

Project focus: We suggest 3 phases to arrive at a new sustainable pay model

EVRI + GMB

Phase 1: Fact finding & Principles

Objective: We will **build joint understanding** of underlying data, productivity economics, courier needs, and **pay model principles**.

Work packages:

- Agree scope & working mode / cadence
- Build detailed understanding of courier, EVRI and GMB requirements / concerns
- In-depth review of courier pay evolution
- In-depth review of pay model inputs (including time on task)
- In-depth review of EVRI pay processes, IT

Working mode

- 1x kick-off (EVRI, GMB, mid-October)
- Working group sessions (select members)
- Monthly steering committee (everyone)

EVRI + GMB

Phase 2: Scenario Design & Review

Objective: EVRI will **design new pay model scenarios / options** considering implications to couriers and EVRI and review.

Work packages:

- Develop future pay model options across major scenarios
- Joint review of scenarios to deduce implications for couriers, EVRI and GMB
- Sensitivity analysis to consider growth & parcel mix changes to future-proof the pay models being considered

Working mode

- Focus groups to verify and adjust the considered scenarios
- Working group sessions (select members)
- Monthly steering committee (everyone)

EVRI + GMB

Phase 3: EVRI + GMB Agreement

Objective: We will **discuss and simulate the new pay model details** and sign it off with key stakeholder groups.

Work packages:

- Simulate pay model to understand all implications on EVRI, members and couriers
- Discuss preferred scenarios between senior leadership (EVRI + GMB)
- Negotiate details / pay change in the year
- Agree implementation timeline(s) where required e.g. for IT changes

Working mode

- Senior sessions (EVRI / GMB internal)
- Negotiation rounds (EVRI / GMB)
- Monthly steering committee (everyone)

Project timeline: Kick-off meeting 9th of October to allow progress throughout peak period.



1. We will **build joint understanding** of underlying data, productivity economics, courier needs, and **pay model principles**.

2. EVRi will **design new pay model scenarios / options** considering implications to couriers and EVRi and review

3. We will **discuss and simulate the new pay model details** and sign it off with key stakeholder groups

Project to be completed ahead of May to allow management review & final sign-offs by June



At end of Phase 1, we will have

- Stakeholder expectations and needs (EVRi, couriers, GMB)
- Comprehensive report on parcel mix, tour and productivity economics, and future changes

At end of Phase 2, we will have

- Selection of major pay model scenarios and implications on couriers, GMB, and EVRi
- Detailing of scenario logic
- Prioritisation of scenarios

In Phase 3, we will have

- Implications on costs and exp. courier pay for prioritised pay model scenarios (by courier type / group)
- Discuss preferred scenarios (EVRi + GMB)
- Negotiate details / pay change in the year

Monthly steering sessions with C. Lyon, G. Robinson, full GMB committee