will absolutely cut volumes or get out of direct mail completely," he said. "Australia Post is basically saying it doesn't want to do mail anymore."

Integrated Mailing Services (IMS) Managing Director, Buzz Borsitzky, said there is no question advertisers are reducing volumes because of rising delivery costs.

PIAA Chief Executive Bill Healey said increased prices will hasten the demise of direct mail. Healey said the alliance between the PIAA, mailhouses, unions, and post office owners is trying to get Post to collaborate with stakeholders to identify opportunities to grow mail. The relevance of mail to the Australian economy that might surprise them," he said.

CWU National Assistant Secretary. Martin O'Nea, said price increases far in excess of CPI will drive down volumes thus leading to more price increases and reduced standards "It becomes a self fulfilling prophecy, small increases can be justified but in excess of 600% of CPI over 12 months is hardly sustainable."

"There are billions of dollars of economic activity generated by the traditional mail service and Post senior management need to be reined in less this economic activity is placed in jeopardy. The Jobs of our members are obviously our first concern but the potential for job losses and services else where, especially in regional Australia is also deeply worrying," said Mr O'Nea.

8. Post reaffirms no MDCS assessments in NDMT sites

At the recent National Delivery Forum it was raised by the CUW that in a limited number of National Delivery Modelling Tool (NDMT) workplaces local management were using Miscellaneous Data Collection Sheet (MDCS) to review a PDO's performance. Clearly this is not on. Under NDMT there are no workload assessments.

Local management have tried to justify their action saying there was an indoor "creep" in times. Hanging in or extending indoor times to financially benefit.

Mails (Delivery) Network General Manager, Peter Bass, reaffirmed that MDCS is not to be used as an indicator of specific daily workload or used as a discussion tool with a PDO.

If local management has a concern about a PDO's indoor performance then the Team Leader should have a "cordial discussion" with the postie seeking to identify that all factors are being accounted for, i.e. setting up other rounds besides their own, mail arriving late, excessively high number of articles to be scanned etc.

If you are in NDMT workplace and management are using MDCS to assess your workload and using it to assess performance then contact your CWU state branch immediately.

9. Revenue protection by PDOs?

At the recent National Delivery Forum the CWU informed Post that in some delivery facilities local managers were directing posties to ensure that every stamp on every letter had been cancelled.

In one facility the postie told the union that he holds the black marker used to cancel stamps in his mouth to try and speed up the process! Obviously, checking and cancelling stamps on every letter



significantly increases the time it takes to sequence mail. If Post wants posties to do revenue protection then they will need more time to sequence mail.

But Post national management stated that looking at every letter to ensure the stamp has been cancelled is not in accordance with the directive. Instead the words used were “if you notice” a stamp has not been cancelled then cancel it. Click here to see the Operational advice.

If you are being directed to check every letter to ensure the stamp has been cancelled contact your CWU immediately so we can raise the matter with senior management.

**We welcome your comments and contributions –
send us an email and let us know what you think via cwu@cwu.org.au
Check out our webpage at www.cwu.org.au**



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Level 9, 365 Queen Street, Melbourne Vic 3000 (Australia)

cwu.org.au

P (03) 9349 2100

F (03) 9642 0333

E cwu@cwu.org.au

ABN 22 401 014 998 A Division of CEPU

Dan Dwyer Divisional Secretary

Martin O'Nea Divisional Assistant Secretary (Postal)