

A2273 Cas S Doc P0946

AUSTRALIAN INDUSTRIAL RELATIONS COMMISSION

*Workplace Relations Act 1996*  
s.170LS certification of agreement

**Australian Postal Corporation**

and

**Communications, Electrical, Electronic, Energy, Information, Postal, Plumbing  
and Allied Services Union of Australia**

(C No. 40331 of 1997)

**AUSTRALIA POST QUEENSLAND INTRASTATE LINEHAUL  
AGREEMENT 1997**



V. J. DUNCAN  
DEPUTY PRESIDENT  
REGISTRY

Certification of Division 3 agreement

Postal services

SYDNEY, 14 MAY 1997

**PREAMBLE**

This is an application pursuant to s.170LS of the *Workplace Relations Act 1996* (the Act) for certification of an agreement known as the Australia Post Queensland Intra-state Linehaul Agreement 1997.

The application was heard by me in Brisbane on 8 May 1997. On the basis of the Statutory Declarations filed by the parties to the agreement and the submissions made at the hearing, I am satisfied that the relevant requirements of the Act and the Rules have been met.

**CERTIFICATION OF AGREEMENT**

In accordance with s.170LT of the *Workplace Relations Act 1996*, the Commission hereby certifies the attached written agreement between Australian Postal Corporation and Communications, Electrical, Electronic, Energy, Information, Postal, Plumbing and Allied Services Union of Australia in this matter.

This agreement shall come into force from 8 May 1997 and shall remain in force until 26 April 1998.

AUSTRALIA POST QUEENSLAND INTRASTATE LINEHAUL  
AGREEMENT 1997

BY THE COMMISSION:



*Appearances:*

*N. Bullen* with *R. Hinkley* for the Communications, Electrical, Electronic, Energy, Information, Postal, Plumbing and Allied Services Union of Australia

*G. O'Bryan* with *A. Whitecross* for the Australian Postal Corporation.

*Hearing details:*

1997.

Brisbane:

May 8.

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C 40331 of 1997

## MEMORANDUM OF AGREEMENT

### BETWEEN THE

### COMMUNICATIONS ELECTRICAL ELECTRONIC ENERGY INFORMATION POSTAL PLUMBING AND ALLIED SERVICES UNION OF AUSTRALIA

### AND THE

### AUSTRALIA POSTAL CORPORATION

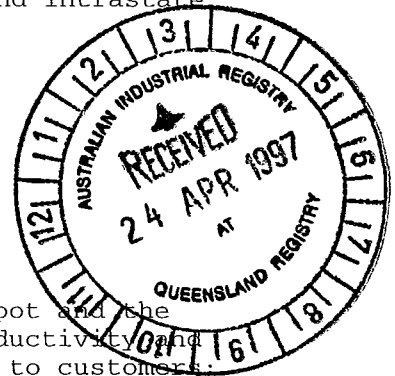
#### 1. TITLE

This Agreement shall be known as the Australia Post Queensland Intrastate Linehaul Agreement 1997.

#### 2. OBJECTIVE

The terms of this Agreement provide for:-

- a) changes to the operations of the Underwood Transport Depot and the Townsville Mail Centre which will provide immediate productivity and efficiency benefits, and improve the quality of service to customers; and
- b) a Linehaul allowance payment to Postal Transport Officers at those facilities employed on intrastate linehaul duties.



#### 3. PARTIES BOUND

This agreement is binding upon:

- a) the Communications, Electrical, Electronic, Energy, Information, Postal, Plumbing, and Allied Services Union of Australia, its employees and those members or employees eligible to be members employed at the Underwood Transport Depot and Townsville Mail Centre as Postal Transport Officers employed on intrastate linehaul duties; and
- b) the Australian Postal Corporation.

#### 4. SCOPE OF AGREEMENT

This agreement applies to Postal transport Officers employed on intrastate linehaul duties by the Australian Postal Corporation at the Underwood Transport Depot and the Townsville Mail Centre in Queensland.

## **5. DURATION OF AGREEMENT**

This Agreement will operate from the date the Agreement is certified by the Australian Industrial Relations Commission for a period until 26 April, 1998.

## **6. OPERATIONAL CHANGES**

The parties agree to fully co-operate with the introduction of new operational and procedural changes which are designed to improve the quality of customer service and maximize the industry competitiveness of Australia Post Queensland's intrastate linehaul service. The changes include:

- a) Introduction of 60 ULD trailers
- b) Reduced running times for each leg of the Brisbane to Cairns route.

Drivers will be notified of cancelled trips at least 7 days before the scheduled trip is to be taken. Drivers will be informed as to what duties they will be required of them on those days. In those circumstances where the 7 day notice is not given drivers will be paid the same rate that would have applied had the trip taken place.

In addition, the parties agree to progress the development and implementation by agreement of a range of initiatives (Appendix B) aimed towards further strengthening the competitive position and long term viability of Queensland's intrastate linehaul operations.

The benefits of these initiatives are explained in Section 8.

## **7. PAYMENT**

The parties agree that Postal Transport Officers employed on Intrastate Linehaul duties attached to the Underwood Transport Depot and Townsville Mail Centre will be paid as follows for all trips on weekdays, weekends and public holidays:

Payment will be on the basis of the new agreed driving times (see Appendix A) with normal salary, tonnage allowance and penalty payments paid as per award conditions and overtime based on the amount of driving time in excess of 7hrs 21 minutes.

In addition, agreed times have been established for all associated non-driving activities (see Appendix A). The aggregate agreed time for these activities will be paid as an Intrastate Linehaul Allowance and applied at appropriate Award rates.

## **8. BENEFITS AND COSTS**

### **Benefits**

The introduction of 60 ULD trailers will increase vehicle carrying capacity by 50%. The extra capacity will reduce the need to use external contractors or Australia Post staff on "special" runs.

There has been the redeployment of one prime mover as a consequence of rescheduling the use of vehicles.

The net benefit to Australia Post from the redeployment of the prime mover is estimated to produce savings of \$28,300.

Faster running times will enable improvements to be made to the standard of service provided to customers. For example, a typical North Queensland linehaul trip will achieve earlier arrival times as outlined below:

Rockhampton	-	25 minutes
Mackay	-	20 minutes
Townsville	-	15 minutes
Cairns	-	20 minutes

These arrangements will widen the available processing window at North Queensland Mail Centres thereby ensuring that service standards are reliably achieved and, in the case of Cairns, improved by up to 24 hours.


Future benefits are anticipated to flow from the industry competitiveness initiatives outlined in Appendix B.

#### Costs

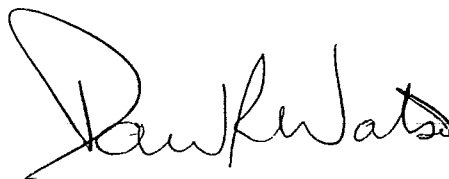
The Linehaul Allowance will be accepted as salary for superannuation purposes. Australia Post will therefore make an additional \$22,400 approx. per annum payment in employer superannuation contributions.

### 9. DISPUTE RESOLUTION PROCESS

Where the consultative processes contained in the Joint Statement of Understanding (Attachment 5 to the Enterprise Agreement 1992 - also Attachment 1 of this document) fail to settle a dispute on matters arising from the implementation of this Agreement, the parties agree to refer the matter to the Australian Industrial Relations Commission and will abide by any recommendation made by the Commission in regard to such dispute.



C B Richards  
General Manager  
Queensland  
Australian Postal Corporation



P Watson  
Divisional Secretary  
Communications Electrical  
Electronic Energy Information  
Postal Plumbing and Allied Services Union  
of Australia Communications Division.

Dated

9 April

1997

Dated

21 April

1997

## APPENDIX A

### NEW RUNNING TIMES

Running times are a statement of wheel turning time for each of the several legs that comprise the Brisbane to Cairns transport service. Shift times are composed of the running time plus variations due to required operations involving work done while the vehicle is stationary (non-driving activities).

#### Agreed Driving Times:

- Brisbane - Rockhampton (both directions) 8 hours 50 minutes
- Rockhampton - Mackay (and return) 8 hours
- Rockhampton - Townsville (both Directions) 8 hours 55 minutes
- Townsville - Cairns (and return) 9 hours

#### Non-Driving Activities

- **Loading and or Unloading**

- on return to Underwood 30 minutes
- on arrival at Townsville 30 minutes
- at Gladstone 30 minutes
- at Mackay 20 minutes
- at Cairns (drop and hitch) 20 minutes
- At Maryborough 30 minutes
- at Cardwell 10 minutes

- **General**

- Servicing at Townsville 45 minutes
- Meal Period 30 minutes
- Sign on / inspect vehicle 15 minutes
- Sign off / final inspection 15 minutes
- Fuel stop on Rockhampton - Mackay -  
Rockhampton run 10 minutes

## APPENDIX B

### COMPETITIVENESS INITIATIVES

The parties agree to work on the following strategies to ensure the long term efficiency and viability of the Intrastate Linehaul.

- **Benchmark**

Co-operate in a review of Australia Post Linehaul arrangements with a view to achieving and maintaining competitiveness against best in industry standards. Overall operations will be reviewed and will include, but not be limited to, fuel usage, tyre wear, maintenance, etc..

- **Best Practice**

Strive to match and surpass the achievements of those regarded as the best in the business. A continuous improvement function to adopt successful processes and further refine them.

The process to be used to achieve the best practice and benchmarking goals are to be decided on through the use of industrial participation to ensure uniform commitment to the changes entailed.

## ATTACHMENT 1

### JOINT STATEMENT OF UNDERSTANDING

Australia Post and CEPU agree that the future viability of the enterprise is critically dependent on it enjoying a reputation of reliability and efficiency in providing service to customers.

To enhance its reputation and to protect its viability, Australia Post and the unions have a commitment to identifying any areas where interpersonal relations and industrial relations and their effect on staff morale are unsatisfactory and implementing appropriate remedial action.

The parties agree that pre-emptive industrial action must be avoided in favour of a mechanism which allows local unresolved problems to be raised to higher levels for resolution. Unless this priority can be achieved, the potential benefits from this statement will be prejudiced.

Similarly the parties agree that management should not implement contentious decisions without adequate consultation and where necessary relevant issues should be referred to higher levels for consultation.

Agreements negotiated at the national level are not to be re-negotiated at the State or local level.

To achieve these goals the parties agree to the following principles and processes of participative management:-

1. Effective local consultative arrangements are to be put in place and middle managers, supervisors and staff are to be assisted and encouraged to participate more in the problem-solving and decision making at their own workplace.
2. Effective two-way communication with staff is to take place and first line/middle managers are to be assisted and encouraged to play a greater role.
3. Adequate training is to be given to those management, supervisors and staff involved in participative groups to enable them to talk meaningfully to each other and to identify, analyse and resolve problems.
4. The reasons for changes affecting the workplace are to be clearly explained to and discussed with all staff prior to implementation.