



# YODEL

## **Joint Statement – DAP Dispute Update 14<sup>th</sup> April 2024.**

The company met with GMB National and Transport representatives on the 9<sup>th</sup> April 2024 to discuss outstanding issues relating to the recent Driver Allocation Process (DAP) dispute. We have agreed to implement a trial period to enable us to review processes relating to DAP and determine if this improves driver engagement, we would like to update you on this:

### ***Voluntary Text Messaging Drivers:***

It is agreed that drivers can be updated on their shift start time for the following day via a text message, this is voluntary for drivers and must first be agreed with the individual driver, the company will shortly be asking you if you would like to opt into being given your start time in a text message should your start time change for the following shift after you have left work for the day. The company will endeavour to provide as much notice as practically possible. Drivers will remain legally compliant, and an agreed process will be adopted to ensure drivers are protected.

*This will run as a 3-month trial to allow the company and the union to measure its success.*

### ***24 Hour Rule:***

The company have confirmed that the 24 hour rule does not apply to ad-hoc drivers, this was not agreed by the GMB, however, they do agree that due to the nature of the Yodel business, it proves a challenge to provide 24 hours' notice to these schedules, therefore in order to relieve ad-hoc drivers of the challenges this brings to their work life balance, the company have agreed to only move the shift start time by two hours on consecutive days, therefore, you can no longer be moved 4 hours on 2 consecutive days.

#### ***Example:***

An 8am anchor time CAN be asked to work Mon – 8am, Tue – 10am, Wed – 8am, Thurs – 6am, Fri - 8am

An 8am anchor time CANNOT be asked to work Mon – 8am, Tue – 10am, Wed - 6am, Thurs - 10am, Fri - 6am

(unless requested by the driver)

*This will run as a 3-month trial to allow the company and the union to measure its success.*

### ***50% Rule:***

The company have agreed to update the 50% rule to state that, if 50% of your schedule still exists in the new plan following optimisation, if the start time has moved to over 2 hours from your anchor time, you are able to keep your seniority if you opt not to keep this schedule. The 12-month rule would not apply in these circumstances. This item will be implemented permanently in readiness for the April 2024 Optimisation.

***The trial will commence on Monday 15<sup>th</sup> April 2024 and end on the 13<sup>th</sup> July 2024, by which time we will provide a further update.***

***Stuart Craig – Director of Transport***

***Gill Ogilvie - GMB National Officer***

***Louise Cummins – Senior HR Business Partner***