

# THE ATTACK ON DECENT JOBS IN THE POSTAL INDUSTRY



*The communications union  
MIDLAND REGION*

We are at a pivotal point in the postal industry in the UK. Privatisation and de-regulation has opened the industry up to unfair competition and it has created a climate where Royal Mail's competitors can exploit the framework of the Universal Service Obligation (USO) in order to cherry pick profitable revenue streams.

**T**his new landscape has created a direct threat to ordinary postal workers in an industry where reasonably good terms and conditions – decent jobs – have been fought for over many years. The major competitors coming into the industry see good terms and conditions as being a barrier to profits – or “efficiency” as they would put it – and routinely employ workers on sub standard contracts. Any new low standard jobs that are generated in the short term will threaten already established decent jobs in the longer term.

**WAGE CUTTING** – The jobs that have so far been generated are poorly paid. They are barely above national minimum wage and below the Living Wage threshold.

**SUB-STANDARD CONTRACTS** – Competitors entering the industry have introduced zero hour contracts into an industry that has never

employed people on this basis before.

## **REDUCTION IN HOURS**

– Part-time work is even more widespread among the new competitors. There are very few full-time positions available.

## **IMPACT IN THE LOCAL AREA**

- This is significant not just for the employees that are affected by these poor working conditions but also for the communities in which they live, as it is taking money out of the local economy.

## **THE DETERIORATION IN QUALITY OF SERVICE WITHIN THE POSTAL SECTOR**

The way in which the industry has been opened up to competition threatens the sustainability of the USO and will ultimately lead to a reduced, fragmented and more expensive service for the customer as competitors entering the

industry can choose when and where to deliver their mail while being underpinned by Royal Mail's statutory duty under the Universal Service Obligation.

## **DO WE REALLY DESERVE A WORSE POSTAL SERVICE?**

*No we don't. We deserve the inclusive, universal service we already enjoy.*

## **DO WE REALLY WANT TO SEE DECENT JOBS REPLACED BY INSECURE, POORLY PAID AND EXPLOITATIVE JOBS?**

*No we don't. We deserve decent, reasonably paid jobs that enable us to support our families and our communities.*

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