

WAY FORWARD - Key Dates

(Taken from Way Forward Agreement Jan 2000)

Date	Activity	Responsibility	Page No
PBS 27 Mar 2000	Introduction of Shorter Working Week (SWW) for full time jobs MUST be implemented at the same time as they are revised in connection with the Performance Bonus Scheme (PBS), and will be completed during 2000.		17
PBS 27 Mar 2000	Introduction of Meal Relief Harmonisation on all duties (agreement commences 3 April 2000). Phase out of M/R where they exceed the new national standard in equal stages up to April 2002.		25
4 Oct 1999	Commencement of first 52 week reference period for Working Time Regulations.		48
31 Jan 2000	sign up of local PBS agreements for ALL units.		59
14 Feb 2000	Guaranteed weekly earnings 2.0% basic pay & NDA uplift (1999 pay award).		10/11
31 Mar 2000	Full implementation of the workplan changes, SWW, M/R breaks and PBS agreements in 3 lead Mail Centres.		59
31 Mar 2000	Full implementation of the Delivery SWW, M/R breaks and PBS agreements in one large Delivery Office per Area (over 50 duties).		59
31 Mar 2000	Full implementation of the Delivery SWW, M/R breaks and PBS agreements in ALL RDC's.		59
2 April 2000	Cessation of Improved Holiday Pay (IHP).		11
3 April 2000	New Annual Leave process.		19
3 April 2000	The maximum permitted gross hours that each individual will be permitted to work reduced to 80 hours.		49
3 April 2000	Young worker must have the minimum break entitlement of 12 hours per 24 hours. As a weekly break young workers will be given a 48 hour break in each 7 days, which may be taken as two separate uninterrupted breaks. Exceptionally this may be reduced to a 36 hours uninterrupted break.		52
April 2000	Review to check progress against key national milestones due to be achieved by 31 March 2000.		59
1 May 2000	Cessation of Sat Premium, NDA on non-conditioned hours and all intermittent allowances.		11
8 May 2000	Introduction of new grades, pay and allowances		11
8 May 2000	Pay adjustment for individuals who choose the option to adjust their		20

Date	Activity	Responsibility	Page No
	Annual Leave entitlement.		
29 May 2000	Introduction of enhanced rates for weekday overtime (up to 10 hours), weekday S.A. and Sunday overtime / S.A. Dependant on the outcome of the April 2000 review against success criteria.		11/60
3 July 2000	Introduction of Part Time staff Shorter Working Week (SWW) - pay increase. Dependant on the outcome of the April 2000 review against success criteria.		5/11/ 18/60
2 Oct 2000	The maximum permitted gross hours that each individual will be permitted to work reduced to 70 hours.		49
2 Oct 2000	Minimum daily uninterrupted break from work will be 9 hours in any 24 hours. Additionally employees will have at least one 24 hour uninterrupted break each week or one 48 hour break each fortnight.		49/50
Xmas 2000	Working Time will operate over Christmas within the new maximum gross limit of 72 hours.		52
Sept 2001	First annual formal joint review of the reduction in hours for Working Time Regulations.		49
1 Oct 2001	Minimum daily uninterrupted break from work will be 10 hours in any 24 hours.		49
Dec 2001	Minimum Christmas supplement £60 (full time staff)		7/10
April 2002	Phase out of M/R where they exceed the new national standard in equal stages up to April 2002		25
Sept 2002	Review of the number of young workers not receiving a 48 hour weekly rest break.		52
7 Oct 2002	Working time averaged over the ref period and measured in net hours. Maximum net hours 55, with no single week exceeding 65 gross hours		49
6 Oct 2003	The maximum permitted net hours that each individual will be permitted to work reduced to 48 hours, with no single week exceeding 65 gross hours.		49
6 Oct 2003	Minimum daily uninterrupted break from work will be 11 hours in any 24 hours. Additionally employees will have at least one 24 hour uninterrupted break each week or one 48 hour break each fortnight		50