

PostNL: measures to limit impact of union action

21-11-2022

Furthermore, PostNL has filed a petition at the court in The Hague for an injunction to stop strikes that could hamper essential services. Meanwhile, PostNL continues CLA negotiations with two unions, BVPP and CNV, this week.

Jeroen Veldstra, head of PostNLs CLA negotiations team, says: "It goes without saying that we recognise the right of a union to organise strikes. However, to strike during peak season could lead to disproportionate damage and risks. By choosing this moment to try to organise a strike, FNV attacks the interests of consumers, customers and PostNL employees, who it claims to represent.

Therefore, PostNL has filed a petition at the court in The Hague for an injunction to prevent union action from disturbing essential services.

In December 2018 The Hague court ruled in favor of PostNL in comparable circumstances. At the time, the court stopped FNV to strike at PostNL for more than 15 minutes per day during the December holidays. This judgement prevented actions to disrupt mail and parcel delivery during peak season.

Source: [PostNL](#)

Posti employee has passed away as a victim of a very serious act of violence

19-11-2022

Our employee, who worked in our early-morning delivery was a victim of a serious act of violence on their distribution route on the night of November 17 in Myyrmäki, Vantaa. To our great sorrow, we have been informed that our employee has passed away of the injuries suffered in the attack.

"Our whole work community is deeply shocked by what has happened and the very sad news. Our thoughts are with the family and loved ones of our deceased colleague, and we want to express our deepest condolences for them in these difficult and hard times. We hope that the family, loved ones and our work community of our deceased colleague are allowed to process the grief in peace," says Timo Koskinen, Senior Vice President, Human Resources at Posti.

"We make sure that the work community and colleagues have all possible support and help in handling the matter. We have offered

and continue to offer crisis assistance, and here our internal team is also supported by crisis assistance professionals from our occupational health services. We also offer support to the next of kin," he continues.

The police informed that they have taken one person in custody and the suspect is presented for arrest on 20 November. The police are continuing to investigate the crime and are responsible for providing further information.

Source: [Posti](#)



Australia to recommence receiving international sea mail

21-11-2022

Australia Post today announced the resumption of inbound international sea mail from Monday 21 November 2022.

Sea mail entering Australia from overseas was temporarily suspended from 1 October 2022. Australia Post continued to accept mail that had been sent to Australia by air during the suspension, and there was no impact to outbound items, whether sent by sea or by air.

Australia Post's Group Chief Executive Officer and Managing Director Paul Graham said: "We are pleased to once again accept inbound international sea mail. We know that the temporary suspension inconvenienced some of our overseas and local customers and have worked tirelessly to restart the service."

"We are confident that our collaborative efforts between Australia Post, our border agencies and international partners will reduce the amount of prohibited items coming into Australia. Our highest

priority is the safety and wellbeing of our people, as well as supporting government agencies in their crucial roles to protect our borders."

The Australian Border Force (ABF) and Department of Agriculture, Forestry and Fisheries (DAFF) continue to be ready to screen and process international mail. Keeping the Australian community and environment safe from harm while processing mail as quickly as possible continues to be a priority.

Australia Post and the relevant border agencies will continue to closely monitor the volume of prohibited items coming into Australia and will take all steps necessary to ensure our border integrity remains intact.

Source: [Australia Post](#)



USPS Enters Peak Holiday Season with Strong Delivery Performance Across All Categories

25-11-2022

The United States Postal Service reported new delivery performance metrics for the seventh week of the FY2023 first quarter as the agency enters the busiest shipping season of the year. During the reporting period, the average time to deliver a mailpiece or package across the postal network was 2.5 days for the fourth consecutive week.

FY2023 first quarter service performance scores covering Oct. 1 through Nov. 18 included:

First-Class Mail: 92.2 percent of First-Class Mail delivered on time against the USPS service standard, a slight decrease of 0.9 percentage points from the fiscal fourth quarter.

Marketing Mail: 94.1 percent of Marketing Mail delivered on time against the USPS service standard, a slight decrease of 0.6 percentage points from the fiscal fourth quarter.

Periodicals: 86.6 percent of Periodicals delivered on time against the USPS service standard, consistent with performance from the fiscal fourth quarter.

The Postal Service is in a strong position heading into the holiday mailing and shipping rush. The organization recently completed the installation of 137 new package sorting machines across its network which will expand daily package processing capacity to 60 million. This brings the organization's total to 249 new processing machines since the launch of the Delivering for America plan in March 2021 and are part of a \$40 billion investment in the postal network.

The Postal Service's preparedness for the holiday season reflects strategic investments and operational precision improvements

made as part of the Delivering for America plan. Additional holiday hiring initiatives include:

Stabilizing the USPS permanent workforce by converting 100,000 workers to full time since the beginning of 2021; with more than 41,000 part time workers converted to full time since January 2022.

Actively hiring an additional 20,000 seasonal employees ahead of the holiday season.

One of the goals of Delivering for America, the Postal Service's 10-year plan for achieving financial sustainability and service excellence, is to meet or exceed 95 percent on-time service performance for all mail and shipping products once all elements of the plan are implemented. Service performance is defined by the Postal Service as the time it takes to deliver a mailpiece or package from its acceptance into our system through its delivery, as measured against published service standards.

The Postal Service generally receives no tax dollars for operating expenses and relies on the sale of postage, products and services to fund its operations.

Source: [USPS](#)



bpost delivers letters and parcels without emissions in European capital

24-11-2022

Letters and parcels for private households are delivered in a carbon-neutral manner in the postcode area 1000 Brussels: on foot or using the 61 electric vehicles and 14 electric bike trailers.

bpost optimises its last-mile approach for deliveries. Almost all letters and parcels are now delivered without emissions in the postcode area 1000 Brussels, which extends from the morning market in the north to Bois de la Cambre in the south of the city. Mail is delivered on regular rounds within that zone on foot or using electric vehicles and electric bike trailers.

As well as improving air quality through a drastic reduction in carbon and fine particulate matter emissions, this green fleet also helps cut urban congestion. Deliveries to pick-up points close to customers are preferred to minimize journeys that end in an unsuccessful delivery.

A hybrid network of 31 pick-up points has been selected based on strategic location and accessibility criteria. Citizens never have to go more than 500 metres to pick up a parcel, which they can do as part of their commute or when they do their shopping.

Towards the green last mile in the 19 municipalities

This project is driven by a bigger ambition in Brussels. In close partnership with VUB-MOBI, bpost has launched a project to transform the 19 municipalities of the Brussels-Capital Region (BCR) into one large Ecozone in which all deliveries will be made emission-free by 2025.

bpost's aim is to show that a carbon-neutral logistics system can be set up in the BCR by drawing on a combination of different logistics solutions (electric vehicles and e-bikes, a dense pick-up point network) and urban micro-hubs.

A recognised concept, sustainable ambitions

bpost's ambition is to establish zero-emission deliveries in 25 Belgian cities by 2025, by adopting electric vehicles, electric bike trailers and a dense network of pick-up points (post offices, post points, parcel points) and parcel lockers. The current Ecozones are Mechelen, Leuven, Namur, Mons and Louvain-la-Neuve. We are setting the right example in sustainable urban logistics. In Mechelen we have cut carbon emissions in connection with home deliveries and deliveries to pick-up points by 97%.

The Ecozone concept recently won three prizes – the Logistics Award, the Innovation Award and the Jury Prize – at the BeCommerce Awards VZW 2022.

1000 Brussels – Key delivery figures

Number of electric vehicles: 61

Number of electric bike trailers: 14

Number of rounds: 75

Number of delivery staff: 110

A network of 31 pick-up points in 1000 Brussels

7 parcel locker locations

20 post points and parcel points

4 post offices

All told, then, a pick-up point no more than 500 metres from 90% of all users in 1000 Brussels.

Source: [bpost](#)



DHL Supply Chain develops 400,000 sqm of carbon neutral warehouses for customers in European key markets

24-11-2022

The real estate experts of DHL Supply Chain have developed a carbon neutral real estate portfolio of 400,000 sqm to support customers' growth requirements across six European Tier 1 markets. Located in central logistics areas all sites will benefit from excellent multi modal transport connectivity, designed to serve customers across different sectors.

All buildings will have modern technical specifications, reflecting a campus concept and become mission-critical hubs for DHL Supply Chain and its national and international customers. The 14 units, constructed across 10 development sites, are located across major logistics markets in Germany, Netherlands, Sweden, Finland, Italy and Poland. All buildings will meet key sustainability criteria such as BREEAM Excellent and EPC A, comply with EU taxonomy and undergo a Carbon Risk Real Estate Monitor (CRREM) assessment.

"The development of 400,000 sqm of carbon neutral warehouses is an important strategic step as we aim to meet our customers' growing demand for more sustainable warehouse space in strategic markets. All assets we develop are underpinned by excellent fundamentals; be it sustainability, digitalization, location, demographics or tenure. Connectivity or proximity to key sales markets help us improve delivery times for our customers, while a close eye on the surrounding social factors and communities in which we operate help us to generate attractive jobs and ensuring us access to a loyal and capable workforce. These factors help us and our customers to be even more successful and lead the way into a more sustainable future." says Hendrik Venter, CEO DHL Supply Chain EMEA.

For a first tranche of this 400,000 sqm warehouse portfolio, DHL Supply Chain has already found an investor and strategic partner.

Allianz Real Estate, acting on behalf of several Allianz Group companies, and DHL Supply Chain have entered into a purchase agreement for the sale of the first half of the portfolio. Set to be completed between Q1 2023 to Q1 2024, the warehouses will represent one of Allianz Real Estate's largest single logistics sector acquisitions, in terms of gross leasable area, to date: in total the five facilities will cover over 200,000 sqm.

DHL Supply Chain will occupy at least 85% of the facilities developed for Allianz Real Estate on long-term leases post completion.

"We are very proud to be able to offer our clients effective growth opportunities, with warehouses that are not only located in core markets and fulfill our clients' needs, but also meet the highest ESG and sustainability criteria. This enables us and our customers to create business opportunities that are compatible with our Sustainability Roadmap, which aims to make every aspect of the supply chain more sustainable which of course also includes our real estate. We are very much looking forward to many more such projects in the future," says Joe Mikes, Global Head of Real Estate Solutions at DHL Supply Chain.

DHL Supply Chain was advised commercially by JLL and was represented legally by DLA Piper.

Source: [Deutsche Post DHL](#)

NZ Post prepares for busy Black Friday and Christmas period

24-11-2022

This year's big sales events mark the beginning of a massive month ahead for NZ Post - with around 15 million items forecast to be delivered in the lead up to Christmas.

One of the biggest shopping calendar days in the year, Black Friday (November 25) traditionally signifies the start of the Christmas shopping season.

"Black Friday marks the beginning of a massive few online shopping days and provides a good opportunity for Kiwis to buy what they need often at a lower price and have us deliver them in time for Christmas," NZ Post General Manager Business Marketing Chris Wong says.

NZ Post's eCommerce Spotlight report figures showed more than \$1.3 billion was spent on buying physical goods online during Quarter 3 (July to September) 2022 and 75% of that spend was with local online retailers.

"It's good to see Kiwis making the positive choice to buy from local online retailers," Wong said.

With the biggest volume weeks of the year approaching, NZ Post expects to see parcel volumes increasing 50% (on average) over the next four weeks and has brought in hundreds more people to work across the business.

"Compared to the last couple of years, where we saw Covid-19 lockdowns create high parcel volumes, our network is operating at a more normal rhythm, but we know it will still be a big month ahead for us and our people. We're really entering the heart of our busy period."

Wong said NZ Post will continue to monitor online spending trends to see how inflationary and cost of living pressures could impact Kiwis spending over the Christmas period.

"We know it's a very different sales environment out there this

year but one thing we do know for sure is we are incredibly proud to deliver Christmas for all New Zealanders."

Despite rising living costs, some NZ Post business customers are taking advantage of the popular shopping events.

Not Socks managing director Jude Burnside says Kiwis are becoming savvier and more confident when it comes to online shopping.

"We knew Black Friday was going to be massive this year, so we've been working closely with NZ Post to ensure we're both fully prepared for what is looking like our biggest Black Friday sales event ever," Burnside said.

"Last weekend we were over 20% up on the same weekend last year - which reflects our year to-date. We have never felt the pull from customers like we have over the last month. We anticipated we would be busy earlier but the demand for our products has actually shocked us... it's gone crazy."

Hallenstein Glasson Holdings Chief Executive Officer Stuart Duncan says online sales since the beginning of November had remained steady.

"We haven't seen a dip in online sales yet. We are expecting to see a spike in the next coming days when our Black Friday and Cyber Monday sales begin," he said.

NZ Post also encourages customers to visit our website to check out delivery options if they are not going to be home to receive their parcels.

Source: [NZ Post](#)

Canada Post segment reports \$227-million loss before tax for third quarter

25-11-2022

Canada Post recorded a loss before tax of \$227 million in the third quarter of 2022 as parcel volumes fell compared to elevated levels a year earlier and economic uncertainty reduced business spending on marketing mail.

The decline in parcel volumes follows two years of unprecedented growth in online shopping in Canada. While online shopping activity is still above pre-pandemic levels, consumer demand has softened in 2022 due to the return of in-store shopping, the rising cost of living and economic uncertainty. Rapid ecommerce growth has also increased the level of competition for parcel delivery. Canada Post is responding and continues to project growth for its parcel business.

For the third quarter ended October 1, 2022, the Canada Post segment's loss improved from a loss before tax of \$264 million in the same quarter of the prior year. Revenue was \$8 million or 0.5 per cent¹ higher compared to a year earlier.

For the first three quarters of 2022, the segment recorded a loss before tax of \$516 million, compared to a loss before tax of \$492 million in the same period a year earlier. Revenue fell by \$210 million, or 3.4 per cent, compared to the first three quarters of 2021.

The cost of operations declined in the third quarter (by \$26 million or 1.4 per cent) and in the first three quarters of the year (by \$187 million or 2.7 per cent) compared to the same periods in 2021. An increase in discount rates resulted in lower pension and post-employment benefits, while parcel-volume declines drove lower labour costs.

Parcels

In the third quarter of 2022, revenue for the Parcels line of business increased by \$22 million or 2.8 per cent as volumes declined by 12 million pieces or 16.2 per cent, compared to the same period in 2021. For the first three quarters of 2022, revenue declined by \$150 million or 5.2 per cent and volumes fell by 62 million pieces or 22.8 per cent, compared to the same period of the prior year. Volumes in 2022 declined from higher-than-normal volumes in 2021, especially in the first half of the year, when many stores remained closed to in-person shopping. Economic uncertainty also reduced demand for parcel delivery services in the

second and third quarters of 2022.

Transaction Mail

Revenue fell by \$5 million or 1.0 per cent in the third quarter compared to the same period in 2021, as volumes fell by 28 million pieces or 4.9 per cent. For the first three quarters of 2022, revenue declined by \$69 million or 3.1 per cent, and volumes fell by 152 million pieces or 7.5 per cent, compared to the same period in 2021. Census and federal election mailings had increased Transaction Mail volumes in 2021, affecting year-over-year comparisons.

Direct Marketing

For the third quarter, Direct Marketing revenue decreased by \$11 million or 4.7 per cent, while volumes fell by 107 million pieces or 10.9 per cent, compared to the same quarter in 2021. For the first three quarters of 2022, revenue increased by \$32 million or 5.3 per cent, and volumes increased by 99 million pieces or 4.1 per cent, compared to the same period in 2021. Economic uncertainty reduced business spending on marketing in the second and third quarters.

Group of Companies

The Canada Post Group of Companies² recorded a loss before tax of \$136 million in the third quarter, compared to a loss before tax of \$191 million in the third quarter of 2021. In the first three quarters of 2022, the Group of Companies recorded a loss of \$300 million before tax, compared to a loss before tax of \$274 million in the same period of 2021.

Purolator and SCI recorded profits before tax of \$84 million and \$6 million, respectively, for the third quarter of 2022, and profits before tax of \$203 million and \$12 million, respectively, for the first three quarters of the year. The Group of Companies' results partially offset the Canada Post segment loss.

Source: [Canada Post](#)



Many hands make light work at Australia Post

23-11-2022

To help manage increased parcel volumes during the sales and Christmas period, Australia Post Support Centre team members are jumping in and joining the frontline teams, providing an extra pair of hands across retail and network operations throughout this busy period.

Having already hired thousands of additional team members during the seasonal casuals' recruitment drive, the Australia Post One Team program provides Support Centre team members with the opportunity to help out their frontline colleagues during their busiest time of the year.

Australia Post Executive General Manager People and Culture Susan Davies highlighted how much the Support Centre team love getting involved, with over 1,400 enrolments in the program last year.

"This is a great opportunity for our Support Centre teams to get stuck in, assist our frontline teams and experience first-hand how the delivery facilities and retail business hubs operate. The One Team program supports our frontline teams in delivering services

for the community during Australia Post's busiest period and does not replace any of the great work our frontline teams do every day. Who wouldn't love an extra helper to ease the load while you're at work!

"We've been running this program for a number of years and we're expecting more team members than ever to put up their hand and take on a few shifts this year."

The Australia Post One Team program encourages Support Centre team members to volunteer and commit to shifts during November and December, helping out with sorting parcels and letters, loading and unloading vans, as well as retail and over-the-counter service.

Source: [Australia Post](#)



Posts keep their sustainability promise

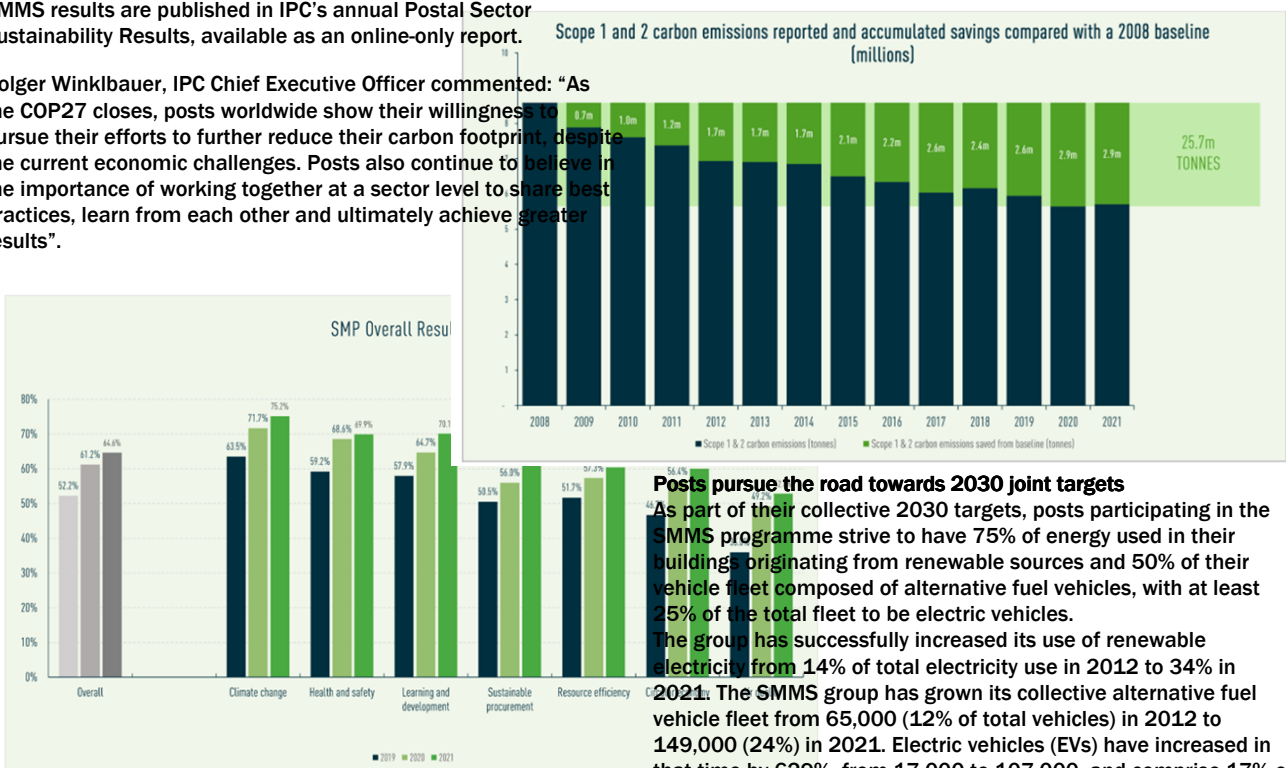
21-11-2022

Posts participating in the IPC SMMS programme increased their Sustainability Management Proficiency score by 4% in 2021. Posts have increased the share of renewable energy used to 34% and 24% of their vehicle fleet is now composed of alternative fuel vehicles. In 2021, posts reported a 34% reduction in Scope 1 and 2 carbon emissions compared to a 2008 baseline. Since 2008, the group's cumulative reduction in emissions now equals 25.7 million tonnes CO₂.

Brussels, 21 November – On 18 November, the IPC Board endorsed the 2021 results of the new IPC Sustainability Measurement and Management System (SMMS) compared to the 2019 baseline for the participating postal operators. The results show a 4% increase in the overall Sustainability Management Proficiency (SMP) score for all the posts participating in the programme. Posts further progressed towards their 2030 targets regarding renewable energy and alternative fuel vehicles. The SMMS results are published in IPC's annual Postal Sector Sustainability Results, available as an online-only report.

Holger Winklbauer, IPC Chief Executive Officer commented: "As the COP27 closes, posts worldwide show their willingness to pursue their efforts to further reduce their carbon footprint, despite the current economic challenges. Posts also continue to believe in the importance of working together at a sector level to share best practices, learn from each other and ultimately achieve greater results".

questionnaire, reflecting the group's continued dedication to this topic. Posts scored 75.2% collectively for Climate Change, ten percentage points ahead of the group's Overall SMP Score. In 2021, posts reported a 34% reduction in Scope 1 and 2 carbon emissions compared to a 2008 baseline. Since 2008, the group's cumulative reduction in scope 1 and 2 emissions now equals 25.7 million tonnes CO₂. [For full scope 1,2 and 3 reporting please refer to the online report.](#)



Posts continue improving their Sustainability Management Proficiency (SMP) score

Sustainability Management Proficiency (SMP) is one of the pillars of the IPC SMMS programme assessing four core management pillars (strategy and policy; embedding; measurement and evaluation; disclosure and reporting) for seven Focus Areas: climate change; health and safety; learning and development; sustainable procurement; resource efficiency, circular economy, and air quality. Participating posts further increased their SMP increase by 4% compared to 2020. Since 2019, they improved their score by 13%.

Climate change is the highest scoring Focus Area out of the seven in the Sustainability Management Proficiency (SMP)

Climate change was the highest scoring Focus Area out of the seven in the Sustainability Management Proficiency (SMP)

The Sustainability Measurement and Management System (SMMS)

The IPC SMMS programme was launched in 2019 to address the sustainability objectives of the postal sector for the next ten years, aligned with the Sustainable Development Goals (SDGs). It expands on the 2009-2019 Environmental Measurement and Monitoring System (EMMS) programme, which focused on reducing carbon emissions, and broadens the remit to the seven sustainability focus areas most relevant for the postal sector: Health and safety, Learning and development, Resource efficiency, Climate change, Air quality, Circular economy and Sustainable procurement. These focus areas are aligned with the following UN SDGs, identified by our stakeholders and SMMS participants as most relevant to the postal sector: SDG 8 - Decent work and economic growth



SDG 9 - Industry, innovation and infrastructure
SDG 11 - Sustainable cities and communities
SDG 12 - Responsible consumption and production
SDG 13 - Climate action

As such, the SMMS programme is designed to further the postal sector's contribution to global sustainable development, focusing on the areas in which it can have the most impact.

About International Post Corporation

International Post Corporation (IPC) is the leading service provider of the global postal industry that provides leadership by driving service quality, interoperability and business-critical intelligence to support posts in defending existing business and expanding into new growth areas. It is a cooperative association of 25 member postal operators in Asia Pacific, Europe and North America.

IPC's solutions and services are used by over 190 posts worldwide. Since 1989 IPC has set standards for upgrading quality and service performance and developed technological solutions that help members enhance service for international letters, packets and parcels. IPC engages in industry research, creates business-critical intelligence, provides a range of platforms and programmes for member post CEOs and senior management to exchange best practices and discuss strategy. IPC also manages

the system for incentive-based payments between postal operators. Throughout the COVID-19 crisis, IPC has positioned itself as a crucial coordination platform between posts worldwide and put in place operational solutions to ensure the continuity of cross-border mail flows.

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¹In 2021, participating posts were: An Post, Austrian Post, Australian Postal Corp, bpost, Correos, Croatian Post, CTT Portugal Post, Deutsche Post DHL Group, Le Groupe La Poste, New Zealand Post Group, POST Luxembourg, Poste Italiane, Posten Norge, Posti, PostNL, PostNord Denmark, PostNord Sweden, Royal Mail Group Plc, South African Post Office, Swiss Post, United States Postal Service.



Australia Post ramps up delivery days

18-11-2022

Saturday delivery to commence to support peak period Customers can expect to see their postie more often, with weekend delivery starting tomorrow in all metro capitals and some regional cities and towns to help support the expected increase in parcel volumes in the lead up to Christmas.

Gary Starr, Executive General Manager, Customer and Commercial Australia Post said the commencement of a Saturday delivery highlighted an increase in parcel volumes coming through from the cyber sales.

“With the start of the Cyber Sales last week we are already seeing a spike in parcel volumes as consumers start their Christmas shopping early by bagging a bargain in the sales. Over the next week we expect this volume to increase even further, with the Black Friday sales kicking off as early as this weekend.

“We’ve been preparing all year for another big Christmas, including

recruiting thousands of additional staff to ensure things run as smoothly as possible. Commencing a temporary Saturday delivery service is just another measure we have put in place to help us get parcels delivered on time this festive season.”

Weekend deliveries will remain in place up until Christmas, depending on volumes*. Customers are encouraged to visit auspost.com.au/Christmas to check last posting date recommendations for their state, as well as international posting dates, which vary depending on destination.

Source: [Australia Post](#)



An Post on board as Premier FM Sponsors of Christmas FM 2022

21-11-2022

All listener donations made to Christmas FM will go directly to children's charities Barnardos, Barretstown, Make-A-Wish Ireland and The Community Foundation for Ireland through "The Magic of Christmas" fundraising initiative.

Christmas FM, the well-loved Christmas radio station that kicks off the festive season around Ireland, is delighted to announce that An Post along with Cadbury and Coca Cola are on board again this year as Premier FM Sponsors for the radio station.

Christmas FM will switch on Christmas in Ireland when it returns to the FM airwaves on the 28th November 2022. The much-loved station, which marks the start of the official Christmas season for many, will play Christmas hits around the clock.

This year, Christmas FM has launched 'The Magic of Christmas' fundraising initiative which brings together Barnardos, Barretstown, Make-A-Wish Ireland and The Community Foundation for Ireland as their official charity partners for the next three years. Christmas FM is aiming to raise over €1,000,000 over the next three years to help the charities support vulnerable children in our communities affected by traumatic life events such as poverty, abuse, neglect and bereavement, as well as supporting children whose lives are affected by serious childhood illness.

Christmas FM, which is celebrating its 15th year on air this year, has raised over three million euro for a range of charities since it began broadcasting.

Garvan Rigby, Co-Founder of Christmas FM said:
"We are so excited that with the help of our incredible sponsors Christmas FM is back on air for our 15th year. Cadbury, Coca-Cola and An Post have returned as premier FM sponsors again this year

and we're delighted to have them on board. Celebrating our 15th year on the airwaves is a significant milestone for us which we wouldn't have been able to achieve without the BAI and our amazing listeners and volunteers who have supported us and our chosen charities throughout the years. We're really looking forward to switching Christmas on in Ireland while also fundraising for our charity partners through The Magic of Christmas' initiative. We would also like to thank Clayton Hotel Liffey Valley who have kindly donated the studio space this year."

Richard Miley, Marketing Communications Lead of An Post Mails & Parcels, said:

"For us, at An Post, Christmas is about sending from the heart and spreading the magic of Christmas. That is why we are delighted to be once again working with Christmas FM, the station that is the sound of the season. The real magic is that we get to spread the Christmas message and also support the work of these wonderful charities."

Christmas FM will also be broadcasting from The Clayton Hotel Liffey Valley who have kindly donated their studio space this year. Tune in from the 28th November to hear a host of familiar voices who will be donating their time to bring you round the clock Christmas hits and festive news. The station will be broadcasting live on FM, on smart speakers, the Christmas FM app and online at www.christmasfm.com.

Source: [An Post](#)



New uniform for NZ Post this Christmas

01-12-2022

NZ Post posties and couriers will have a new look delivery uniform this Christmas, marking an important milestone in New Zealand history.

NZ Post Chief People Officer Monica Ayers says the new look for NZ Post's delivery people is an exciting milestone for the 180-year-old iconic Kiwi brand, and something NZ Post posties and couriers are very proud to show off.

"Our people have been delivering for New Zealanders for 180 years and we've seen a huge amount of change over that time. The new delivery uniform incorporates the new NZ Post branding launched in June 2021, including our new logo and colours. It aligns with the new branding being rolled out on our packaging, vehicles and properties as well as significantly increasing the visibility for our people's safety. Our people are very excited and proud to show off their new look" says Ayers.

"The world's changed and we've changed with it. NZ Post is currently in the midst of our busiest time of the year as online shopping creates a surge in parcels to be delivered in time for Christmas. This is quite a different role for our posties and couriers than what our delivery people in 1840 would have experienced."

"The uniforms worn by our posties and couriers are a reflection of the times. The new uniform is modern, breathable, sustainable and focused foremost on the safety of our delivery teams – which is hugely important to us," says Ayers.

The new NZ Post delivery uniform includes an iconic short-sleeved polo shirt – the Ahipara – as well as a long-sleeved polo, shorts, trackpants and fleece. Protection for the colder months is covered with a reversible high vis puffer jacket, with removable sleeves to create a puffer vest – the Aoraki – as well as full wet weather gear, including the Milford wind and waterproof jacket.

Workwear Group Senior Designer – Industrial, Mark Godoy, says he is proud to have been involved in designing and producing the uniforms for such important Kiwi community figures.

"We started with a clear position that safety was at the forefront of the design, and compliance with established New Zealand safety standards was non-negotiable. The new uniform has high visibility day and night as well offering climate control and a comfortable fit."

"From there we got creative, giving the garments a distinctly NZ Post look and feel, whilst also delivering critical functionality for NZ Post delivery people, who need to be protected from the elements in all conditions. I'm delighted with the results," says Godoy.

The NZ Post delivery uniform hasn't changed significantly over the past 11 years, while in the last decade a lot has changed with fabric technology and design. A lot too has changed in terms of

considering environmental sustainability. The sustainability credentials of the new uniform align with NZ Post's commitment to minimising its impact on the planet.

"The new uniforms have been made with sustainability in mind. As our NZ Post posties and couriers begin to wear the new look uniform, old uniforms will be returned so they can be recycled. We have partnered with a recycling team who reuse and recycle materials into soft fiber which can be used for insulation, furniture, and more," says Ayers.

Over the past 100 years, NZ Post delivery uniforms have changed to keep up with current fabric technology, contemporary fashion trends, and changes in society.

Images shared by Te Papa showcase NZ Post uniforms dated back to the early 1910s, when posties wore a full wool suit complete with epaulettes, silver buttons, leather cuffs, red piping, buttoned pockets and a tie.

Te Papa history curator Stephanie Gibson says it's incredible to see how the styles of the NZ Post delivery uniforms have changed over the years.

"Te Papa has a special collection of historic NZ Post uniforms from the 1910s to the 1980s which tell a unique story of the changing landscape of New Zealand society. It's exciting to see the next milestone moment for what's long been an indication of the style and trends of the times," says Gibson.

"Our postal uniform collection helps to tell the rich story of the thousands of posties who braved the elements to deliver for New Zealanders."

Images of historic NZ Post delivery uniforms supplied by Te Papa, available to download here, with pdf attachment detailing the images.

Postie fashion remained formal in style through to the 1980s when a bright cobalt blue and red unisex tracksuit, made of 100% nylon, was introduced, alongside a modernised logo replacing the original Post Office crest.

NZ Post Chief People Officer Monica Ayers says the new uniforms showcase a new era for NZ Post.

"We're really excited about our new look and what this signals for the future of our iconic brand."

Source: [New Zealand](#)



An Post Reports Zero Gender Pay Gap for a second year

30-11-2022

An Post has become the first major employer in Ireland to report a Zero Gender Pay Gap for the second year in a row. An Post marked this milestone with the launch of a new video featuring entrepreneur and equality advocate Sonya Lennon, getting under the bonnet of An Post's operations to hear the experience of women and men across the business. This video can be viewed [here](#)

Since 2019, the company, which employees over 9,000 employees, has achieved significant progress in balancing representation across the business. There is a 50:50 balance on their Management Board and female representation in the Senior Management Group has increased from 33% to 41%, up by 7% from 2021. However, gender representation among postal sorting, collection and delivery operations staff is at 13% female compared to 87% male. Outlined in this year's report, An Post has committed to replicating their success of gender representation at the front

line of their business with a clear strategy to re-design the recruitment process for postal operative (sorting and delivery) staff. This plan will actively recruit diverse talent with:

Targeted advertising campaigns
Revision of the company's inclusion statement on job ads
Training of operational managers on inclusive recruitment.

Source: [An Post](#)



The Posti and war veteran associations of Finland card campaign popular again

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Posti and the war veteran associations of Finland organized a card campaign for the eighth time, in which the veterans and women of our wars and Lotta women were commemorated with a postcard.

Approximately 30,000 cards were sent in the campaign this year. The delivery of the cards started at the end of November and the cards will reach their destination by Independence Day.

The purpose of the card campaign was to remind Finns of the importance of staying in touch and to give them the opportunity to express their gratitude to veterans, our war-time women and former Lotta women and girls for their efforts to preserve Finland's independence.

"I would like to thank everyone who sent a card. For the generation of veterans, letters and cards are the most familiar way of communicating. The elderly may feel lonely and may not have access to digital means of communication," says Sami Määttä, Director of Domestic Consumer Letter Services from Posti.

"There are only about 3,000 veterans and 9,500 spouses or widows of veterans in Finland. We are grateful to everyone who remembers them again this year with warm Independence Day

postcard greetings," says Pia Mikkonen, Head of Fundraising of the Veterans of the Sotiemme Veteraanit (Our War Veterans) and Sotiemme Naiset (The Women of our Wars) collection.

"The large number of cards sent indicates that there are a lot of people who care among us. I'm very happy to know that. A warm thank you to everyone who sent a card," says Susan Mykrä from the Lotta Svärd Foundation.

Mail carriers will deliver the cards to veterans, our war-time women and former Lotta women and girls according to the address information provided by Finland's War Veteran Association (Suomen Sotaveteraaniliitto), the Disabled War Veterans Association of Finland (Sotainvalidien Veljesliitto), Veteran Soldiers (Rintamaveteraaniliitto), the Aid Society and Relatives of the Fallen (Kaatuneitten Omaisten liitto) and the Lotta Svärd Foundation.

Source: [Posti](#)

