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**Category A
Emergency Motion EM7
EMERGENCY MOTION**

This Postal Group Conference welcomes and agrees the terms of the Joint Statement (Appendix A encompassed within this motion) covering progress on a new Industrial Relations Framework.

In acknowledging there is still much to do before a final agreement is concluded – Conference reaffirms all existing IR policy, highlighting cross business representation where required, the right to negotiate on all issues affecting members' terms and conditions and no partnership agreement whilst recognising that Branches have responsibilities to organise industrially

In relation to structures Conference also recognises that Royal Mail have now committed to providing all CWU members with more effective and better representation. The Postal Executive are instructed that any final agreement on structures in Royal Mail letters and logistics must deliver as a minimum, the following:-

- 3 tiers below national Headquarters that can operate effectively at Divisional, area and local level. All of these tiers to be involved in any formal disagreement procedure.**
- No reduction in the current area level representation and the retention of the expertise, skills and facilities required to represent all members.**
- An enhanced package for local representatives allowing them to carry out a Trade Union IR role without being disadvantaged – providing an opportunity for the Union to reinvigorate workplace organisation.**

Prior to concluding a deal there will be meaningful consultation at relevant stages with Divisional and Area Representatives and other representatives from affected businesses.

Any final agreement will be placed before a Special Postal Group Conference.

Appendix A

Joint Statement on Developments in Negotiations between Royal Mail Group and the CWU regarding a new IR Framework

1) Introduction

This statement recognises the progress that has been made to date in negotiations between Royal Mail and the CWU to develop a new Industrial Relations Framework. It will:

- Identify the key principles that will underpin the new agreement and act as a foundation to improving the relationships between us.
- Identify the forums that will form the basis of greater involvement and constructive influence for the CWU in the Royal Mail Group.
- Identify the actions and timescales required to reach a final agreement.

Royal Mail Group and CWU are independent organisations with their own policy and decision making processes. Both are committed to working together for a common agenda that will bring:

- Sustainable commercial success to Royal Mail Group with greater employment security, improved employee terms and conditions and a working environment where everybody is treated with dignity and respect.
- The highest possible service standards to all customers of Royal Mail Group.

2) Key Principles

The following key principles have been agreed:

- 2.1 Royal Mail Group and its managers recognise the CWU, its representatives and members as stakeholders in the business. CWU is recognised as the organisation that represents non-managerial graded employees for collective bargaining and is able to provide individual representation.
- 2.2 Royal Mail and CWU are committed to significant investment in the up-skilling of industrial relations representatives and managers through a programme of ongoing training and development. This will facilitate a more professional relationship and recognise the role of union representative as something to aspire to within the business. All industrial relations representatives and managers will have clearly identified roles and responsibilities within the framework.
- 2.3 Royal Mail Group will support CWU and its representatives with the provision of appropriate pre-scheduled and ad hoc release,

reasonable access to premises and accommodation/facilities for industrial relations purposes. We are committed to a process of open communication and the sharing of information in a timely way. Royal Mail will ensure that union representatives are not disadvantaged as a consequence of undertaking a union role. The terms of the new industrial relations framework will be a formal collective agreement that will be binding on all managers and representatives.

- 2.4 Royal Mail wants the CWU to be successful as stakeholders in the business and will encourage active participation of its employees in the CWU this will include time for appropriate consultation at the workplace. Both parties will encourage their structures to reflect the diversity of the workforce by taking appropriate actions.
- 2.5 Structures within the new framework will be specific to business units designed to ensure the efficient dealings between CWU and that business unit. Management and union interfaces will be clearly identified. It is agreed that any agreement on structures must create more effective and better representation. Every CWU member in the Royal Mail Group will have identifiable representation available as an entitlement.
- 2.6 The new industrial relations framework will establish clear procedures enabling both parties to work together in a more positive, constructive and timely way. It is in everyone's interest to have two strong organisations working together. The framework will cover procedures for strategic involvement, consultation, negotiation, joint problem solving, and resolving disagreement.
- 2.7 Our improved relationship will be underpinned by the introduction of new involvement meetings between management and union at all levels and on a regular and scheduled basis. These meetings will facilitate regular contact and dialogue on work issues before problems occur – and provide the Union with the opportunity to raise issues that are of a concern to its members.
- 2.8 Royal Mail and CWU are committed to a positive approach towards reaching agreement and avoiding disagreement with a view to avoiding the need for industrial action or executive action.

3) Forums

Royal Mail CWU Nationally Agreed Forums

A. National Involvement Group

Royal Mail Letters - Senior P&OD and Operational Support Directors

CWU - DGS (P), National Assistant Secretaries and PEC Members

Meeting frequency - Meetings held monthly

Terms of reference - To understand and be aware of major initiatives which are appropriate to National

level consideration, particularly those affecting CWU members. It will have responsibility to oversee all national level negotiations between Royal Mail and CWU.

- Pay terms and conditions of employment
- Questions of principle arising from National level
- Questions of interpretation of current agreements
- Changes to existing or development of new National agreements.
- Discussions on National trials and new products.

Notes:

- 1) The NIG will have overall responsibility for the National Industrial Relations Framework agreement.
- 2) The terms of all existing national agreements will continue to apply until, or unless, they are altered following negotiations.
- 3) The group will delegate specific matters for individual members to deal with.

B. Involvement Meetings

There will be regular scheduled new involvement meetings at all tiers below national level.

C. Strategic Involvement Process

There will be three tiers of interface between Royal Mail and the CWU to deal with strategic involvement. These are as follows:

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| Royal Mail Group | - | ER Director, Board members |
| CWU | - | DGS (P), National Assistant Secretaries, PE members. |
| Meeting frequency | - | Meetings held quarterly |
| Terms of Reference | - | CWU opportunity to comment and influence Royal Mail Group's policy, business plan and strategies, profitability, operational processes, employee relations, customer and product development, competition and regulator. |