**RESOLUTION TO DISAGREEMENT REGARDING TPM ISSUES**

**Background**

A decision was taken by management to remove the TPM tasks from the Late Shift and reduce the tasks on the Night Shift with no consultation/negotiation with the CWU. The CWU believed that this was intended to be a permanent change and this resulted in 2 stage 1 disagreements being raised in line with the I.R. Framework. Management have subsequently confirmed that this was not the case and that it was a reaction to unexpectedly high traffic figures.

**Agreed Resolution**

In order to resolve the current disagreements the following has been agreed.

1. The normal practise will be for all relevant TPM tasks to be carried out on all shifts each day with no reduction in the allocated time.
2. If, on a specific day, management believe there is a requirement to alter this then consultation with the CWU will take place prior to any action being taken.
3. The consultation will include the rationale for this, e.g traffic figures, resourcing issues etc.
4. A record of each occasion will be kept and If the requirement becomes regular this data will be used to identify and resolve the issues creating this problem.
5. Any proposals to make permanent changes to the current TPM schedule will be progressed through the I.R. Framework.

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Keith Tomlinson Paul Cox

Mail Centre Manager CWU APR

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Date Date