

POSTAL CONFERENCE AGENDA

24-26 APRIL 2018

BOURNEMOUTH INTERNATIONAL CENTRE



24th – 26th April 2018
Bournemouth International Centre
Windsor Hall

Instructions to Delegates

ADMISSION TO CONFERENCE

Before leaving home make sure you have your Membership Card and Agenda.

Admission to Conference is by the appropriate credential card **only**.

OPENING OF CONFERENCE

The doors will be opened at 08.30 sharp on Tuesday morning. Please be early so that you are seated by 09.00 hrs.

STANDING ORDERS

Read your Standing Orders thoroughly. If you have any doubt about any Standing Order consult the Standing Orders Committee.

VOTING

Votes are normally by a show of hands. Each Branch should have a card vote book for card votes.

NOISE LEVEL DURING CONFERENCE

Please keep as quiet as possible during the proceedings of Conference.

LUGGAGE

If you need to bring bags or suitcases into the conference hall please do not leave them unattended. Please also ensure that bags and suitcases do not block aisles or stairways.

PROHIBITIONS

The terms of Standing Order 2 are drawn to the attention of all delegates.

No documents or posters shall be circulated, distributed or displayed within the Conference Hall without the permission of the Standing Orders Committee.

POSTAL INDUSTRY CONFERENCE

STATEMENT

Dear Colleagues,

Welcome to this year's Postal Industry Conference of the CWU.

This year the committee is of course, aware of the events around the Four Pillars Campaign and ongoing campaigns in Post Office and the other firms where the Postal Constituency have members and have placed motions accordingly.

We have, as in previous years varied the Agenda with regards to rotating the sections of the programme of business.

Finally, the Standing Orders Committee would like to wish all delegates a successful Conference. If you have any enquiries regarding the Agenda or Conference procedures, please do not hesitate to contact us during conference.

Yours fraternally

Members of the Postal Standing Orders Committee

Paddy Magill, Chair

John Gaby, Secretary

Phil Callaghan

Brian Irvine

Tony Sneddon

Julia West

Richard Wilkins

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AGENDA

SECTION 1 : PAY AND RELATED MATTERS

SECTION 2 : POSTAL INDUSTRY GENERAL ISSUES

SECTION 3 : SECTIONAL ISSUES

SECTION 4 : POSTAL INDUSTRY ORGANISING

TIMETABLE/POSTAL EXECUTIVE AND OFFICERS

TIMETABLE/PROGRAMME OF BUSINESS

TUESDAY 24TH APRIL 2018

09.00 – 17.40 POSTAL INDUSTRY CONFERENCE

WEDNESDAY 25TH APRIL 2018

09.00 – 17.45 POSTAL INDUSTRY CONFERENCE

THURSDAY 26TH APRIL 2018

09.00 – 16.00 POSTAL INDUSTRY CONFERENCE

POSTAL EXECUTIVE COUNCIL AND OFFICERS

EXECUTIVE COUNCIL

M ALI
S HALLIWELL
J LOFTUS
K QUIRKE
D WILSHIRE

S BANBURY
A HOPPING
C MADEN
L SIMPSON

A BOUCH
S JONES
J MALONE
A TATE

D GLEBOCKI
M KAVANAGH
M MEADE
B WEATHERALL

OFFICERS

DEPUTY GENERAL SECRETARY : T PULLINGER

M BAULCH

R ELLIS

A FUREY

D ROBERTSON

DETAILS CORRECT AS OF MARCH 2018

MINUTES POSTAL CONFERENCES 2017

POSTAL INDUSTRY CONFERENCE - TUESDAY 25TH APRIL

POSTAL INDUSTRY GENERAL ISSUES		
SECTION 2.1	Tues 09.45 – 10.45	POLICY
Composite Motion 1	09.28 – 09.44	Carried
Motion 2		Fell
Motion 3	09.45 – 09.57	Carried
Motion 4	09.58 – 10.07	Carried
Motion 5		Withdrawn
Motion 6	10.07 – 10.21	Carried
Motion 7		Fell
Motion 8	10.22 – 10.31	Carried
Motion 9		Fell
SECTIONAL ISSUES		
SECTION 3.1	Tues 10.45 – 11.45	POLICY
Royal Mail Letters		
Comp Motion 10	10.33 – 10.54	Not Carried
Packages and Express		
Motion 11		Fell
Royal Mail Letters		
Motion 12		Withdrawn
Motion 13	10.55 – 11.05	Carried
Comp Motion 14	11.06 – 11.13	Carried
Royal Mail Letters		
Motion 15	11.13 – 11.26	Carried
Royal Mail Letters		
Motion 16	11.27 – 11.33	Not Carried
Motion 17		Fell
Packages and Express		
Motion 18		Withdrawn
PAY AND RELATED MATTERS		
Section 1.1	Tues 11.45 – 12.45	POLICY
Comp Motion 19	11.33 – 11.47	Carried
Motion 20	11.47 – 11.52	Withdrawn after debate
Motion 21	11.53 – 11.57	Carried
Motion 22	11.58 – 12.09	Carried
Motion 23	12.10 – 12.18	Carried
Motion 24		Withdrawn
Motion 25		Accepted
GENERAL		
Section 2.2	Tues 14.00 – 14.40	POLICY
Emergency Motion 4		Withdrawn
Emergency Motion 1		Withdrawn
Emergency Motion 5	14.05 – 15.31	Carried
Motion 26	12.25 – 12.37	Carried
Motion 27		Withdrawn

MINUTES

Motion 28		Fell
Motion 30		Accepted
ORGANISING		
Section 4.1	Tues 14.40 – 15.20	POLICY
Motion 32		Withdrawn
Motion 36		Accepted
ORGANISING		
Section 1.2	Tues 15.20 – 16.00	POLICY
Motion 37	15.35 – 15.44	Carried
Motion 38	15.45 – 15.50	Carried
Motion 39	15.51 – 16.02	Not Carried
Motion 41		Accepted
Motion 42		Not Reached
Motion 43		Accepted
Motion 44		Not Reached
PAY AND RELATED ISSUES		
Section 1.2	Tues 16.00 – 16.45	POLICY
Comp Motion 45	16.03 – 16.08	Carried
Motion 46	16.09 – 16.20	Carried
Motion 47	16.20 – 16.26	Withdrawn after debate
Motion 48	16.27 – 16.38	Not Carried
Motion 49	16.38 – 16.44	Withdrawn after debate
Motion 50		Accepted
ORGANISING		
Section 4.2	Tues 16.45 – 17.30	POLICY
Motion 51	16.45 – 16.59	Not Carried
Motion 52		Accepted
Motion 53	17.00 – 17.14	Not Carried
Motion 54		Accepted
Motion 55		Accepted

POSTAL GROUP CONTINUED – WEDNESDAY 26TH APRIL

ORGANISING		
Section 4.3	Weds 09.00 -09.55	POLICY
Comp Motion 56	09.06 – 09.16	Carried
Motion 57	09.17 – 09.37	Carried
Motion 58		Accepted
Comp Motion 59	09.37 – 09.47	Carried
Comp Motion 60	09.47 – 09.55	Carried
Motion 61	09.55 – 10.04	Carried
GENERAL		
Section 2.4	Weds 10.10 – 11.00	POLICY
E2 "In Camera"		Fell
Comp Motion 62	10.05 – 10.22	Withdrawn after debate

Comp Motion 63		Accepted
Comp Motion 64	10.23 – 10.34	Not Carried
Motion 65	10.35 – 11.00	Carried
Motion 66		Withdrawn
Motion 67		Accepted
Motion 68		Not Reached
Motion 69		Not Reached
Motion 70		Accepted
Motion 71		Accepted
PAY AND RELATED ISSUES		
Section 1.3	Weds 10.55 – 11.45	POLICY
Motion 72	11.02 – 11.19	Not Carried
Motion 73	11.20 – 11.27	Carried
Motion 74		Fell
Motion 75		Fell
Motion 76		Withdrawn
Motion 77	11.28 – 11.33	Withdrawn after debate
GENERAL		
Section 2.5	Weds 11.45 – 12.45	POLICY
Motion 78	11.33 – 11.45	Not Carried
Motion 79	11.45 – 12.00	Carried
Motion 80	12.01 – 12.04	Carried
Motion 81	12.04 – 12.19	Not Carried
Motion 82	12.19 – 12.30	Carried
Motion 83		Accepted
Motion 84	12.30 – 12.36	Not Carried
Motion 85	12.36 – 12.43	Carried
SECTIONAL ISSUES		
Section 3.2	Weds 14.00 – 15.10	POLICY
Royal Mail Letters		
Motion 86	14.02 – 14.12	Carried
Postal Technical Services		
Motion 87	14.12 – 14.29	Carried
Royal Mail Letters		
Motion 88	14.30 – 14.35	Carried
Motion 89	14.35 – 14.45	Carried
Packages and Express		
Motion 90	14.46 – 15.00	Carried
Postal Technical Services		
Motion 91		Accepted
Royal Mail Letters		
Motion 92	15.00 – 15.07	Carried
Packages and Express		
Motion 93		Fell
Motion 94	15.08 – 15.16	Card Vote 1 – Not Carried
Motion 95		Not Reached

MINUTES

Royal Mail Letters		
Motion 96		Not Reached
Motion 97		Not Reached
GENERAL		
Section 2.6	Weds 15.10 – 16.45	POLICY
Motion 98	15.22 – 15.30	Not Carried
Motion 99	15.31 – 15.40	Carried
Motion 100	15.40 – 15.52	Carried
Motion 101	15.52 – 15.57	Carried
Motion 102	15.57 – 16.07	Carried
Motion 103		Accepted
Motion 104		Not Reached
PAY AND RELATED ISSUES		
Section 1.4	Weds 16.05 – 16.45	POLICY
Comp Motion 105	16.08 – 16.18	Not Carried
Motion 106		Withdrawn
Motion 107		Withdrawn
Motion 108	16.19 – 16.24	Carried
Motion 109		Accepted
Comp Motion 110	16.24-16.39	Carried
Comp Motion 111	16.39 – 16.52	Carried
GENERAL		
Section 2.7	Weds 16.45 – 17.45	POLICY
Motion 112	16.53 – 17.02	Carried
Motion 113		Accepted
Motion 114	17.03 – 17.09	Withdrawn after debate
ORGANISING		
(Brought Forward from Thursday)		
Section 4.4	Weds	POLICY
Motion 115	17.09 -17.18	Carried
Motion 116		Accepted
Motion 117	17.19 – 17.25	Withdrawn after debate
Motion 118	17.26 – 17.32	Carried
PAY AND RELATED ISSUES		
Section 1.5	Weds	POLICY
Motion 119		Accepted

POSTAL GROUP CONTINUED – THURSDAY 27TH APRIL

PAY AND RELATED ISSUES		
Section 1.5	Thurs 09.50 – 10.40	POLICY
Motion 120	09.03 – 09.09	Carried
Motion 121		Accepted
Motion 122		Fell

Motion 123 "In Camera"		Not Reached
SECTIONAL ISSUES		
Section 3.3	Thurs 10.40 – 11.50	POLICY
Packages and Express		
E3 "In Camera"		Fell
Motion 124	09.10 – 09.15	Carried
Royal Mail Letters		
Motion 125	09.16 – 09.23	Carried
Packages and Express		
Motion 126	09.24 – 09.40	Carried
Royal Mail Letters		
Motion 127	09.40 – 09.55	Carried
Packages and Express		
Comp Motion 128	09.55 – 10.01	Carried
Postal Technical Services		
Comp Motion 129		Accepted
Packages and Express		
Comp Motion 130	10.02 – 10.21	Card Vote 2 – Carried
Royal Mail Letters		
Motion 131	10.23 – 10.33	Not Carried
Motion 132	10.33 – 10.41	Not Carried
Motion 133	10.41 – 10.46	Carried
Motion 134	10.46 – 10.57	Carried
GENERAL		
Section 2.8	Thurs 11.50 – 12.45	POLICY
Motion 135	10.57 – 11.11	Carried
Comp Motion 136		Withdrawn
Motion 137	11.11 – 11.22	Carried
Motion 138 "In Camera"	11.23 – 11.32	Carried
Motion 139		Withdrawn
Motion 140		Withdrawn
Section 2.9	Thurs 14.00 – 14.45	POLICY
Motion 141	11.32 – 11.40	Carried
Motion 142		Withdrawn
Motion 143	11.40 – 11.50	Carried
Motion 144	11.50 – 11.58	Carried
Motion 145	11.59 – 12.15	Carried
Motion 146	12.15 – 12.19	Carried
Comp Motion 147	12.19 – 12.27	Carried
Motion 148	14.00 -14.13	Not Carried
PAY AND RELATED ISSUES		
Section 1.6	Thurs 14.55 – 15.30	POLICY
Motion 149		Accepted
Motion 150	14.13 – 14.21	Carried
Motion 151		Fell
Motion 152		Withdrawn
Motion 153		Fell
(Brought Forward from Thursday)		

MINUTES

GENERAL		
Section 2.2		POLICY
Motion 29	14.23 – 14.40	Carried
Motion 31	14.41 – 15.05	Not Carried
ORGANISING		
Section 4.1		POLICY
Motion 33	15.06 – 15.11	Carried
Motion 34	15.12 – 15.16	Carried
Motion 35	15.17 – 15.22	Carried
GENERAL		
Section 2.3		POLICY
Motion 40	15.22 – 15.40	Carried
Motion 43		Accepted

Standing Orders of the Postal Industry Conference 2018

1. **Postal Industry Conference – Order of Business**

- (a) The Chair formally opens Conference and welcomes delegates.
- (b) Adoption of the minutes of Postal Industry Conference 2017.
- (c) Any correspondence, communication, or other business specifically brought forward by direction of the Chair.
- (d) Moving of Standing Orders Committee Report(s) and appeals against Standing Orders Committee decisions (SO 10(a)(v) refers).
- (e) Adoption of Standing Orders of the Postal Industry Conference 2018.
- (f) Terry Pullinger.
- (g) Motions.

2. **Prohibitions**

Mobile phones or devices (Smart Phones, Tablets and Laptops) must be switched off or set to silent, while in the confines of the Conference Hall.
During 'In Camera' debates recording and/or reporting of these debates shall be strictly prohibited.

No documents, posters or banners shall be circulated, distributed or displayed within the Conference Hall without the permission of the Standing Orders Committee.

3. **Timetable & Categorisation of Motions** (Rule 10.6.7 refers).

- (a) Conference is divided into half day sessions that are comprised of time slotted sections. If the Category A motions of any section are completed within the timetable, Conference will proceed to the next section with Category A motions, except where consequential rulings may affect section 3 issues, in which case motions with consequential rulings will be heard before moving to the next section.
- (b) If all Category A motions of the final section are completed within the timetable, Conference will return to the earliest uncompleted Category A motions, in agenda order.
- (c) If all remaining Category A motions are completed within the timetable, Conference will return to the earliest Category B, C, D motions.
- (d) Category B will be designated a higher priority than Category C and Category C will be designated a higher priority than Category D.

4. **Conference Items Referred to the Postal Executive**

All matters on the agenda not reached at the conclusion of the Conference shall be referred to the Postal Executive.

5. **Order of Debate**

- (a) A delegate when speaking shall address the Chair and if two or more delegates indicate to speak at the same time, the Chair shall decide to whom priority shall be given.
- (b) A delegate who speaks shall direct their speech strictly to the item under discussion, or to a question of order.
- (c) (i) Motions in the name of a sponsor (Branch/Co-ordinating Committee, PE) must be moved by a delegate, of the Branch/Co-ordinating Committee or

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- PE, or if specifically requested to do so by the Branch/Co-ordinating Committee responsible for the motion, by the Officers of the Regional/Business Co-ordinating Committees to which the Branch is attached.
- (ii) Motions standing in the name of Equality Conferences must be moved by a nominee from the appropriate Conference (Rule 10.15.7 refers).
 - (iii) Motions standing in the name of a Regional Health & Safety Forum must be moved by a nominee from that body (Rule 10.10.3 refers)
- (d) Single motions may be seconded by a Branch other than the Branch responsible for the motion at the specific request of the sponsoring Branch. The same provisions shall apply in the case of Officers of Regional/Business Co-ordinating Committees at the specific request of his/her Committee or of a Branch within that Committee.
- (e) Officers of Regional/Business Co-ordinating Committees may participate in a discussion at Conference on the specific request of a Branch within that Committee.
- (f) A Branch or Business Co-ordinating Committee or Equality Conference nominated by the Standing Orders Committee to move or second a Composite Motion, shall have the right to delegate that responsibility to any other Branch or Committee included in the Composite Motion, after notice of such intention has been placed with the Chair of the Standing Orders Committee.
- (g) Proposers of motions and speakers replying to a debate are governed by the time allocation laid down in Appendix A.
- (h) An extension of time shall only be permissible if Conference clearly elects that it be granted and then not to exceed the time allocation laid down in Appendix A.
- (i) All appeals against a decision of the Standing Orders Committee will be formally seconded and no debate allowed. No extension of time shall be permitted to any speaker on appeals against Standing Orders Committee decisions, as laid down in Appendix A.
- (j) The mover of a motion may reply to the debate, only if there has been opposition in debate. In their reply they shall confine themselves to answering previous speakers and shall not introduce any new matter into the debate.
- (k) No other person/Branch shall be heard a second time on any motion being debated.
- (l) The views of the Postal Executive will be heard on all items under discussion at the Postal Industry Conference. A PE member when speaking on a motion sponsored by a Branch/Co-ordinating Committee or Equality Conference will do so immediately prior to the mover exercising his/her right of reply to the debate, unless the terms of 5(m) apply.
- (m) At the discretion of the Chair, and subject to Standing Order 5(g), Appendix A and 5(k) a member of the PE wishing to make a statement seeking acceptance of a motion may enter the debate at any time after the motion under discussion has been moved and seconded.
- (n) A Statement Seeking Acceptance of a motion under discussion shall only be allowed when a PE member wishes to make a point to Conference, which must

be of a positive nature, in pursuance of the original motion.

- (o) No extension of time shall be permitted to any PE member when entering a debate to make a Statement Seeking Acceptance of a motion, which has been moved by a Branch/Co-ordinating Committee or Equality Conference.
- (p) Without interrupting a speaker, any delegate who has not spoken on the motion before Conference, may move 'That the motion be put' on the seconding of which the Chair shall, without discussion, put this motion to the vote. In the event of it being carried by a simple majority, Conference shall vote on the question itself subject to Standing Orders 5(g) and 5(l).
- (q) Any motion may be withdrawn from the agenda at any time by the sponsor, or in the case of a composite all sponsors that are contained within the composite. However, once it has been moved and seconded, it shall not be withdrawn except with the consent of Conference agreeing by a simple majority.
- (r) The Standing Orders Committee shall have the right to enter debate on all matters affecting the decisions and role of the Committee.

6. Point of Order

- (a) Any person wishing to question the proceedings of Conference may rise on a 'point of order', and when called shall state the procedural point in exact terms, whereupon the Chair shall immediately give a ruling or refer the matter to the Standing Orders Committee for a decision. Any person raising points of order must seek to prove one or more of the following:-
 - (i) That the speaker is using unparliamentary language.
 - (ii) That the speaker is digressing from the subject of the motion.
 - (iii) That the rules of the Union are being broken.
 - (iv) That there is an infringement of the customary rules of debate.
 - (v) That there is an infringement of the Standing Orders (which shall be referred to the Standing Orders Committee).
- (b) The Chair's ruling on a point of order shall be final unless it is challenged. The correct method of challenging the ruling shall be to move: "I wish to challenge your ruling". Such a motion shall be carried by a simple majority.

7. Debates in Camera

Any motion submitted to Conference, which in its wording recommends consideration of industrial action and any other issue deemed necessary by the Chair shall be debated in camera.

8. Voting Procedure (Rules 10.6.6.ii and 10.11 refer.)

- (a) Voting shall normally be by a show of hands, except in relation to motions in Section 3 Packages & Express, C&CH, PTS, which will automatically be a card vote where opposition has been shown.
- (b) A card vote may be called by the Chair or by a number of delegates on their feet calling for such, as 8(c) refers. When a card vote is taken it shall be based on Branch membership/Sectional membership as published in the agenda.
- (c) At the Postal Industry Conference the number of delegates required to be standing in their places to seek a card vote shall be 30 or more, in Section 3a(Royal Mail Letters) 20 or more delegates, otherwise 8(a) above applies.

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- (d) The Standing Orders Committee will be represented at the count and will counter sign the final result before handing the result to the Chair of the Conference.
- (e) **DURING A CARD VOTE ALL DELEGATES MUST REMAIN IN THEIR SEATS AND NO PERSON SHALL ENTER OR LEAVE THE FLOOR OF CONFERENCE.**

9. Procedure for Emergency Motions

- (a) Emergency motions may only be submitted for inclusion in the Agenda if they refer to a matter which (because of the circumstances giving rise to them), could not possibly have been submitted by the published closing date for motions. Such emergency motions will only be accepted by the Standing Orders Committee if they constitute a significant and important matter, which requires a decision by Conference.
- (b) Emergency motions must reach the Standing Orders Committee at CWU Headquarters by midnight on **8th April 2018**. Sponsors will be advised by the Standing Orders Committee whether or not the emergency motion has been accepted for inclusion to the Agenda prior to the commencement of Conference.
- (c) Any emergency motion submitted after the above date must be notified to the Standing Orders Committee as soon as possible and before the commencement of Conference **(9.00am on Tuesday 24th April)**. Emergency motions submitted after midnight on **8th April 2018**, may only be accepted where the subject of the emergency is such that the matter could not have been submitted by that date. Sponsors will be advised by the Standing Orders Committee, whether or not the emergency motion has been accepted for inclusion to the Agenda.
- (e) The Postal Executive will also be required to follow these procedures.

10. Appeals Procedure

- (a) Written notice of appeals against decisions of the Standing Orders Committee as published in the Agenda regarding:-
 - (i) Motions not admitted to the agenda.
 - (ii) Inclusion/exclusion of motions in a composite.
 - (iii) The priority/placement given to a motion.
 - (iv) Timetable/programme of business.
 - (v) The Standing Orders for Conference.
 - (vi) The consequential rulings on motions.

Appeals must reach the Standing Orders Committee at CWU Headquarters by midnight on **8th April 2018**. Such written notice must advise of the intention to appeal to alter the published agenda with details and reasons for doing so.

All parties advised by the Standing Orders Committee that their appeal has not been accepted will also be sent an appeal card entitling them to address Conference when called to do so by the Chair of Conference during the moving of the Standing Orders Committee report(s) (SO 1(d) refers).

- (b) Provided that the terms of such appeals do not constitute a breach of the Rules of the Union, shall come before Conference (SO 1(d) refers). The appeals machinery will also be open to Sponsors of motions when each subsequent Standing Orders Committee Report is put to Conference for adoption.

- (c) The Postal Executive will also be required to follow these procedures.

11. Suspension of Standing Orders

- (a) Motions to suspend Standing Orders shall only be allowed to deal with business or circumstances that could not have been foreseen when the Timetable/Programme of Business was adopted.
- (b) The Chair may accept a motion for the suspension of Standing Orders provided no motion is on the floor being debated. Any such motion must state the Standing Order(s) involved and also state the nature and urgency of the business as to why the suspension is required. The Chair shall immediately refer any such motion to the Standing Orders Committee who shall express their view before the vote is taken. A motion for the suspension of Standing Orders will be carried by a simple majority of Conference.
- (c) At the end of the period of suspension of Standing Orders, Conference shall return to the published timetable. A second motion of suspension of Standing Orders for the purpose of varying the order of business shall not be accepted within a period of two hours of Conference time. No subsequent motion of the variation of the timetable to compensate for time lost by the suspension of Standing Order(s) or the discussion of such suspension shall be admissible.

12. Postal Executive Acceptance

- (a) The Postal Executive will indicate, in a Standing Orders Committee Report(s), published to Conference, the motions (excluding their own) which they are prepared to accept. When the Standing Orders Committee Report is adopted those motions will be deemed to be carried subject to SO 12(c) and will not be debated. Subsequent consequential rulings will be applied accordingly.
- (b) The acceptance of motions under the terms of this Standing Order shall not take priority over consequential rulings.
- (c) Opposition to the acceptance can only be registered by advising the Standing Orders Committee prior to the Standing Orders Committee Report(s) being moved.

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APPENDIX (A) TIME ALLOCATIONS

Subject: Motion	Time Allowed (minutes)	Extension (To be granted only if Conference agrees)
Proposer/Mover	5	2
Seconder	3	NONE
Others	3	2
PE Statement Accept	3	NONE
Appeal Against Standing Orders Committee	3	NONE
Standing Orders Committee	3	NONE
Right of Reply	3	2

Note by SOC

Categorisation

THE POSTAL CONFERENCE STANDING ORDERS COMMITTEE SHALL BE RESPONSIBLE FOR THE ADMISSION, COMPOSITING, PLACEMENT, AND PUBLICATION OF MOTIONS AND EMERGENCY MOTIONS. ADDITIONALLY THE STANDING ORDERS COMMITTEE SHALL GIVE PRIORITY TO MOTIONS IN THE FOLLOWING ORDER:

- i) Category A: motions requiring a decision by Conference;
- ii) Category B: motions reversing policy from the previous year's Conference;
- iii) Category C: motions seeking only to confirm existing policy;
- iv) Category D: motions that in the view of the Standing Orders Committee should be dealt with in correspondence;
- v) Category X: motions that are out of order. These shall be published, but shall not be admitted to the Agenda.

(Rule 10.6.7 refers)

STANDING ORDERS (POSTAL) REPORT NO.2

PROGRAMME OF BUSINESS POSTAL INDUSTRY CONFERENCE

Tuesday 24th April 2018

Time	Item	Subject
09.00	1a	Ms J Loftus opens Conference and welcomes delegates
	1b	Adoption of minutes of the Postal Industry Conferences 2017
	1c	Correspondence, communications or other business specifically brought forward by directions of the Chair
09.10	1d	Moving of Standing Orders Report(s) and appeals against Standing Order Committee decisions
	1e	Adoption of Standing Orders of the Postal Industry Conferences
09.30	2	Terry Pullinger, Deputy General Secretary (Postal)
10.00	3	Section 2.1 Motions 1-8 Page 26-29
11.30	4	Mediators address Conference
11.45	5	Section 4.1 Motions 9-14 Page 30-32
12.45	6	Conference Adjourns for Lunch
14.00	7	Section 1.1 Motions 15-21 Page 33-36
15.25	8	Section 3.1 Motions 22-27 Page 37-38
16.40	9	Section 2.2 Motions 28-33 Page 39-41
17.45	10	Conference Adjourns

Wednesday 25th April 2018

Time	Item	Subject
09.00	11	Section 2.3 Motions 34-39 Page 42-43
10.00	12	Section 3.2 Motions 40-44 Page 44-46
10.50	13	Section 2.4 Motions 45-52 Page 47-49
12.00	14	Section 2.5 Motions 53-59 Page 50-52
12.45	15	Conference Adjourns for Lunch
14.00	16	Section 1.2 Motions 60-65 Page 53-54
14.55	17	Section 3.3 Motions 66-70 Page 55-56
15.50	18	Section 4.2 Motions 71-77 Page 57-58
17.00	19	Section 2.6 Motions 78-82 Page 59-60
17.45	20	Conference Adjourns

PROGRAMME OF BUSINESS POSTAL INDUSTRY CONFERENCE

Thursday 26th April 2018

Time	Item	Subject			
09.00	21	Section 2.7	Motions	83-87	Page 61-63
09.50	22	Section 3.4	Motions	88-93	Page 64-66
10.40	23	Section 2.8	Motions	94-99	Page 67-69
11.40	24	Guest Speaker			
11.55	25	Section 2.9	Motions	100-104	Page 70-71
12.45	26	Conference Adjourns for Lunch			
14.00	27	Section 1.3	Motions	105-111	Page 72-73
14.40	28	Section 1.4	Motions	112-118	Page 74-76
15.30	29	Closing Remarks from Terry Pullinger, Deputy General Secretary (Postal) with fraternal exchanges			
16.00	30	Conference Closes			

POSTAL INDUSTRY CONFERENCE

WINDSOR HALL

**BOURNEMOUTH
INTERNATIONAL CENTRE**

CHAIR: JANE LOFTUS

VICE CHAIR: MICK KAVANAGH

STANDING ORDERS COMMITTEE:

**PADDY MAGILL (CHAIR)
JOHN GABY (SECRETARY)
PHIL CALLAGHAN
BRIAN IRVINE
TONY SNEDDON
JULIA WEST
RICHARD WILKINS**

**MEMBERSHIP OF BRANCHES ATTENDING
POSTAL INDUSTRY CONFERENCE**

REF	BRANCH	Members
01/001	Essex Amal	2560
01/002	Colchester and District Amal	655
01/003	Eastern No.3	1363
01/004	Eastern No.4	1295
01/005	Eastern No.5	1931
01/006	Eastern No.6	1285
01/008	Suffolk Amal	798
01/009	South Central Postal	2182
02/001	Birmingham District Amal	2788
02/002	South Midlands Postal	4728
02/003	Leicestershire Amal	1311
02/005	Wolverhampton and District Amal	2065
02/006	Derbyshire Amal	881
02/007	Midland No.7	1096
02/008	Nottingham and District Amal	2429
03/001	Doncaster and District Amal	1444
03/002	South Yorkshire and District Amal	2652
03/003	Bradford and District Amal	1215
03/005	Leeds No.1 Amal	3035
03/006	York and District Amal	1055
03/007	Hull and East ridings Amal	552
03/008	Newcastle Amal	2489
03/009	Darlington Amal	503
03/010	Cleveland Amal	875
03/011	Durham County Amal	378
03/012	North East Coastal Amal	412
04/001	Northern Ireland Combined	1379
04/002	Northern Ireland East	439
04/003	Northern Ireland West	812
05/002	Isle of Man	208
05/003	Cheshire No.1 Amal	434
05/004	North West Central Amal	2049
05/006	Greater Manchester Amal	2819
05/007	North West No.1	1446
05/010	East Lancs Amal	503
05/011	North Lancs and Cumbria	2939
05/012	Darwen Capita	392
05/013	Warrington Mail Centre	744
06/001	Glasgow and District Amal	3860

REF	BRANCH	Members
06/002	Scotland No.2	2973
06/003	Grampian and Shetland Amal	799
06/005	Scotland No.5	793
06/006	Clyde Valley Amal	468
06/007	Orkney	45
06/008	Highland Amal	417
07/002	Portsmouth and District Postal	1085
07/003	Southdowns, Weald and Rother	2312
07/004	Kent Invicta Amal	2442
07/005	South East No.5	5957
08/001	Western Counties	2741
08/002	Plymouth and East Cornwall Amal	1516
08/003	Bournemouth and Dorset Amal	1336
08/004	Wessex South Central	1828
08/005	Bristol and District Amal	2770
08/006	Gloucestershire Amal	955
08/007	South West No.7	1468
08/009	Jersey	224
08/010	Guernsey	179
08/011	Worcester and Hereford Amal	785
08/012	Cornwall Amal	570
09/001	North Wales and Marches	1684
09/002	Shropshire and Mid Wales	908
09/003	South East Wales Amal	1711
09/004	South West Wales Amal	1306
09/005	Gwent Amal	778
10/002	Mount Pleasant	1263
10/004	London Phoenix	610
10/007	London No.7	287
10/009	Northern Home Counties Postal	1384
10/011	London Parcels and Stations Amal	550
10/012	Northern/North West London	1688
10/013	East London Postal	1051
10/015	West London Postal	559
10/016	South East London Postal and Counters	1436
10/017	London South West Postal	1308
10/018	Kingston Area	705
10/019	Romford Amal	1690
10/020	Harrow and District Amal	1629
10/021	South and East Thames Amal	1262
10/022	Croydon and Sutton Amal	1280
10/023	South West Middlesex Amal	1377
21/006	South Central MT	116
21/819	Central Counties and Thames Valley	81
21/827	South East Anglia	22

VOTING STRENGTHS

REF	BRANCH	Members
21/831	North Anglia	21
22/032	Midland No.1	86
22/238	Leicester and Midshires	35
22/239	Midlands MT	144
22/803	East Midlands	47
22/809	Coventry	30
23/404	South Yorkshire	51
23/808	North East	62
23/830	West Yorkshire	126
24/024	Northern Ireland Telecom	58
25/821	Lancs and Cumbria	42
26/156	Glasgow and Motherwell	38
26/157	Scotland MT	111
26/825	Edinburgh, Dundee and Borders	24
27/805	Meridian	64
28/053	Western MT	105
28/459	Somerset, Devon and Cornwall	38
28/828	Great Western	100
29/807	Mid Wales, the Marches and North Staffs	4
29/823	South Wales	38
30/122	London Regional MT	129
30/252	Greater London Combined	2
30/255	London Postal Engineering	222
45/001	Greater Mersey and SW Lancs	1769
	TOTAL	119,695

**MEMBERSHIP OF BRANCHES ATTENDING
POSTAL INDUSTRY CONFERENCE**

REF	BRANCH	RML	C&CH	P&E	PTS
01/001	Essex Amal	2320	1	77	1
01/002	Colchester and District Amal	649	1	1	-
01/003	Eastern No.3	1201	10	125	-
01/004	Eastern No.4	1160	124	-	-
01/005	Eastern No.5	1772	9	29	-
01/006	Eastern No.6	1209	-	71	-
01/008	Suffolk Amal	788	-	-	1
01/009	South Central Postal	2034	1	41	-
02/001	Birmingham District Amal	2437	146	84	2
02/002	South Midlands Postal	3318	14	569	2
02/003	Leicestershire Amal	1200	1	49	-
02/005	Wolverhampton and District Amal	1971	24	1	1
02/006	Derbyshire Amal	874	-	-	-
02/007	Midland No.7	905	100	56	-
02/008	Nottingham and District Amal	2179	41	84	1
03/001	Doncaster and District Amal	1374	25	36	5
03/002	South Yorkshire and District Amal	2302	246	49	-
03/003	Bradford and District Amal	1207	-	-	1
03/005	Leeds No.1 Amal	2499	93	98	9
03/006	York and District Amal	987	31	35	-
03/007	Hull and East Ridings Amal	534	15	-	-
03/008	Newcastle Amal	2073	226	102	-
03/009	Darlington Amal	489	14	-	-
03/010	Cleveland Amal	782	10	81	-
03/011	Durham County Amal	360	14	-	-
03/012	North East Coastal Amal	410	-	-	-
04/001	Northern Ireland Combined	1198	69	79	-
04/002	Northern Ireland East	415	21	1	-
04/003	Northern Ireland West	766	7	34	1
05/002	Isle of Man	-	-	-	-
05/003	Cheshire No.1 Amal	431	-	-	1
05/004	North West Central Amal	1666	-	-	-
05/006	Greater Manchester Amal	2389	189	62	131
05/007	North West No.1	1372	61	-	-
05/010	East Lancs Amal	502	-	-	-
05/011	North Lancs and Cumbria	2618	41	192	-
05/012	Darwen Capita	-	336	-	-
05/013	Warrington Mail Centre	717	-	-	20
06/001	Glasgow and District Amal	3203	326	125	-
06/002	Scotland No.2	2719	69	132	19

VOTING STRENGTHS

REF	BRANCH	RML	C&CH	P&E	PTS
06/003	Grampian and Shetland Amal	760	12	22	6
06/005	Scotland No.5	727	8	50	1
06/006	Clyde Valley Amal	464	-	-	-
06/007	Orkney	40	5	-	-
06/008	Highland Amal	389	3	22	1
07/002	Portsmouth and District Postal	1031	49	2	-
07/003	Southdowns, Weald and Rother	2216	62	27	-
07/004	Kent Invicta Amal	2194	28	86	-
07/005	South East No.5	5348	80	214	-
08/001	Western Counties	2520	48	80	-
08/002	Plymouth and East Cornwall Amal	1173	173	93	-
08/003	Bournemouth and Dorset Amal	1240	6	62	-
08/004	Wessex South Central	1676	14	74	2
08/005	Bristol and District Amal	2290	132	89	1
08/006	Gloucestershire Amal	833	101	-	77
08/007	South West No.7	1347	-	-	3
08/009	Jersey	-	-	-	-
08/010	Guernsey	-	-	-	-
08/011	Worcester and Hereford Amal	749	10	12	-
08/012	Cornwall Amal	531	29	-	-
09/001	North Wales and Marches	1530	68	52	-
09/002	Shropshire and Mid Wales	841	1	45	-
09/003	South East Wales Amal	1597	1	1	42
09/004	South West Wales Amal	1196	27	58	-
09/005	Gwent Amal	674	46	48	-
10/002	Mount Pleasant	1210	-	-	-
10/004	London Phoenix	404	196	-	-
10/007	London No.7	5	273	1	-
10/009	Northern Home Counties Postal	1135	33	63	-
10/011	London Parcels and Stations Amal	70	-	140	-
10/012	Northern/North West London	1584	65	-	-
10/013	East London Postal	969	52	-	-
10/015	West London Postal	549	-	-	-
10/016	South East London Postal and Counters	1190	215	-	-
10/017	London South West Postal	1271	3	1	-
10/018	Kingston Area	686	1	1	-
10/019	Romford Amal	1471	61	105	1
10/020	Harrow and District Amal	1590	1	-	-
10/021	South and East Thames Amal	931	2	310	-
10/022	Croydon and Sutton Amal	1232	-	-	-
10/023	South West Middlesex Amal	1354	-	1	-
21/006	South Central MT	12	-	-	111
21/819	Central Counties and Thames Valley	54	-	-	81
21/827	South East Anglia	20	-	-	22
21/831	North Anglia	8	-	-	21

VOTING STRENGTHS

REF	BRANCH	RML	C&CH	P&E	PTS
22/032	Midland No.1	44	-	-	86
22/238	Leicester and Midshires	14	-	-	35
22/239	Midlands MT	34	-	1	139
22/803	East Midlands	34	-	-	46
22/809	Coventry	1	-	28	29
23/404	South Yorkshire	22	-	-	50
23/808	North East	18	-	-	62
23/830	West Yorkshire	30	1	-	124
24/024	Northern Ireland Telecom	17	-	-	58
25/821	Lancs and Cumbria	24	-	7	42
26/156	Glasgow and Motherwell	15	-	-	38
26/157	Scotland MT	4	-	-	111
26/825	Edinburgh, Dundee and Borders	-	-	-	24
27/805	Meridian	40	-	-	64
28/053	Western MT	14	-	-	104
28/459	Somerset, Devon and Cornwall	20	-	-	38
28/828	Great Western	61	-	-	100
29/807	Mid Wales, the Marches and North Staffs	1	-	-	4
29/823	South Wales	20	-	-	38
30/122	London Regional MT	9	-	-	126
30/252	Greater London Combined	-	-	-	2
30/255	London Postal Engineering	112	-	-	222
45/001	Greater Mersey and SW Lancs	1536	39	102	88
	TOTAL	104,604	4,110	4,010	2,194

POSTAL INDUSTRY GENERAL ISSUES

SECTION 2.1 : Tuesday (10.00 – 11.30)

1 CATEGORY A: COMPOSITE MOTION **If Carried 2 and 6 Fall**

Conference recognises that the proposed new national agreement covering the Four Pillars, commits the CWU to a number of trials and achieving new national agreements covering each function in Royal Mail some time in 2019.

Conference therefore agrees that any final agreement covering any function must be subject to either a Policy Forum or Annual Conference.

Conference further agrees that following a Policy Forum or Annual Conference that any final agreement must be subject to an individual member ballot.

The Postal Executive is instructed accordingly.

London Divisional Committee
Northern/North West London
Mount Pleasant International

2 CATEGORY A: COMPOSITE MOTION

This Conference recognises the success of the CWU's Four Pillars of Security campaign. This was realised by unprecedented levels of engagement with our representatives and with our members alike.

Conference believes that the union must do all it can to retain and improve this connectivity between all levels of the CWU.

The proposed agreement following CWU's Four Pillars of Security campaign, is key to maintaining reasonably paid jobs within the Postal industry. However, conference notes with concern the lack of firm detail contained within paragraph 19, 'Future Job Design and Ways of Working', of the proposed agreement.

It also notes:

- The commitment to a review of Processing, Collections and Distribution operations to be concluded by September 2018.
- The commitment to introduce a new delivery agreement in early 2019.

Conference further understands that these commitments will impact upon how our members' jobs will be shaped for future years.

Therefore, the Postal Executive is instructed to call a Policy Forum/ Special Conference to be held prior to the conclusion of the above review and/or any final agreement being reached on a new delivery agreement.

The purpose of this event will be to debate the proposed agreement/ operational changes, before any final endorsement takes

POSTAL INDUSTRY GENERAL ISSUES

SECTION 2.1 : Tuesday (10.00 – 11.30)

place. This approach will allow for full engagement to be at the centre of all we do when representing the membership.

The Postal Executive is instructed accordingly.

Eastern No.4
Anglia Divisional Committee
Eastern No.3

3 CATEGORY A: Conference agrees that the efficiency measure Weighted Items Per Gross Hour (WIPGH) is not in the best interests of members.

Conference instructs the Postal Executive that no agreement shall be made to using Weighted Items Per Gross Hour as a measure of efficiency or productivity in any national agreements.

Bradford and District Amal

4 CATEGORY A: COMPOSITE MOTION

Conference acknowledges that the proposed new national agreement covering the Four Pillars issues is a huge step in the right direction for the CWU in terms of Pay, Pensions, Pipeline and Shorter Working Week.

Conference also recognises that with the exception of Delivery Offices there is a huge amount of negotiations and work to be done in terms of what triggers the hour reduction from October in the other functions.

Conference therefore agrees that the Postal Executive will:-

- **Hold an initial meeting with the relevant Area Functional Reps to explain what are the potential options available for the hour reduction and the likely impact.**
- **Will set up a steering group of Divisional Reps and Area Reps to liaise and feedback on the potential impact (if any) on Units from the hour reduction.**
- **The Postal Executive will hold a National Briefing of the representatives impacted from any agreement which triggers the reduction in the working week from October 2018.**

The Postal Executive is instructed accordingly.

London Divisional Committee
Mount Pleasant International
SE London Postal and Counters

POSTAL INDUSTRY GENERAL ISSUES

SECTION 2.1 : Tuesday (10.00 – 11.30)

5 CATEGORY A: Conference recognises Royal Mail's continual changes/movement of their managers at DOM level is destabilising Industrial Relations at Local and Area level.

Whilst we acknowledge that the CWU have no control over how Royal Mail deals with its managers, it must be recognised by both parties that the continual change at DOM level prevents a stabilised IR interface and leads to poor industrial relations and undermines the joint mutual interest culture.

Therefore, the Postal Executive is instructed to enter into talks with Royal Mail to achieve a stable IR interface at Local and Area level to enable both the CWU and Royal Mail to achieve the terms of the proposed Pay and Four Pillars Agreement (Agreement between Royal Mail Group and the Communication Workers Union Regarding Guiding Principles of Employment Security and a Mutual Interest Approach to Future Challenges and Opportunities).

Kent Invicta

6 CATEGORY A: COMPOSITE MOTION

Conference notes that under the proposed new national agreement covering the Four Pillars; it commits the CWU to reaching a collective agreement by October which triggers the hour reduction in the working week.

Conference also notes that in the agreement there is reference to extending the criteria for post-box strategy which will inevitably switch more work from stand alone collections to collections on delivery.

Conference therefore agrees that the following should happen:-

- **A sub group of Divisional/Area Distribution Reps should be set up for two way dialogue.**
- **Regular updates should be given to Area Distribution Reps.**
- **Explore whether the LAT project would assist in protecting stand alone Distribution jobs.**
- **Explore whether other growth projects such as returns, same day etc, would safeguard stand alone collection jobs.**
- **That a National Briefing should be held once there is a national agreement.**
- **That any national collections agreement must be ratified by manner of a Branch ballot in line with the CWU rules.**

The Postal Executive is instructed accordingly.

East London Postal
London SW Postal
London Phoenix

7 CATEGORY A: This Conference instructs the Postal Executive that whilst it is welcomed that within the proposed new agreement between Royal Mail and CWU a New Delivery Agreement, 19.3.1. is included.

With this in mind it should be noted that data obtained from HQ showed that between January 2017/18 1284 members were ill health retired, 1024 of these members were Delivery personnel.

Whilst this data in isolation is not conclusive, it suggests that members are more likely to be ill health retired if they work in Deliveries.

As such, any changes and new working practices in future delivery models should take in to consideration this data and maximise member's ability to work to retirement age within the Royal Mail Delivery function.

Durham County Amal

8 CATEGORY A: Conference notes that the proposed Four Pillars National Agreement contains a joint review to improve the management of sick absence and improve overall attendance levels.

Conference further notes the increasing evidence and effect that night shifts can have on the work/life balance of those who work them, and therefore instructs the Postal Executive to specifically include night shift working as part of the review.

Newcastle Amal

9 CATEGORY A: COMPOSITE MOTION

This Conference agrees that the more industrial training we can get for our Reps on national agreements is in the best interests of our members. Therefore the Postal Executive is instructed to look for nominations via a LTB for CWU Reps across the country to deliver local based training to CWU Reps on:-

- The Conduct Agreement.
- The Attendance Procedure.
- The Industrial Relations Framework, CWU and joint training.
- Any delivery based training such as Mod 1 and Mod 2 Revision training, IWT training.
- Any proposed resourcing training as and when it is developed both joint and CWU.

This list is not exhaustive.

The nominated people would be expected to have experience in the subject they would like to deliver and would have to detail their experience within their application. The successful nominations would initially be given Train the Trainer sessions on the relevant training that they have opted to deliver with a view of expanding presentational skills as required.

CWU HQ via the DGS(P) and Education Department would keep up to date records of the CWU trainers and the relevant training they have volunteered to deliver and update the records via further nominations/skills/subjects as and when people leave or when there are any necessary changes.

The Postal Executive is instructed accordingly.

Cleveland Amal
North East Division
Durham County
Darlington Amal
Newcastle Amal

10 CATEGORY A: Conference instructs the Postal Executive to draw up the terms of a training package dealing with members diagnosed with a terminal illness.

North West Central Amal

11 CATEGORY A: COMPOSITE MOTION

Conference notes the carriage of motion 60 at 2017 Postal Conference. However, Conference notes with concern that the requested Parcelforce Agreements and Procedures Course has not be added to the CWU Education and Training Program for 2018/19.

POSTAL INDUSTRY ORGANISING SECTION 4.1 : Tuesday (11.45 - 12.45)

Conference recognises that this training is an important part of representative's development that will give reps the knowledge in the agreements and procedures to tackle growing issues within Parcelforce.

Conference Instructs the Postal Executive to ensure that this course is added to the Education & Training program as an ad-hoc course for 2018/19 and is added to the yearly program thereafter.

South Central Wales and Wales Regional Parcels Committee
South Central Postal

NOTE BY SOC

Motion 60 COMPOSITE MOTION

Conference notes that the Parcelforce Worldwide Agreements and Procedures residential course delivered in 2016 was a huge success and the training provided has benefited all reps who attended both in terms of representational skills and agreement awareness coupled with the importance of recruitment and organising in PFWW.

Furthermore, not all reps that applied for the course were able to be offered a place as only limited places were available.

Conference recognises that this training is an important part of representative's development and will give reps the knowledge in the agreements and procedures to tackle growing issues within Parcelforce. Conference instructs Postal Executive to ensure that a course specific to Parcelforce IR structure and business based agreements becomes part of the yearly Education & Training programme.

The Postal Executive are instructed accordingly.

*South Central Wales and West Regional Parcels Committee
South Central Postal*

12 CATEGORY A: COMPOSITE MOTION

This Conference welcomes the Agreement on Ill-Health Retirement. However, there is a lack of consistency in the way it is implemented at local level.

Therefore, due to its increased application, Conference instructs the Postal Executive to provide adequate basic training for reps on this agreement, either through a separate training programme or incorporation into an existing programme and including a brief guide/template for reps. Although Branches will retain their own autonomy on who deals with ill health retirement in their Branch.

Nottingham and District Amal
South East Wales Amal

13 CATEGORY A:**If Carried 49 falls**

Conference notes that issues of mental health awareness have, rightly, featured prominently in the media lately. It is clear that in the UK there is a problem that seriously needs addressing and we believe that the Trade Union movement has a major part to play in raising awareness and tackling the stigma and prejudice surrounding mental ill health.

To this end the CWU will develop a one day mental health awareness course which will be on a par with the current Equality and Diversity course in that it will be a requirement of the role for all CWU IR & Safety reps in RMG to attend.

The Postal Executive is instructed accordingly.

NW/NW Divisional Committee

14 CATEGORY A: Conference recognises that there are current Royal Mail Managers who lack the appropriate experience and understanding of mental health cases, and disabilities under the Equality Act.

A retraining review as part of the joint RM/CWU mental health programme and understanding of the Equality Act is required. This will improve sick absence and promote tolerance to include:-

Joint mental health awareness workshop.

Equality Act awareness training.

OHS referral guidance.

Promote Feeling First Class.

This list is not exhaustive.

Conference instructs the Postal Executive to commence negotiations with Royal Mail on this matter at the earliest opportunity.

Portsmouth and District

15 CATEGORY A: COMPOSITE MOTION

"IN CAMERA"
If Carried 21 Falls

Conference congratulates the Postal Executive regarding the proposed pension solution for members who work in the Royal Mail Group, and in particular the terms of the proposed new pension scheme applying to those who are existing members of the RMPP/ pre joint venture.

However, there is still a significant amount of CWU members employed in the former RoMEC, now known as Royal Mail Property & Facilities Solutions, who were not members of RMPP and therefore are either still in the governments NEST scheme or the former various vastly inferior RoMEC DC Pension Schemes.

Therefore, given that these CWU members who are now employees of Royal Mail Group, the terms of the new pension scheme should apply to all of these individuals.

Clearly, the CWU cannot allow Royal Mail Group or Property & Facilities Solutions management to allow these employees/CWU members to continue to be condemned to face pension poverty when they reach their respective retirement ages by denying them from entry into the new pension scheme.

Conference therefore instructs the Postal Executive to immediately enter into discussions and secure an agreement that allows for these individuals to be treated the same as all other workers employed in Royal Mail Group.

In the event of no agreement being reach by September 2018, the Postal Executive will give consideration of a national ballot for industrial action of the affected CWU membership employed in RMPFS and the wider Royal Mail Group in order to end this anomaly and pension double standards.

The Postal Executive will give CWU wide publicity to this policy plus Branches will be updated via LTBs and briefings on progress made. With any final agreement being subject to a ballot of the affected members

London Phoenix
Mount Pleasant International
East London Postal

16 CATEGORY A: Conference notes the carriage of emergency motion E2 in 2016 regarding Weekend Pay Rates for RMPFS members (formerly ROMECE).

Conference notes the lack of progress on this issue and asks that the motion is carried out in full.

The Postal Executive is instructed accordingly.

Bristol and District Amal

PAY AND RELATED MATTERS

SECTION 1.1 : Tuesday (14.00 – 15.25)

NOTE BY SOC

Postal Conference 2016

Motion E2

This Conference notes the letter received by RoMEC employees on 1 March 2016 from the employer. This letter relates to the Joint Review of Pay Processes contained in LTB 052/16 and set out in changes to pay rates from 1 April 2016.

Whilst the review has corrected discrepancies in the pay of RoMEC employees, it has also dramatically reduced the hourly rates of pay for Saturday and Sunday overtime for RoMEC cleaners. This has resulted in a decrease of the hourly rates by nearly £3 per hour, an average of 25% decrease from the previously paid rate.

This is causing financial difficulties for some members and a lack of interest in performing weekend overtime.

Therefore the Postal Executive is instructed to open urgent negotiations with RoMEC to agree a more favourable Saturday and Sunday overtime rate for the affected grades.

Bristol and District Amal

17 CATEGORY A: COMPOSITE MOTION

Conference instructs the Postal Executive to seek the following improvements now that RoMEC (RM P&FS) Cleaners are fully under the RMG umbrella, it is only right and proper that the people in this subsidiary receive the Christmas bonus, this to be achieved by December 2018.

York and District Amal
Midland No.7

18 CATEGORY A: Conference notes that large employers, such as Royal Mail, have to pay the Apprenticeship Levy. Conference is concerned that whilst Royal Mail are paying this, little or no progress has been made on the introduction of proper apprenticeships in most Royal Mail business units.

Conference instructs the Postal Executive to:

- 1) Set up a dedicated working party with Royal Mail to explore all options on setting up proper apprenticeships across as many business units as possible.
- 2) Raise the issue with Ofcom to ensure that any legal or regulatory issues arising from this are dealt with.

Greater Manchester

19 CATEGORY A: Following the carriage of Motion 19 at Postal Conference 2017, this Conference believes that the £25million annually that Royal Mail is contributing to the new Apprenticeship Levy is still going to waste. Royal Mail claim to be supportive of Union Learning and support ULRs and often provide rooms to be used as CWU-run Learning Centres. With this in mind, it would be to both CWU members, and Royal Mails advantage to enter in to discussion on how, with the assistance of the CWU nationally, and the knowledge and experience of ULRs locally, this Apprenticeship Levy fund can be accessed to best benefit members rather than have it go to waste.

Conference therefore instructs the Postal Executive to work with the Education Department to engage with Royal Mail in discussions on how to access the Apprenticeship Levy fund for use by a wide range of our Royal Mail CWU members, not just those who wish to move into managerial roles, with an outline of the CWU's vision for an apprenticeship for OPGs that would be of value to our members.

Gloucestershire Amal

NOTE BY SOC

Postal Conference 2017

Motion 19 Category A: COMPOSITE MOTION

This Conference instructs the Postal Executive to enter discussions with the aim to pursue a formal agreement with Royal Mail Group that makes full use of the new apprenticeship levy contribution being introduced in 2017, (this requires all employers operating in the UK, with a pay bill over £3 million each year, to invest in apprenticeships). The agreement will support apprenticeship opportunities in Royal Mail Group by accessing the new apprenticeship service account and where possible and appropriate the use of CWU/ULR Reps will be used to support the apprenticeships.

*Shropshire and Mid Wales Amal
South Midlands Postal
North Wales and Marches*

20 CATEGORY A: This Conference instructs the Postal Executive as part of the continuing growth and development of the parcels industry to seek an agreement on a new apprenticeship scheme in Parcelforce that includes the following:

1. Industry leading rates of pay.
2. Transferable qualifications.
3. Professional training and mentoring programme.
4. Driver training.

This list is not exhaustive.

The Postal Executive is instructed accordingly.

Greater Mersey and SW Lancs

21 CATEGORY A: Conference recognises that at the time of submitting this motion, RoMEC/RMP&FS have been part of Royal Mail Group for two years.

Conference further notes that despite this progressive and welcomed reform, CWU members employed in RMP&FS continue to be denied the same advantages as other CWU grades employed by Royal Mail Group.

Such advantages include:-

The benefits contained within Royal Mail Groups 'My Bundle'.

Pensions- e.g., members who were employed following the outsourcing of RoMEC in 2002 are denied the same new pension solutions as other CWU members in the Royal Mail Group.

Other issues include no new industrial relations framework agreement which allows CWU members to get the best possible representation.

Conference notes with concern, the lack of parity this represents at a time when the CWU are advocating a 'one union' policy and a new deal for workers. Therefore this Conference, calls upon the Postal Executive to prioritise the issues contained within this motion along with any other RMP&FS issues or existing CWU policy, to secure an agreement that gives CWU members employed in RMP&FS the same benefits and similar terms and conditions as other CWU members employed in Royal Mail Group.

The Postal Executive will give the widest publicity to this proposition if carried and will update Branches and members via LTBs and briefings on progress made.

The Postal Executive is instructed accordingly.

West London Postal

CLERICAL AND CASH HANDLING

22 CATEGORY A: Conference notes that the Collective Defined Contribution scheme negotiated for members in Royal Mail Group is far superior than the Defined Contribution scheme that was proposed by the employer. Conference believes that it would be in our members' interests to pursue pension provision of the CDC type for members in Post Office Limited.

Therefore Conference instructs the Postal Executive to negotiate a CDC scheme for members in Post Office Limited who are currently paying into the DC scheme that was imposed on staff.

The Postal Executive is instructed accordingly.

Bristol and District Amal

Royal Mail Letters

23 CATEGORY A: This Conference instructs the Postal Executive to agree a policy with Royal Mail to completely eradicate the use of streaming as a way of hitting targets for lapsing/absorption in Delivery Offices. This practice by DOM's in managing prep, culling of mail, deferring parcels, is intentional delay. Now, more than ever, we should be protecting the USO. With the decline in mails, the updates in technologies and the vehement application of our resourcing agreements with Royal Mail, failed mail needs and should be abolished in our Delivery Offices in all but specifically agreed circumstances.

Wessex South Central

Packages and Express

24 CATEGORY A:

If Carried 27 Falls

Since moving to monthly pay in 2006, our members within Parcelforce have struggled financially during January, due to the decision by the business to pay the December payment in early December rather than at the end of the month.

Our members find themselves waiting for six weeks between the December pay date and the January pay date, therefore the Postal Executive is instructed to negotiate with Parcelforce Worldwide on changing the pay date for December to fall in line with the principle of the other pay dates throughout the year.

Kent Invicta

Royal Mail Letters

25 CATEGORY A: Conference notes concerns with Royal Mail, the possible flaws in the data capture software Qlickview 2D and also the new PDA's.

SECTIONAL ISSUES

SECTION 3.1 : Tuesday (15.25 – 16.40)

There are potential performance consequences, which going forward could lead to discipline situations.

Conference requests a review of the potential flaws and incorrect data, contained within Qlickview and PDA system, and requests a report back to Conference by Annual Conference 2019.

The Postal Executive is instructed accordingly.

Portsmouth and District

Royal Mail Letters

26 CATEGORY A: Conference notes with concern that the agreed delivery and collection methods and equipment introduced as part of Royal Mail's modernisation agenda are being used less and less by CWU members.

Poorly designed revisions, poor maintenance of equipment and inadequate monitoring of weight on delivery are just some of the reasons why delivery postmen and women are reverting to the use of pouch bags/boxes, private cars on delivery and the misuse of HCTs.

It is therefore essential that the ongoing national talks on Deliveries ensures that only the nationally agreed methods and equipment are used so that CWU members take the weight off their shoulders and work safely.

Any agreement will include the introduction of a proper weight monitoring system and a routine schedule for ongoing maintenance and replacement of all types of delivery and collection equipment which will jointly be reviewed by CWU Reps and Royal Mail managers.

The Postal Executive is instructed accordingly

West London Postal

Packages and Express

27 CATEGORY A: This Conference instructs the Postal Executive to look at setting up a joint working group to look at how our Parcelforce Worldwide members are paid in the period between December and January each year.

The purpose of the group would be to look at ways to prevent and address ways for our PFW members who are struggling, both financially and mentally during the month of January due to the earlier than normal pay dates in December.

Scotland and N.Ireland Regional Parcels Committee

28 CATEGORY A: Conference believes that Royal Mail Group is failing in its duty of care to employees with disabilities. Local managers often have little sensitivity to the needs of disabled members and certain policies from Royal Mail HQ, also drive discriminatory behaviours.

This includes, but is not limited to:-

- 1) Involuntarily dismissing people with disabilities through the ill health retirement process, even when staff are continually attending work on modified duties.
- 2) Unwillingness to make adaptations to the workplace, facilities or duties in order to accommodate staff with disabilities.
- 3) Unwillingness to make provision for communication to deaf employees.
- 4) Forcing employees with life threatening illnesses to have treatment in their own time.
- 5) Issuing attendance warnings when employees would be covered by the Equality Act, in the expectation that any mistakes are rectified at dismissal stage.

Therefore, it is recommended that these issues are raised nationally with the intention of reaching an agreement on a Charter of Rights for staff with disabilities in Royal Mail.

The Postal Executive is instructed accordingly.

Bristol and District Amal

29 CATEGORY A: COMPOSITE MOTION

Royal Mail managers and HR Advisors are abusing the section in the joint nationally agreed Attendance Procedure Managing Absence and Disability.

We are witnessing an increase in the issuing of 'line in the sand' letters to our members who live with disabilities when they trigger reviews in the procedure. This is causing our members stress and anxiety which does not help their condition.

Conference agrees the section in the Attendance Procedure: 'Managing absence under the Attendance Policy' does not give defined actions for the procedure to issue 'line in the sand' letters and is open to abuse by Royal Mail managers and HR Advisors. Conference, therefore agrees to re-negotiate the section 'Does an employee's absence count as part of the formal process?' to include an agreed acceptable level of attendance (which can be outside of the agreement's levels) for a person living with a disability. These acceptable levels of attendance will be agreed jointly by the member, manager and CWU Rep, using advice and recommendations from both OH Assist advisors and the members' own GP or medical specialist following an informal absence review discussion.

The Postal Executive is instructed accordingly.

Eastern No.5
Nottingham and District Amal

30 CATEGORY A: This Conference instructs the Postal Executive to enter into urgent discussions with Royal Mail over the changes made to Occupational Health Services in April 2017.

We believe the changes made breach elements of the 'The Attendance Agreement' and 'Managing Employees with Long Term ill Health' and have a detrimental effect on our members.

- Members now cannot get an OH referral at a Welcome Back Meeting if an underlying condition has emerged.
- Members cannot get a referral at an Attendance Review 1 or 2 if deemed appropriate.
- Members can no longer be referred to see if their condition meets the criteria to be covered under the Equality Act.
- Referrals for members are effectively ruled out unless they have been absent for at least 28 days and even then are heavily influenced by HR whether they will get one.
- Members are being asked to get letters off their GP to support IHR referrals and Equality Act definition.

Conference requests a report back at the earliest opportunity.

Portsmouth and District

31 CATEGORY A: This Conference instructs the Postal Executive to review with Royal Mail the information that is provided to an individual within the formal Attendance Review process of the Royal Mail Attendance Agreement (RMAA).

This review must focus upon information included within the model letter presented to individuals once an Attendance Review 2 is awarded. In particular, this correspondence must clearly state all variants of the future attendance standards within the RMAA following the award of an Attendance Review 2, including:

1. The level of future absences that may prompt Consideration of Dismissal (2 absences or 10 days in the six months following the Review 2 being awarded).
2. The level of future absences that would result in an individual being completely removed from the process (1 absence of 4 days or less in the six months following the Review 2 being awarded).
3. The consequences of meeting the standards at bullet point 1, whilst also exceeding the standards at bullet point 2 (reversion to an Attendance Review 1 six months after the Review 2 being awarded).

Additionally, the review should look to introduce a new model letter to inform an individual when they have been automatically reverted to an Attendance Review 1, which will also inform them of the ongoing attendance standards expected of them in order to be removed from the formal Attendance Review process. The purpose of this is to allow our members to fully understand, at all times, their own position inside RMAA.

The Postal Executive is instructed accordingly.

Eastern No.4

32 CATEGORY A: Conference notes that employees covered under the Equality Act 2010 often need to attend regular or intermittent medical appointments/therapy to be able to manage, improve or alleviate their diagnosed conditions to enable them to give regular attendance.

Often these employees have to use annual leave, rotating days off or unpaid leave to attend these appointments, even though they are covered under the Equality Act 2010.

These members are being discriminated against.

Conference instructs the Postal Executive to enter into negotiations with Royal Mail to incorporate Paid Disability Leave to the RMG Time Off Leave Summary, classing this leave as a reasonable adjustment under the Equality Act 2010 to attend such appointments, this would also give clarity to the Attendance Agreement as on page 56 under 'what are reasonable adjustments?' there is no mention of the absence 'during working hours for medical appointments, assessments or treatment' being paid or unpaid.

Wessex South Central

33 CATEGORY A: COMPOSITE MOTION

Conference applauds the Postal Executive for the proposed pay and Four Pillars of Security Agreement, Conference recognises the need for a cultural change throughout Royal Mail. Conference agrees that within section 3 of the Agreement it is paramount that the culture is changed by using various training methods for everyone from senior management to line managers, Senior Reps to Unit Reps and importantly our members. Conference agrees that we do not want a Together for Growth type training programme and the shape of the training should be about dignity and respect at work, a recognition of everyone's input into Royal Mail so people truly believe they are the greatest asset Royal Mail have as a company.

The training / awareness should ensure that:-

Dignity and Respect at work is paramount.

Everyone is treated fairly.

Conversations are not threat centred.

Bullying and Harassment is removed as best as possible from the workplace.

Diversity is fully accepted within Royal Mail and the CWU.

Equality is fully taking into account.

People's well being is considered.

The CWU is a recognised partner and that CWU Reps have equal status with a manager within an office.

This list is not exhaustive.

The Postal Executive is instructed accordingly.

North East Division
Cleveland Amal
Darlington Amal

34 CATEGORY A: This Conference instructs the Postal Executive to work with RM Group to promote the employment of people with disabilities, in particular Down's syndrome: since a Conservative-led government disbanded Remploy disabled people have struggled to secure employment and have been left to rot despite having so much to offer the workplace and the communities that we serve.

The Postal Executive is instructed accordingly.

Greater Mersey and SW Lancs

35 CATEGORY A: Conference notes that at the end of maternity leave, if a member wishes to extend their period of leave with regard to the birth of a child, their only option is to take a career break. This could mean that the member's current duty is no longer ring fenced, or protected, until they return to duty.

This Conference believes this could lead a member to be forced to take a duty which they cannot perform for any other reason than having a child.

Conference instructs the Postal Executive to negotiate with the employer to ensure members duties are ring fenced for the whole period of time that a member is absent from work due to childbirth.

Nottingham and District Amal

36 CATEGORY A: This Conference instructs the Postal Executive to engage with Royal Mail to establish a process and procedure which maintains adherence to the reasonable adjustments made for individual's disabilities within the workplace. Moreover such a process should place equal emphasis on both physical & mental health disability adjustments. Whilst ensuring management pay particular credence to a disability adjustment when managing resourcing outcomes on both a weekly and daily basis. The aim of such a process and procedure should be to ensure that the recognised adjustment for disability is maintained for continuation purposes whilst a member with a disability performs the adjusted duty or duties.

Eastern No.4

37 CATEGORY A: This Conference notes with concern that the 'Redeployment Due to Ill Health Joint Communication' and guide for managers issued in LTB 161/16 March 2016 is being ignored by delivery managers on a daily bases. As hardly any delivery employees including those covered under the Equality Act 2010 get real engagement to find alternative work even when agreed reasonable adjustment can be accommodated, and the only recourse for otherwise able-bodied staff is ill health retirement. This failure for staff who in the majority of cases are victims of the physical repetitive nature of the job in.

POSTAL INDUSTRY GENERAL ISSUES

SECTION 2.3 : Wednesday (09.00 – 10.00)

deliveries is not in keeping with a 21st century modernised, progressive employer the size of Royal Mail.

This Conference instructs the Postal Executive to negotiate with Royal Mail to make it mandatory for managers to use the Redeployment Due to Ill Health process before referring to the Ill Health Policy, and to set up a cross-functional regional database for job vacancies that can be directly accessed by Area Reps to prioritise people covered under the Equality Act 2010.

Wessex South Central

38 CATEGORY A: This Conference notes that this year's flu jab offering from Royal Mail was too little, too late; and that WTLL sessions and offers of a flu jab in January 2018 were too late to combat an already flourishing flu epidemic.

Conference therefore instructs the Postal Executive to seek agreement with Royal Mail Group to ensure that the provision of flu jabs is both communicated and administered as early as possible prior to the onset of winter.

Newcastle Amal

39 CATEGORY A:

If Carried 41 Falls

Conference instructs the Postal Executive to work with Royal Mail Group to look urgently at the ageing workforce within its core businesses, it will analyse the problems and issues it faces in the coming years and explore practical solutions associated with an ageing workforce.

Midland No.7

Packages and Express

40 CATEGORY A: COMPOSITE MOTION "IN CAMERA"

Conference notes with concern the terms of employment offered to owner drivers and couriers by Parcelforce are nothing short of abusive.

Conference also notes the agreements that were made in respect to the engagement of Mixed Resource are protected by the Agenda for Growth.

Conference instructs the Postal Executive, by any means possible, to secure an agreement with Parcelforce that removes the use of owner drivers and couriers from the business.

Nottingham and District Amal
Newcastle Amal

Royal Mail Letters

41 CATEGORY A: Conference instructs the Postal Executive to work with Royal Mail to look urgently at the ageing workforce in the Delivery part of RM, it will analyse the age profiles of the workforce to see the extent of the problem facing us now or in the future, especially as Royal Mail Delivery is ever evolving and changing, which in turn will put a greater strain on an ageing workforce to meet this new future.

Furthermore, it will look at the demographics of this problem in the coming years and both RM and the CWU jointly will explore practical solutions, guidance, innovative duty patterns and structures associated with an ever ageing workforce to still remain productive employees for Royal Mail.

This report and analysis to be available to all by January 2019.

York and District Amal

Postal Technical Services

42 CATEGORY A: This Conference agrees that the commitment by both the CWU and Royal Mail Fleet should indeed be a shared vision, in respect of both expanding services internally for Royal Mail/external customers and indeed to strengthen the whole internal services provided within Royal Mail.

Both parties also share a similar position in respect and in regards to enhancing the external customer services.

However in regards to the concerns expressed from our Fleet membership in respect to the current state of the overall Royal Mail Fleet operations and Units which are currently not fit for purpose, this motion requests that urgent negotiations are required in respect of the following key strategic concerns within RM Fleet:

- A Fleet premises review, which will include identifying premises that are not fit for purpose. The necessary remedial work where identified to be carried out and including the necessity and need to open or re-open premises, wherever relevant in the UK.
- The effect and detrimental impact that is currently being faced by the membership everyday across the UK on all aspects of internal service maintenance provisions. A review to be carried out which will identify the resourcing issues and address these impacts where necessary.
- A review of the trailer maintenance provisions across the whole of RM Fleet in the UK which will then identify the inadequacies and the issues to be addressed.

The above list is not exhaustive but is a realistic starting position in terms of addressing the feelings and concerns of our Fleet membership.

In light of the above, a progress report will be produced which will be presented to the members of the National Motor Transport Advisory Committee at the meeting scheduled to take place in CWU HQ on the 11th December 2018.

The Postal Executive is instructed accordingly.

Warrington Mail Centre

Royal Mail Letters

43 CATEGORY A: This Conference instructs the Postal Executive to negotiate a cap on the number of Door to Door items delivered during the month of December to a maximum of 1.

Newcastle Amal

Royal Mail Letters

44 CATEGORY A: Conference notes the continual abuse of our agreements by Royal Mail and the pressure our members face as a result of this. To assist our members in the workplace Conference instructs the Postal Executive to produce a booklet, that can be accessed and printed from the CWU website, for Delivery members which contain the following:-

- Cut off procedure.
- Joint statement on avoiding delay (Commit to deliver) and reporting standards.
- Flexibility guidelines.
- Annual Leave entitlements.
- Meal break entitlements.
- Attendance Standards.
- Accident reporting process.
- Unionline legal services information.
- Section on 'Doing the job properly'.

SECTIONAL ISSUES

SECTION 3.2 : Wednesday (10.00 – 10.50)

- Joint statement on contact strategy.
- Information on Grievance procedure and where to access forms.
- Bullying and Harassment Accident reporting process.
- Unionline legal services information.
- Section on 'Doing the job properly'.
- helpline and where to access forms.

This list is not exhaustive.

The Postal Executive is instructed accordingly.

Portsmouth and District

45 CATEGORY A: COMPOSITE MOTION

Conference is appalled at the lack of accredited/recognised toilet facilities for delivery post people, especially for those women on delivery. This lack of recognised facility has a greater impact on our female members due to their monthly periods. This can cause lots of health issues and even death (Toxic Shock Syndrome).

In some of our Delivery Offices this is built into the walk logs, but not always available and in some cases nonexistent. This Conference therefore instructs the Postal Executive to work with the WAC to run an awareness campaign within Royal Mail to highlight the health and safety issues around adequate toilet facilities and to make it compulsory for Royal Mail to have a list of accredited toilet facilities attached to every walk, this list is to be readily available on request at all times, and most importantly kept up to date.

Women's Conference
Gloucestershire Amal

46 CATEGORY A: With the possibility of longer deliveries in the future it is important that the health of our members is taken into consideration. One health condition constantly overlooked is asthma, on average 9% of adults suffer from this condition across the country and in the south west 11.5% of 25-49-year olds have asthma, the highest percentage in the UK.

The Postal Executive is instructed to run a campaign to raise awareness of this condition and with the help of the safety department, campaigns that Royal Mail assess the impact of increased delivery spans on members suffering the effects of asthma.

South West Health and Safety Forum

47 CATEGORY A: Conference instructs the Postal Executive that the timescales of the Royal Mail Group Personal Injury Compensation Scheme be extended beyond six months when a non-recording of a member's accident is being pursued in the SHE escalation process.

Newcastle Amal

48 CATEGORY A: COMPOSITE MOTION

This Conference instructs the Postal Executive that all employers have a duty of care to their employees which means that they should take all steps which are reasonably possible to ensure their health, safety and wellbeing. With longer delivery spans, merged DO's and generally longer working days now including weekends our members are at risk for longer periods. Those using vans on delivery are equally at risk and whilst our CWU colleagues in BT have first aid kits provided by the company to be kept in their vans, Royal Mail and Parcelforce

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SECTION 2.4 : Wednesday (10.50 – 12.00)

colleagues do not receive the same level of care and have no first aid equipment of any kind in their vehicles or HCTs meaning our members have to wait until they return to their depot before receiving any first aid assistance. In order for this to be achieved by Royal Mail Group the Postal Executive is instructed to negotiate an agreement that places first aid kits in all Royal Mail and Parcelforce delivery vehicles, furthermore all HCT's must all also be supplied with first aid kits.

Greater Mersey and SW Lancs
NW/NW Divisional Committee

49 **CATEGORY A:** Conference instructs the Postal Executive to work with the Health & Safety Department that 'Mental Health First Aid' tutors are trained in order to cascade this valuable 2 day course, and the half day Awareness course out in the Regions. Furthermore, they are instructed to achieve paid release for this course with the employers where we have recognition, this to be achieved by Conference 2019.

North East Regional Health and Safety Forum

50 **CATEGORY A:** This Conference welcomes the increase of female staff being employed by Royal Mail and especially in Delivery Offices. We believe this is a positive move by Royal Mail at the prompting of the CWU. However, facilities for female staff have not kept pace with this increased recruitment and should not be allowed to become a barrier on the amount of female staff employed.

Conference instructs the Postal Executive to set up a working party, which as a matter of course should include female representation (WAC), to monitor female recruitment and retention, especially in Delivery Offices, through Divisional meetings under the umbrella of recruitment and organising. Any issues raised at these meetings should be progressed to the appropriate National Officer to deal with. The union should remind Royal Mail of their statutory obligations providing the necessary facilities for present female staff and continuing female recruitment.

South East Wales Amal

51 **CATEGORY A:**

If Carried 52 Falls

The Postal Executive instructs the CWU Health & Safety Department to seek the following improvements to the present RMG /CWU National Safety & Consultation Agreement negotiated previously by the National Officer.

- That there is a minimum of 4 meetings a year with ASR and WSR and this to attract paid release for the WSR's from Royal Mail because at present there is a dis-connect over who pays for it across the country.

POSTAL INDUSTRY GENERAL ISSUES

SECTION 2.4 : Wednesday (10.50 – 12.00)

- That Conference policy of 2017 is enacted that all ASR's have an RMG laptop as per CMA Safety Representatives & access to VPN in order to for them to do their role because not having this facility has serious limitations on being able to access RMG safety information or processes or to receive communications from RMG safety as they will not communicate to ASRs without an RMG account.
- That ASR's to have access to PSP/Success Factors to enable to do E-Learning as per the facility afforded to their CMA Safety counterparts, this is required so that ASR's can continue to up-skill themselves as new training or initiatives are rolled out on this by RMG safety, this in turn by having this facility will mean that all are treated equally.

This to be achieved by September 2018.

York and District Amal

52 CATEGORY A: Conference is concerned that since the DSMs have been replaced with the OP managers the structure for quarterly health and safety meetings with either Area Managers, SHE Advisors, Delivery Office Managers and WPSR have seemed to have ceased in many areas.

The Postal Executive is instructed to relaunch the mandatory Health and Safety Committees structure and suggested attendees meeting.

North West Regional Health and Safety Forum

53 CATEGORY A:

If Carried 54,55 and 59 Fall

COMPOSITE MOTION

This Conference instructs the Postal Executive to engage with RML at the earliest opportunity in order to launch a new business initiative to record all events, be they injury, disputed or other.

For in excess of 10 years, Royal Mail managers have sought any and every opportunity to deny access to the Erica Recording System for such reasons as the managers and senior managers' bonus scheme.

Non-recording of events has become current business culture of the company. It needs to be removed totally from Royal Mail culture.

A clear and supported policy of change, encouraging Erica recording needs to be agreed, and vigorously promoted, to repair 10+ years of damage.

Without Erica interventions, or even a robust near-miss structure, individual members and their workplaces are missing out on genuine safe systems at work. Furthermore, the Postal Executive must report back no later than September 2018.

The Postal Executive is instructed accordingly.

Midlands Regional Health and Safety Forum
Birmingham and District Amal
Midland No.7
Nottingham and District Amal

54 CATEGORY A: Conference notes the recent 4th anniversary re-issuing of the 2014 Erica Agreements. Conference instructs the Postal Executive to engage with Royal Mail at the earliest opportunity in order to press the employer for a robust and active near miss recording system, mimicking or directly in tandem with the existing (or replacement) accident recording system in order that we may be more proactive and pre-emptive in the pursuit of safety, health and the welfare and wellbeing of our members.

Further, the Postal Executive must report back no later than September 2018.

The Postal Executive is instructed accordingly.

Birmingham and District Amal

55 CATEGORY A:

If Carried 59 Falls

Conference may recall the successful motion X137, at Postal Conference 2015. Conference instructs the Postal Executive to engage with Royal Mail at the earliest opportunity in order to break the link between management and any target or issue attributable to adversely affect safety, health and the welfare

POSTAL INDUSTRY GENERAL ISSUES

SECTION 2.5 : Wednesday (12.00 – 12.45)

and wellbeing of our members apart from their usual activities. The only reckonable issues senior or other management need to consider is maintaining their own safety compliance.

Further, the Postal Executive must report back no later than September 2018.

The Postal Executive is instructed accordingly.

Birmingham and District Amal

NOTE BY SOC

Motion 137 Composite X Marked 139

This Conference instructs the Postal Executive to engage with Royal Mail at the earliest opportunity in order to remove or break the link between management bonuses and accident recording, targets and LTA's (Lost Time Accidents).

***Birmingham District Amal
Leicestershire***

56 CATEGORY A: Royal Mail continues to issue blameworthy notices to members despite the circumstances of an accident. Conference instructs the Postal Executive with the help of the safety department to negotiate an appeals procedure to remove blameworthy notices if an investigation can show mitigating circumstances or that the accident was partly caused by conditions not just behaviours.

South West Health and Safety Forum

57 CATEGORY A: This Conference recognises the efforts made previously by the Health and Safety department to improve accident/incident reporting and investigating processes across all businesses in which we have members.

However, we have concerns that our members may be put under pressure not to report accidents/incidents or may not be in a position to report promptly and that current processes are not always as transparent or as readily accessible as they could be considering the benefits of modern technology which offer to enhance the process.

Therefore, the Postal Executive is instructed to review the current systems in place to ensure that they are robust, fit for purpose and easy to access by the person making the report. Steps should also be taken to introduce an opportunity for a direct self-reporting system where possible which includes an automatic notification to the injured person. This can include the use of PDA's similar to the reporting of Road Traffic Collisions. The relevant safety representative and in line management will also be notified automatically so an investigation can be undertaken without delay.

The Postal Executive is instructed accordingly.

South Central Postal

58 **CATEGORY A:** Conference notes with concern that despite LTB 063/2018 recirculation of the National Agreements on Reporting and Recording Accidents and Non-Reporting Escalation Process, Royal Mail managers continue to oppose our members when they go to record accidents on the ERICA system denying members their legal right.

This Conference instructs the Postal Executive to agree a WTLL brief with Royal Mail to be delivered to all staff on their legal rights with regard to reporting accidents on duty on the ERICA system or any future replacement system.

The brief should be given every 12 months.

Wessex South Central

59 **CATEGORY A:** There is evidence that accidents and near misses occurring across the business are being conveniently disregarded. This is possibly encouraged by links to management bonuses based on reducing the number of accidents reported. Conference agrees this is unacceptable.

Conference instructs the Postal Executive to engage with Royal Mail Management to ensure that we challenge these practices regarding the under-reporting of near misses and accidents in the workplace.

London Postal Engineering

60 CATEGORY A: This Conference instructs the Postal Executive to consult with Branches to find suitable cases of members who regularly work above their contracted hours but receive only contracted pay whilst on leave.

Once suitable cases have been identified this Conference instructs the Postal Executive (with/via the Legal Department) to support such members in making a employment tribunal claim in line with Dudley Metropolitan Borough Council v Mr G. Willetts and others which covered voluntary overtime being included in average holiday pay.

This should then strengthen the union's case in resolving the long outstanding issue of average holiday pay vs contractual holiday pay.

Cheshire No.1 Amal

61 CATEGORY A: COMPOSITE MOTION

Conference recognises the significant achievement of the CWU negotiators in securing the proposed Four Pillars national agreement and in particular the shared vision and joint commitment to achieve the 35 hour working week by 2022.

Conference, however, believes that the decision that from October, new and existing staff who become full time will be on different pay rates to all existing full timers employed before 1 October 2018 will be divisive and is the wrong strategy to adopt.

Conference agrees that potentially there will be several national agreements which will be the trigger to the 35 hours and it will be divisive if there are two full timers in a Unit who are on different rates of pay, allowances, functional supplement, Christmas bonus etc.

Conference therefore instructs the Postal Executive to re-negotiate this section of the proposed agreement and replace that from October 2018 any individual who becomes full time will be paid at the same pay rate as existing full timers.

The Postal Executive is instructed accordingly.

London Divisional Committee
London South West Postal
N/NW London Postal

62 CATEGORY A: Conference applauds the decision by Waltham Forest Council to extend parental leave for those parents having a premature baby. Further the Postal Executive should consider taking advice from the Smallest Things Campaign, if appropriate.

PAY AND RELATED MATTERS

SECTION 1.2 : Wednesday (14.00 – 14.55)

The Postal Executive is instructed to support the principles of this policy within the employers where the CWU has representation.

London Postal Engineering

63 CATEGORY A: This Conference instructs the Postal Executive to put in place the necessary arrangements to assist in the setting up and establishing of the proposed new CDC Scheme in Royal Mail.

This to include electing the new members' Representative Trustees for the new board in advance so as to minimise any possible further delays.

Greater Manchester

64 CATEGORY A: Conference will note that under current agreements newly recruited employees do not receive sick pay for the first 12 months of employment.

However, within the Attendance Agreement it is recognised that accidents at work should not be counted against an employee.

Members should not be financially penalised for an absence due to accidents whilst performing day to day duties.

As such, agreement should be sought with Royal Mail that new starters will be paid when absent due to an accident at work.

The Postal Executive is instructed accordingly.

Durham County Amal

65 CATEGORY A: This Conference agrees that when members pass away without dependants identified within their pension plan, there is no assistance to friends or family left behind to assist with the cost of funeral arrangements. It is recognised this is only a small section of our members, but the financial burden caused by funeral arrangements can be huge.

Conference instructs the Postal Executive to negotiate with the employer a benefit within the relevant pension plans that will allow a nominee to be the recipient of a tax free lump sum that can be used to cover these costs. This will be a one-off payment made to the recipient for an amount that is deemed acceptable for the cost of a basic funeral.

The Postal Executive is instructed accordingly.

South Central Postal

Postal Technical Services

66 CATEGORY A: "IN CAMERA"

This Conference believes that Royal Mail's year on year cost reduction targets cannot be applied to Standard Maintenance Procedures (SMP's) or any other routines in place to maintain Automation within the business, as reductions are not based on scientific data and are not an acceptable basis for planning preventative maintenance within Royal Mail. This Conference agrees that if Royal Mail attempts to reduce automation maintenance outside the current JWG process in any site, consideration will be given to instigating resistance up to and including a Rule 13 ballot for Industrial Action.

The Postal Executive is instructed accordingly.

London Postal Engineering

Royal Mail Letters

67 CATEGORY A: COMPOSITE MOTION

Conference agrees that National Agreements are paramount in defending and enhancing the terms and conditions of CWU Members. Conference further agrees that the current National Agreed Framework for Dealing with Delivery Office Mergers/Closures no longer meets this test.

Conference notes that at the time of reaching this agreement (October 2012), there was no strategic plan to reduce the number of Delivery Units. Post- privatisation, this information is clearly outdated. Moreover, rather than protect CWU members from the inevitable thirst for shareholder dividends, the Agreement tacitly places the union right at the heart of any closure plans.

Conference agrees that the Postal Executive will renegotiate the Agreement at the very earliest opportunity. Any new agreement will include;

- **The express right of the CWU to oppose any moves that don't comply with our mutual interest agreements.**
- **Formal clarification on matters proper to non-disclosure agreements.**
- **The removal of Joint Communication commitments where the company takes a decision to close or merge a Unit without CWU support.**
- **That no closure or merger will take place without all relevant elements of existing national agreements being met.**

The Postal Executive is instructed accordingly.

North West Central Amal
Greater Manchester

Packages and Express

68 CATEGORY A: Conference recognises the important role the Transport DRP (Designated Responsible Person) performs at Depot level within Parcelforce Worldwide especially in terms of the Vehicle Operating License, however Conference also recognises no formal training program is in place to ensure those performing the role have adequate skills to perform the role.

This lack of formal training leaves our members performing the role at risk of being subject to conduct notification and the business at risk of losing its Vehicle Operating License.

Therefore, the Postal Executive is instructed to negotiate with Parcelforce Worldwide on the introduction of an agreed formal training programme for Transport DRP's.

Kent Invicta

Royal Mail Letters

69 CATEGORY A: COMPOSITE MOTION

Conference instructs the Postal Executive to open negotiations with Royal Mail to secure parity of treatment for all OPG's that may be required to work in neighbouring workplaces. This, as a minimum, must be in line with the 'Working in nearby offices' provision contained within the National Pay & Modernisation Agreement.

The Postal Executive is instructed accordingly.

Anglia Division
Eastern No.4
Eastern No.3

Royal Mail Letters

70 CATEGORY A: This Conference instructs the Postal Executive that the Christmas pressure period should be extended into a longer period, and commence and end whilst outhouses and casual/agency workers are used within the operation.

Newcastle Amal

71 CATEGORY A: Conference instructs the Postal Executive to achieve the following improvement for our members in order that they are not disadvantaged due to their hearing impairment or deafness when in dealings with Royal Mail management examples such as Conduct, Attendance, Grievances, WTLL, information exchange, OHS Contact etc.

There will be a facility and contact numbers available for Signers – in order for our members and Royal Mail managers to have the ability for SKYPE calls with Signers so that these members are not disadvantaged or put at risk due to their disability, this to be achieved by September 2018.

Hull and East Ridings Amal

72 CATEGORY A: COMPOSITE MOTION

Conference instructs the Postal Executive to work with the National Young Workers Committee to write to every young member in Royal Mail to remind them of some of their basic rights as set out in previous agreements. This includes:

- **The right to the equivalent number of Saturdays off as duty holders in your office.**
- **Meal Break entitlements for when you work over duty hours.**
- **The cutting off procedure.**
- **Para 3.2.2.7.7 of the 'Agenda for Growth.'**
- **The entitlement of a day in lieu or the equivalent of overtime when the rotated day off falls on a Bank Holiday.**

This list is not exhaustive.

Young Workers Conference
Gloucestershire Amal

73 CATEGORY A: This Conference instructs the Postal Executive to provide clear guidance in regard to the part time to full time Royal Mail resourcing process.

The Postal Executive should compose a guidance document for the contractual increase of hours that maintains a consistent adherence to national agreements and clarification of their use in the process. The aim of this guidance should be to clarify the national agreements in relation to their use in recruiting and resourcing to the 6 month reviews and any subsequent contractual hour's increases following the review.

Eastern No.4

74 CATEGORY A: Conference instructs the Postal Executive to campaign with Royal Mail Group to see that all dog legislation comes under one singular law, as the present 11 pieces of legislation hinder prosecutions or claims for our

members, this to be achieved with the assistance of the CWU Health & Safety Department.

York and District Amal

75 CATEGORY A: This Conference instructs the Postal Executive to work with the Disability Advisory Committee to produce an action plan to assist in the representation of the increasing number of deaf members working within Royal Mail.

The action plan shall be designed to assist both nationally and locally within the CWU, and could include the following ideas and issues: -

- Creating a best practice of ideas currently used within Branches.
- Creation of a national/local network of deaf members.
- Introducing national/local WhatsApp/Facebook Groups.
- Increasing deaf awareness within the CWU and its membership.

This list is not exhaustive.

Newcastle Amal

76 CATEGORY A: Conference acknowledges the positive work being done in the CWU as more and more BAME Officer positions are being created and filled in CWU Branches. We have, however, seen strong anecdotal evidence that many BAME Officers feel isolated, or they do not feel sufficiently empowered from an IR perspective to fulfil their roles, leading to the likelihood of some subsequently feeling disillusioned and in need of support.

This motion calls on the Postal Executive to work with the RAC to give a commitment to all BAME officers to empower them with the necessary IR knowledge, so that they can play a fuller role in CWU Postal Branches. Once a programme of education is established the next step will be to seek to get a degree of recognition from the employers where we are recognised as the trade union. This motion is designed to maximise empowerment and engagement of the BAME role.

Black Workers Conference

77 CATEGORY A: Conference will be aware of the large increase in international parcels and that in recent years there has been a large increase in very small packets from China.

This increase to revenue should be welcomed, however, with parcels so small the labelling has become ever more difficult to read and increases the risk not only to quality of service but to our members straining to decipher tiny fonts.

As such agreement should be sought with Royal Mail to agree a minimum font size for delivery labels.

The Postal Executive is instructed accordingly.

Durham County Amal

78 CATEGORY A: COMPOSITE MOTION

This Conference recognises the importance of our members being able to take their full annual leave entitlement in order, to maintain a healthy work/life balance.

Conference further recognises it is a contractual obligation for the employer to ensure employees get their full leave entitlement.

Since the introduction of PSP and the measuring of leave in hours, there is much confusion for members, reps and managers on what impact this has on individual members' leave entitlement. This is especially true where innovative duty patterns are performed such as Hereford/Wallington, 9-day fortnights, longs and shorts to name a few examples.

An example of this being someone working a 1 in 4 Wallington uses 52 hours for a full week meaning if they have a full entitlement of 6 weeks this may, actually result in only 5 weeks leave being available due to the hours being booked through PSP.

The Postal Executive is instructed to work with Royal Mail on measures to better explain this situation simply and alleviate any current confusion on this issue. These measures could include articles in The Voice and Courier, worktime learning, training for reps and managers.

This list is not exhaustive.

South West Wales Amal
Gwent Amal

79 CATEGORY A: Conference notes the problems regarding leave allocation in many Royal Mail Units.

In particular, many people have issues taking their annual leave, or in some cases are only offered the option of taking Unpaid Leave. This can lead to a consequential loss of annual leave entitlement.

Conference instructs the Postal Executive to negotiate with Royal Mail with a view to the following:-

- **While recognising the need for leave ceilings, staff should have the opportunity to take their annual leave whenever there is adequate cover within the Unit. Unagreed monthly budget targets should not be used as an excuse to refuse annual leave and only offer Unpaid Special Leave.**
- **In cases where Unpaid Leave/Special Leave is the most appropriate course for absence, any consequential loss to annual leave entitlement should be clearly explained in advance of the leave period.**

Wessex South Central

80 **CATEGORY A:** This Conference instructs the Postal Executive to enter into immediate discussions with Royal Mail to seek an agreement that ensures, where an employee is underpaid, a facility is available to ensure that any member who wishes can have a payment made to them that same week.

Glasgow and District Amal

81 **CATEGORY A:** The current Royal Mail Transfer Policy is no longer fit for purpose and is not being applied in many instances leading to many members being unable to transfer despite the number of requests they have submitted.

Conference instructs the Postal Executive to negotiate an agreement on a new Transfer Policy that is fair and transparent to all applicants with measures to monitor and ensure its application.

South East No.5

82 **CATEGORY A:** This Conference instructs the Postal Executive that an agreement is sought with the business that enables members to access up to two days of their annual leave allocation at short notice.

Greater Manchester

83 CATEGORY A: Conference recognises that under the Central Billing Process the CWU pay a levy of approx 30% on the earnings of the reps being released when the union is invoiced. This extra levy is causing a financial burden on Branches.

Furthermore Conference notes that Royal Mail Group regularly lapse the duty when a Rep is released, even when the CWU is being invoiced for unpaid release. This is not only a saving to the employer but potentially a financial benefit to them at the unions own cost.

The Postal Executive is therefore instructed to secure a new Central Billing agreement with RMG that removes the levy from unpaid release.

The Postal Executive is instructed accordingly.

South Central Postal

84 CATEGORY A: COMPOSITE MOTION

Conference instructs the Postal Executive to jointly perform a review of services provided at Callers/Enquiry Offices, to identify opportunities for expansion; both in the number of locations offering full services and, in the number/type of services offered. The review should also be used to ensure that adequate staffing is maintained to allow for professional and timely provision of those services to the public.

Furthermore, the review should consider the extra service/staffing demands placed on Enquiry Offices throughout the Christmas pressure period and how year-round service standards can be preserved.

The Postal Executive is instructed accordingly.

Anglia Divisional Committee
Eastern No.3

85 CATEGORY A: Conference is concerned about the Springboard Programme. Women are finding it difficult to get a place on the course with some waiting 2 years or more.

Conference believes women should not have to wait more than 6 months to attend the Springboard Programme and instruct the Postal Executive to negotiate with Royal Mail accordingly and to seek assurances of the business to commit to the programme.

Gloucestershire Amal

86 CATEGORY A: COMPOSITE MOTION

Conference notes that new legislation is due to be introduced regarding data protection and therefore agrees that there is concern around access to, security of, and the general use of the PSP system and the storage of an individual's personal information.

POSTAL INDUSTRY GENERAL ISSUES

SECTION 2.7 : Thursday (09.00 -09.50)

It is clear that the time is now right to enter into a joint employer/CWU review of PSP, PSP security protocols, authority levels given for access to PSP and the general security of information contained within PSP.

The outcome of the review will also provide clear guidelines regarding individual rights on access to personal information stored within the system and a clear method by which this information can be checked by an individual and corrected where there are errors or where information has been incorrectly inputted.

The review will be concluded as a matter of urgency and if achievable, prior to any new legislation on data protection being introduced.

The Postal Executive is instructed accordingly.

London Phoenix
East London Postal

87 CATEGORY A: This Conference instructs the Postal Executive that the current Employee Opinion Survey is not fit for purpose and for the CWU to encourage our Members to participate in it is not in the best interests of our members. The Postal Executive is instructed to inform all our affected members by all means at its disposal that from the close of Conference 2018 they are not to participate in any surveys until such times as a newly formulated one, compiled with the full involvement of the CWU, is agreed and introduced. Any future survey must allow members to participate without fear of intimidation, be transparent and easily measurable, with any resultant ideas and plans jointly worked upon and agreed and implemented using our current agreements.

To assist in formulating any new agreement the Postal Executive is further instructed to seek views from CWU Branches and individual members as to their experiences of participation in an Employee Opinion Survey, such a review may involve the following questions:-

1. Do our members understand their rights and obligations to participate in any survey?
2. Do incentives influence the quality and quantity of the comments given by participants? Can members give examples of being pressurised into completing a survey in a short period of time being contacted at home whilst on annual or sick leave with managers visiting members' homes or workplaces, being offered 'day off draws', free food etc?
3. The relevance to our members of the types of questions asked and how easily they are understood by them, e.g can our members track the results of their answers, do they understand the value of their input into the process?

This list is not exhaustive.

The Postal Executive is instructed to gather as much information as possible to enable negotiations with the business on a new form of individual employee engagement that will be agreed by the membership and encompass a fair and easily understood method of surveying our members that does not include undue pressures applied at work, has questions that are easily understood,

POSTAL INDUSTRY GENERAL ISSUES
SECTION 2.7 : Thursday (09.00 -09.50)

relevant, measurable and above all values the quality of the input more than the quantity.

The Postal Executive is instructed accordingly.

Shropshire and Mid Wales

SECTIONAL ISSUES

SECTION 3.4 : Thursday (09.50 – 10.40)

Royal Mail Letters

88 **CATEGORY A:** Conference notes that one of the main reasons for conflict in Royal Mail Delivery Offices is an ignorance or deliberate disregard of the nationally agreed process for dealing with excess workload, Annex 1 of the Conduct Code.

In order to address this, the Postal Executive is instructed to agree a joint training package to be delivered to Delivery Reps & managers. Following the training the Rep & DOM commit to the proper use of the process and conduct staff briefings every 6 months at a WTLL to ensure all staff and WALMs are fully conversant with how they are expected to deal with the issue.

North Wales and Marches

Packages and Express

89 **CATEGORY A: COMPOSITE MOTION** **If Carried 92 Falls**

Conference notes that Parcelforce duties place significant demands on certain areas of our membership particularly those deployed on C & D duties, which are often constructed to cover long duty spans to assist the viability of the route structure. A joint working group should be established under the Table of Success process to produce recommendations on how creative duty patterns can form part of the agreed duty mix. This will include reduced hours working for those seeking family friendly or pre-retirement options.

The remit will be to enhance employment choices and to allow members to continue in work for longer in line with the increase in the state pension age and the business normal retirement age.

The Postal Executive is instructed accordingly.

South Central Wales and West Regional Parcels Committee
South Central Postal

Royal Mail Letters

90 **CATEGORY A:** This Conference instructs the Postal Executive to ensure we have the ability to protect innovative duty patterns that are already in situ within the Delivery function. This is against the back drop of Royal Mail's challenge to remove these duty patterns under the guise of 'efficiency savings' and the misguided view that these duties are inefficient. These duty patterns which include The Wallington System, 3 and 4 day weeks, Mon-Fri attendances and 9 day fortnights; are popular amongst our members, where they have been

SECTIONAL ISSUES

SECTION 3.4 : Thursday (09.50 – 10.40)

operating for a long time and provide our members with a favourable work life balance. Future end set duty patterns must seek to maximise time away from the workplace for a better work/life balance.

Greater Manchester

Royal Mail Letters

91 CATEGORY A: The Postal Executive is instructed to seek an agreement in line with the outcome of national talks which covers off in our belief one of the major burning issues within the delivery function, unequal workloads.

The Postal Executive is instructed to ensure that any trial activity as part of the proposed new agreement accurately captures Delivery OPG's start and finish times. If we are to combat the divide and rule culture prevalent in many of our Delivery Units, aided and abetted by the constant pressure of unequal workloads, we need to move towards an equalised workload in the first instance.

Greater Manchester

Packages and Express

92 CATEGORY A: This Conference instructs the Postal Executive to enter into negotiations, at earliest opportunity, with Parcelforce Worldwide with a view to reaching an agreement on a new exit/entry process for members nearing retirement age who wish to leave the business whilst at the same time new entrants to gain real life on the job training.

This new process should consist of a gradual reduction in hours/days for those members wishing to leave the business and a gradual increase of hours/days for new entrant/replacement staff and should only be used in situations involving retirement and not used as a replacement for the normal recruitment process.

Scotland and N.Ireland Regional Parcels Committee

Postal Technical Services

93 CATEGORY A: Conference notes Motion 102 carried in 2017 on future agreements covering Apprenticeships in RM Fleet and instruct the Postal Executive that any future agreements covering Apprenticeship in RMP&FS and Royal Mail Engineering should include the requirement to discuss and address Apprentices wellbeing at a monthly meeting. In particular any perceived issues of Bullying and Harassment should be addressed as swiftly as possible, and individual's wellbeing monitored. Individual workplace Bullying and Harassment will be monitored as part of an apprentices progress and wellbeing as required.

London Postal Engineering

SECTIONAL ISSUES

SECTION 3.4 : Thursday (09.50 – 10.40)

NOTE BY SOC

Postal Conference 2017

Motion 102 Category A: This Conference instructs the Postal Executive that any future agreed changes to the CWU RM-Fleet Apprenticeship Agreement, should include the need to discuss and address apprentices wellbeing at monthly meetings, in particular, address issues such as perceived bullying and harassment, if required. Individual workplace bullying and harassment will be monitored as part of an apprentice's progress and wellbeing if required.

Warrington Mail Centre

94 CATEGORY A:

If Carried 97 Falls

Conference notes the new Grievance Policy agreed between the CWU, Unite (CMA) and Royal Mail Group in January 2018.

Conference notes that the new timescales are far looser than previously agreed. In addition, these timescales are looser than the ones outlined in the ACAS Guidelines on Grievance Procedures. Conference does not believe that this will result in grievances being dealt with in a timely fashion.

Additionally, the use of a written grievance form appears to have been removed. This form allowed the member to have an independent record of the issues under consideration and the date the grievance was submitted.

Therefore, the Postal Executive is instructed to negotiate amendments to the timescales to reflect ACAS guidelines and the reinstatement of a written grievance form.

The Postal Executive is instructed accordingly.

Bristol and District Amal

95 CATEGORY A: Conference instructs the Postal Executive to open negotiations with Royal Mail on the Bullying & Harassment Procedure.

Conference congratulates the Postal Executive on the good work already performed with the improved Grievance Procedure.

The Bullying & Harassment Procedure requires an overhaul to make it fit for purpose in regards to joint training at the levels of interface between CWU Reps and investigating/Appeals Managers, to ensure that there is joint understanding of the key issues within a complaint.

The aim is to reduce the use of tactics such as (a) 'sweeping under carpets' and (b) ignoring clear examples of unwanted behaviours.

This Conference instructs the Postal Executive to re-examine the current Bullying & Harassment Procedure with a working group to develop proposals such as joint training and checklists within the stages of the procedure.

Highland Amal

96 CATEGORY A:

If Carried 99 Falls

Conference agrees that timescales on all National Agreements are rarely adhered to and this impacts negatively on the membership.

The agreements to be covered are Industrial Relations Framework, Grievance, Bullying and Harassment, Attendance and Conduct, but, this is not exhaustive.

POSTAL INDUSTRY GENERAL ISSUES

SECTION 2.6 : Thursday (10.40 – 11.40)

The Postal Executive is instructed to enter into negotiations with the employer to establish a more robust monitoring system which will produce evidence based data for consideration at all Strategic Involvement Meetings, at every level.

South East No.5

97 CATEGORY A: Conference believes there has been a lack of clarity and communication on the new Grievance Procedure Agreement.

Conference also accepts that under the terms of the previous Procedure Royal Mail were continuously taking an excessive amount of time to complete a grievance and were invariably out of time with the prescribed timescales for completion under the old agreement.

Conference therefore does not accept that extending this time scale for completion to 42 days within the new Agreement in place of the current 28 days is a move in the right direction. This will only build in unnecessary delay in member's grievances being heard and concluded.

Conference therefore instructs the Postal Executive to review the above concerns with a view to amending the new grievance policy accordingly.

The Postal Executive is instructed accordingly.

South Midlands Postal

98 CATEGORY A: Conference notes that when a member who is the respondent is found guilty of bullying and harassment in the B&H Procedure they have no right to appeal. Conference also notes that if used as a result of the B&H outcome, the member can then go on to defend themselves in the Conduct Code. If, however, that member successfully defends themselves in the Conduct Code the original decision in the B&H Procedure will still be on their record.

Conference therefore instructs the Postal Executive to reach an agreement with the employer that an appeal is made available for respondents and allows them representation for the appeal prior to any conduct meeting.

The Postal Executive is instructed accordingly.

South Central Postal

99 CATEGORY A: Conference congratulates the Postal Executive in securing the proposed commitments from the employer on Working Environment, Culture, and Royal Mail Group's Commitment to its People.

Conference notes that progress on this issue will be independently evaluated and subject to further discussion.

POSTAL INDUSTRY GENERAL ISSUES

SECTION 2.8 : Thursday (10.40 – 11.40)

Conference therefore instructs the Postal Executive that to aid such a review, and to assist in monitoring the effectiveness of Royal Mail's Commitment to its People, that all statistics from both the new Grievance Procedure and the Bullying & Harassment Procedure are shared with the CWU on a regular basis.

Newcastle Amal

POSTAL INDUSTRY GENERAL ISSUES

SECTION 2.9 : Thursday (11.55 – 12.45)

100 CATEGORY A: This Conference recognises that we are seeing an increase in drivers being temporarily removed from driving for minor collisions. At times this removal can last for several weeks, is disruptive to members, is being used in a punitive manner and often requires the use of the IR Framework to resolve.

Conference agrees that management are abusing the RTC Procedure and using it as a form of punishment when members have minor collisions.

The Postal Executive is therefore instructed to agree a statement with the employer to support the spirit and intent of the RTC Procedure. Particular focus must be made on keeping our drivers driving and what constitutes a 'grossly reckless or negligent manner'. Examples should be included to assist managers and representatives when this procedure is being used.

The Postal Executive is instructed accordingly.

South Central Postal

101 CATEGORY A: This Conference instructs the Postal Executive to seek an agreement on internal recruitment and resourcing of occasional drivers at vehicle operating centres (VOC). This should include:

- A fair process for applications from prospective occasional drivers.
- Paid release to allow for training/assessment.
- A fair process to share spare work to successful applicants.
- Successful applicants will be not be unreasonably prevented/refused from being loaned to a neighbouring VOC.
- A process that does not undermine existing local VOC agreements on resourcing.

This list is not exhaustive

The Postal Executive is instructed accordingly.

Leeds No.1 Amal

102 CATEGORY A: This Conference instructs the Postal Executive to review the effectiveness and use of dash camera media technology in a 'first party' and 'third party' context. Particular regard should be given to the use of dash camera video evidence in conduct and blameworthiness. Any review should also include a provision to scope for the possible reduction of RTA's. The contents of the review should be published and circulated to Postal Branches with the outcome formulating Postal Executive policy.

Eastern No.4

103 **CATEGORY A:** This Conference instructs the Postal Executive to enter into dialogue with Royal Mail regarding the reintroduction of driving lessons for OPGs. For many OPGs the inability to drive can be an impediment to attaining full time employment and could even result in them becoming surplus due to an ever increasing use of vehicles in Delivery.

The Postal Executive is to report back to Branches in the coming year.

Cheshire No.1 Amal

104 **CATEGORY A:** This Conference instructs the Postal Executive to seek the introduction of a safety feature that warns or prevents Royal Mail vehicles being driven with tail lifts in an unsafe position i.e. down or partially down.

Eastern No.4

105 CATEGORY A: COMPOSITE MOTION

Conference acknowledges concerns over recruitment and retention in Parcelforce Worldwide which have affected some areas of the business and has led to route changes and work moved to different locations based on staff availability. Conference also notes the commitment to a review of recruitment contained within the recent Appendix B to the proposed National Agreement on Guiding Principles of Employment Security and a Mutual Interest Approach to Future Challenges and opportunities.

The Postal Executive is therefore instructed to seek with the employer to widen the remit for this review and examine the potential for the introduction of a Recruitment and Retention Incentive Scheme similar to the arrangements that are in place in Royal Mail.

South Central Wales and Wales Regional Parcels Committee
South Central Postal

106 CATEGORY A: This Conference instructs the Postal Executive to seek agreement that both overtime and SA pay rates are always above the basic hourly pay rate.

Newcastle Amal

107 CATEGORY A: This Conference instructs the Postal Executive that non-assigned TPM payments should be paid whilst on annual leave and calculated in the same way as SA holiday pay.

Newcastle Amal

108 CATEGORY A: **If Carried 110 Falls**

This Conference instructs the Postal Executive to negotiate with Royal Mail an equal payment driving allowance in parity with those who held grandfather rights from the Way Forward Agreement. Conference should be aware that those in vanshares whilst driving carry out the same responsibilities as those drivers with grandfather rights payments under the Way Forward Agreement.

The Postal Executive is instructed accordingly.

Northern Ireland Combined

109 **CATEGORY A:** This Conference instructs the Postal Executive that given the increase of Sprinter runs and the impact of domestic driving legislation on earnings, Conference agrees that a review of Sprinter driver terms and conditions should be undertaken, to achieve parity with MGV grade.

Newcastle Amal

110 **CATEGORY A:** Conference notes with great interest the amount of postal workers now seeking to be removed from driving duties. The rationale around this is that the responsibility is solely on the driver, that any major incidents are all down to the driver and his/her licence is then penalised. We recommend that it is time to look at reinstating the driving allowance to compensate our members for the extra responsibilities expected of them.

The Postal Executive is instructed accordingly.

Cleveland Amal

111 **CATEGORY C:** This Conference instructs the Postal Executive to negotiate an agreement that ensures all LGV duties working at existing or future Royal Mail/Parcelforce sites shall be subject to the terms set out in the Professional Drivers Agreement.

South East No.5

112 CATEGORY A: COMPOSITE MOTION

This Conference notes that, due to national negotiations relating to the Four Pillars Campaign, there was a delay in finalising the Christmas 2017 arrangements; which were subsequently published in LTB 654/17 issued on 5th December 2017.

This delay caused significant difficulties in reaching agreements on Christmas arrangements in the field, particularly within the Delivery function, and was exploited by senior Royal Mail managers to obstruct access to seasonal Scheduled Attendances and the associated SA holiday payments for Christmas Day, Boxing Day and New Year's Day.

Therefore, Conference instructs the Postal Executive to enter into negotiations for 2018 much earlier, so to avoid a recurrence this Christmas.

The Postal Executive is further instructed to reach agreement that all pre-scheduled overtime, over the Christmas pressure period, will be classified as Scheduled Attendance, with the option of a mutually agreed opt out at local level.

The target will be to reach an agreement before 31st October 2018, if this is not achieved then a full report will be presented to Branches by no later than 2nd November 2018.

The Postal Executive is instructed accordingly.

Anglia Divisional Committee
Eastern No.4
Eastern No.3

113 CATEGORY A: This Conference instructs the Postal Executive to negotiate with the business that, when a member is re-instated from dismissal on appeal, and subsequent wages lost repaid, they should include Scheduled Attendance from the period prior to dismissal, and be paid as part wage reinstatement.

Nottingham and District Amal

114 CATEGORY A: Conference notes the carriage of Motion 22 at Postal Conference 2017, with policy to be achieved by January 2018.

Therefore, in addition to current policy, there is a need to improve the provision and speed for new entrants, of the appropriate outdoor uniform.

This issue has possible health and safety implications for new entrants. Royal Mail is relying on new entrants having adequate outdoor clothing for all weather types.

PAY AND RELATED MATTERS

Section 1.4 : Thursday (14.40 – 15.30)

Conference instructs the Postal Executive to negotiate that Delivery Offices hold a surplus stock of storm-proof jackets and leggings in various sizes.

Portsmouth and District

NOTE BY SOC

Postal Conference 2017

Motion 22 Category A: Conference instructs the Postal Executive to achieve this policy: that new entrants on delivery receive footwear, or are given a voucher to purchase footwear that is suitable for delivery. In order to prevent accidents and so that they are not out of pocket.

Furthermore, all new entrants are to receive waterproof clothing to protect them from the elements.

This to be achieved by January 2018.

York and District Amal

115 CATEGORY A: This Conference recognises the extra effort and hard work our members put into delivering excellent customer service throughout the year and not only at Christmas time.

Therefore the Postal Executive is instructed to seek an agreement with Royal Mail that secures the payment of the Christmas bonus, in full, for all staff who receive this bonus, regardless of contracted hours.

Glasgow and District Amal

116 CATEGORY A: This Conference instructs the Postal Executive to enter into immediate discussions/negotiations for a new bonus scheme to replace the current FTD (First Time Delivery) scheme which is clearly now not fit for purpose. Any new scheme should take into account the activity now required since the introduction of Route Excellence into the Depots, but should maintain as a minimum the payment scales contained within the FTD scheme.

Scotland and N.Ireland Regional Parcels Committee

117 CATEGORY A: This Conference instructs the Postal Executive to negotiate with the business that, when a member is placed on precautionary suspension, they are continued to be paid their Scheduled Attendance whilst on suspension.

Nottingham and District Amal

PAY AND RELATED MATTERS
Section 1.4 : Thursday (14.40 – 15.30)

118 **CATEGORY A:** This Conference instructs the Postal Executive that SA payments should be paid on periods of purchased leave as it is for normal annual leave.

Newcastle Amal

119 **CATEGORY X:** This Conference recognises the importance of Politics in the Union, its Representatives and Members, and the impact it has on every aspect of daily life both at work and home.

Conference recognises that the CWU needs a strong voice at all levels of Political life.

Conference congratulates the PEC in raising Politics further up the CWU's agenda especially in light of the current Tory Government attacks on working people and the Political pressure being applied to our Members and this Union through the Trade Union Bill, Austerity cuts in Public Services and failure to tackle the insecure employment practices of employers.

To enhance the progress of its Political agenda the Education Department is instructed to Produce a Training and Education package to support and encourage Activists and Members who are politically motivated to gain the necessary training needed for advancement through the political process to become future Political candidates at all levels of the Labour Party.

South West Wales Amal

120 **CATEGORY X:** This conference recognises and understands the importance of Politics in the Union, and the impact it has on Representatives and members both at home and in the workplace.

Conference recognises that the CWU needs a strong voice at all levels of politics

Conference congratulates the PEC in raising Politics further up the CWU's agenda especially in light of the ongoing Tory Government's attack on working people and Trade Unions which includes the pressure on our members and this union through the Trade Union Bill, Austerity cuts in Public Services and failure to tackle the insecure employment practices of employers

To enhance the progress of its Political agenda the Education Department is instructed to produce a Training and Education package to support and encourage Activists and Members who are politically motivated to gain the necessary training needed for advancement through the political process to become future Political candidates at all levels of the Labour Party

Gwent Amal

121 **CATEGORY X:** Conference instructs the National Executive to work with the Political Fund Management Committee (PFMC) to lobby the Parliamentary Labour Party to submit a private members bill for the creation of a National Data Registration Base of Dog Ownership and a legal requirement of a public warning notice / sign to be displayed on any property where a dog or dogs are normally kept by the named legal dog owner.

Midland No.7

122 CATEGORY X: Chair, Conference.

Following on from the recent upsurge in membership during the recent dispute, our branch notes that the people periodically drop in and out of the union. With this in mind, we feel it is necessary to sustain the numbers, we also need to tackle the problem of people abusing the system as a back fall for when they find themselves in need either due to conduct or attendance issues.

Our branch feels that anyone abusing the system by dropping out of the union and subsequently wishing to re-join the CWU should be asked to repay the shortfall from the period of time they have been a non-member. This is not only a morale issue to the CWU, but has a detrimental effect on the CWU finances in general.

Cleveland Amal



The communications union

 **@DaveWardGS**  **The Communications Union**    **@CWUNews** **#TheCWU**

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