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AGENDA

- Section 1 - Policy**
- Section 2 - Education and Training**
- Section 3 - Finance**
- Section 4 - Organising and Strategy**
- Section 5 - Membership/Legal Services/Comms**
- Section 6 - Equal Opportunities**
- Section 7 - Health, Safety and Environment**
- Section 8 - Political Fund Management**
- Section 9 - National Discipline**
- Section 10 - Rules (Not applicable due to Rules Revision Conference)**
- Section 11 - Motions Not Admitted to the Agenda (Category X)**

OBITUARY LIST

61

GENERAL CONFERENCE

25th April 2016
Bournemouth International Centre

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**.

STANDING ORDERS

Read your Standing Orders thoroughly.

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

HAND VOTING

Votes are normally by a show of hand voting cards. Hold your hand voting cards high in order to avoid mistakes.

CARD VOTES

Voting delegates - Ensure you have your Conference voting cards.

ADDRESSING CONFERENCE

Position yourself 15 cms from the microphone and speak normally.

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 9 are drawn to the attention of all delegates:

The use of mobile phones or devices (Smartphones, 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.

NEW DELEGATES

A briefing for new delegates will be held at the Bournemouth International Centre at 6.00 pm on the evening of Saturday 23rd April 2016.

STATEMENT

Dear Colleagues

On behalf of the General Conference Standing Orders Committee can I welcome delegates and visitors to this year's Annual General Conference of the Communication Workers Union. As with previous years we have continued to set the layout in a manner to reflect the National Executive Council's sub-committee structures.

In preparing this agenda and timetable, the General Conference Standing Orders Committee have taken account of the conference being one day only. We have continued our policy to ensure each section is allocated time proportional to the number of motions submitted.

Speakers in debate have been allocated 3 minutes under standing order 3.h. You will see that we have highlighted exceptional circumstances where a speaker may seek the permission of conference to speak for a longer period within the standing orders. We would urge delegates and the NEC not to abuse standing order 3.h and 3.k to allow conference to get through as much business as possible mindful that the debating time available this year is considerably less.

Due to the Emergency Motion process no longer being covered in the Rules, we have continued with the request made by the President last year to make provision within the Standing Orders.

Finally, if delegates have any problems or queries regarding the General Conference Standing Orders or procedures please do not hesitate to contact the General Conference Standing Orders Committee.

On behalf of the Standing Orders Committee can I wish all delegates and visitors a successful conference.

Yours sincerely



JOYCE STEVENSON (CHAIR)
GENERAL CONFERENCE STANDING ORDERS COMMITTEE

GENERAL CONFERENCE

TIMETABLE/PROGRAMME OF BUSINESS

Monday 25th April 2016

09.00	Conference Opens, Presidents Address and Obituary List				
09.10	Adoption of General Conference Standing Orders Committee Report (including reference backs)				
09.20	General Secretary's Address				
09.40	Section 1D	Policy	Motions	1	- 6
10.05	Section 1B	Policy	Motions	7	- 15
10.50	Section 4B	Organising	Motions	16	- 22
11.20	Section 4A	Organising	Motions	23	- 28
11.45	Section 1C	Policy	Motions	29	- 38
12.40	Guest Speaker				
13.00	Lunch				
14.00	Section 9	National Discipline	Motions	39	
14.05	Accounts				
14.20	Section 3	Finance	Motions	40	- 45
14.50	Section 2	Education and Training	Motions	46	
15.05	Section 8	Political Fund Management	Motions	47	- 50
15.25	Section 6	Equal Opportunities	Motions	51	- 52
15.35	Section 7	Health, Safety and Env.	Motions	53	- 60
16.15	Section 5	Memb/Legal/Comm	Motions	61	- 67
16.50	Section 1A	Policy	Motions	68	- 74
17.25	Section 1E	Policy	Motions	75	- 81
18.00	Conference Closes				

MEMBERSHIP OF THE TELECOMS AND FINANCIAL SERVICES CONSTITUENCY

REF	BRANCH	GENERAL	P/F
21/819	Central Counties and Thames Valley	2153	1885
21/827	South East Anglia	1078	926
21/831	North Anglia	1527	1247
22/032	Midland No.1	2483	2323
22/238	Leicester and Midshires	730	656
22/601	Algus National	1388	307
22/666	Birmingham, Black Country and Worcester	655	605
22/803	East Midlands	1415	1280
22/809	Coventry	759	661
23/404	South Yorkshire	778	711
23/669	Tyne and Wear Clerical	1391	1294
23/727	Bradford and Financial Services	138	94
23/808	North East	1827	1611
23/817	Lincolnshire and South Yorks	1551	1412
23/830	West Yorkshire	2403	2245
24/024	Northern Ireland Telecoms	1585	497
25/274	Manchester Combined	1594	1516
25/646	Mersey	1209	1142
25/664	Manchester Clerical	1657	1552
25/730	Bootle Financial Services	1533	1466
25/731	Bootle IPSL	197	196
25/732	Northern and National Financial Services	335	169
25/801	Isle of Man	165	68
25/821	Lancs and Cumbria Combined	1924	1733
26/156	Glasgow and Motherwell	922	870
26/825	Edinburgh, Dundee and Borders	1698	1540
26/829	Scotland No.1	2669	2473
27/049	South East Central	944	789
27/353	Portsmouth, West and Isle of Wight	697	633
27/805	Meridian	881	755
28/459	Somerset, Devon and Cornwall	1891	1550
28/828	Great Western	2620	2157
29/807	Mid Wales, The Marches and N.Staffs	987	877
29/816	North Wales and Chester Combined	623	568
29/823	South Wales	1982	1796
30/250	AIM Branch	80	39
30/252	Greater London Combined	3987	3801
30/810	Capital	2267	2042

VOTING STRENGTHS

REF	BRANCH	GENERAL	P/F
30/811	North West London	801	727
30/812	West London	663	638
30/834	South London, Surrey and North Hampshire	2350	2150
45/001	Greater Mersey and South West Lancs	971	907
	TOTAL	57,508	49,908

VOTING STRENGTHS

MEMBERSHIP OF THE POSTAL CONSTITUENCY

REF	BRANCH	GENERAL	P/F
01/001	Essex Amal	2483	1989
01/002	Colchester and District Amal	602	515
01/003	Eastern No.3	1358	1175
01/004	Eastern No.4	1342	1026
01/005	Eastern No.5	1847	1534
01/006	Eastern No.6	1222	1038
01/008	Suffolk Amal	857	721
01/009	South Central Postal	2527	2147
02/001	Birmingham District Amal	2648	2370
02/002	South Midlands Postal	4528	4094
02/003	Leicestershire	1296	940
02/005	Wolverhampton District Amal	2061	1881
02/006	Derbyshire Amal	839	680
02/007	Midland No.7	1155	1024
02/008	Nottingham District Amal	2442	1973
03/001	Doncaster and District Amal	1391	1224
03/002	South Yorkshire and District Amal	2643	2372
03/003	Bradford and District Amal	1182	1043
03/005	Leeds No.1 Amal	3131	2788
03/006	York and District Amal	1059	928
03/007	Hull and East Ridings Amal	505	431
03/008	Newcastle Amal	2505	2280
03/009	Darlington Amal	459	406
03/010	Cleveland Amal	876	785
03/011	Durham County	388	348
03/012	North East Coastal Amal	405	384
04/001	Northern Ireland Combined	1395	930
04/002	Northern Ireland East	425	270
04/003	Northern Ireland West	762	483
05/002	Isle of Man	216	197
05/003	Cheshire No.1 Amal	613	438
05/004	North West Central Amal	2014	1816
05/006	Greater Manchester	2866	2605
05/007	North West No.1	1478	1376
05/010	East Lancs Amal	486	450
05/011	North Lancs and Cumbria	2861	2636

VOTING STRENGTHS

REF	BRANCH	GENERAL	P/F
05/012	Darwen Capita	287	283
06/001	Glasgow District Amal	3806	3410
06/002	Scotland No.2	2943	2521
06/003	Grampian/Shetland Amal	763	701
06/005	Scotland No.5	745	704
06/006	Clyde Valley Amal	440	407
06/007	Orkney	51	45
06/008	Highland Amal	391	346
07/002	Portsmouth and District Postal	1221	1049
07/003	Southdowns, Weald and Rother	2296	1955
07/004	Kent Invicta	2415	2002
07/005	South East No.5	5995	4963
08/001	Western Counties	2639	2265
08/002	Plymouth/East Cornwall Amal	1498	1309
08/003	Bournemouth and Dorset Amal	1312	1147
08/004	Wessex South Central	1583	1465
08/005	Bristol and District Amal	2798	2549
08/006	Gloucestershire Amal	959	876
08/007	South West No.7	1506	1350
08/009	Jersey	223	177
08/010	Guernsey	171	17
08/011	Worcester and Hereford Amal	744	662
08/012	Cornwall Amal	558	488
09/001	North Wales and Marches	1596	1459
09/002	Shropshire and Mid Wales	863	766
09/003	South East Wales Amal	1654	1521
09/004	South West Wales Amal	1291	1241
09/005	Gwent Amal	758	649
10/002	Mount Pleasant	1379	1267
10/004	London West End Amal	440	418
10/005	London North Western C&C	257	189
10/007	London No.7	354	294
10/009	Northern Home Counties Postal	984	846
10/011	London Parcels & Station Amal	573	491
10/012	Northern/North West London	1676	1543
10/013	East London Postal	1018	898
10/015	West London Postal	544	513
10/016	South East London Postal and Counter	1369	1248
10/017	London South West	1275	1155
10/018	Kingston Area	671	489
10/019	Romford Amal	1677	1290

VOTING STRENGTHS

REF	BRANCH	GENERAL	P/F
10/020	Harrow and District	1637	1331
10/021	South and East Thames Amal	1210	1015
10/022	Croydon and Sutton Amal	1287	1041
10/023	South West Middlesex Amal	1383	1258
21/006	South Central MT	98	92
21/819	Central Counties and Thames Valley	99	90
21/827	South East Anglia	30	25
21/831	North Anglia	23	18
22/032	Midland No.1	90	80
22/238	Leicester and Midshires	34	33
22/239	Midlands MT	123	106
22/803	East Midlands	45	41
22/809	Coventry	30	25
23/404	South Yorkshire	56	51
23/808	North East	64	60
23/830	West Yorkshire	137	124
24/024	Northern Ireland Telecom	64	39
25/821	Lancs and Cumbria Combined	53	47
26/156	Glasgow and Motherwell	40	35
26/157	Scotland MT	111	93
26/825	Edinburgh, Dundee and Borders	52	49
27/805	Meridian	65	60
28/053	Western MT	106	85
28/459	Somerset, Devon and Cornwall	42	37
28/828	Great Western	113	101
29/807	Mid Wales, the Marches and North Staffs	7	7
29/823	South Wales	41	38
30/122	London Regional MT	131	127
30/255	London Postal Engineering	252	224
45/001	Greater Mersey and South West Lancs	2142	2007
	TOTAL	118,155	102,604

GENERAL CONFERENCE PROCEDURES

NOTES ON CONFERENCE PROCEDURES AND AGENDA

The General Conference Standing Orders Committee has prepared the Standing Orders, Agenda and timetable/programme of business in accordance with its responsibilities under the terms of Rules 10.4.1 to 10.4.4.

The General Conference SOC has asked that the following procedural points be specifically drawn to the attention of delegates:

1. Motions have been categorised in accordance with Rule 10.6.7

THE GENERAL CONFERENCE SOC SHALL GIVE PRIORITY TO MOTIONS PUBLISHED IN A CONFERENCE AGENDA INCLUDING ALL MOTIONS SUBMITTED BY THE NEC, BRANCHES, REGIONAL COMMITTEES, EQUALITY CONFERENCES, THE RETIRED MEMBERS CONFERENCE, YOUTH CONFERENCE AND REGIONAL HEALTH AND SAFETY FORA WITH EACH MOTION BEING DESIGNATED AS A, B, C, D OR X.

Category A: Those motions which in the view of the SOC require a decision by Conference;

Category B: Motions whose general point is to reverse policy decided at the previous year's Conference;

Category C: Those motions which in the view of the SOC seek only to confirm existing policy;

Category D: Those motions which in the opinion of the SOC could be dealt with in correspondence;

Category X: Those motions which in the opinion of the SOC are out of order. These shall be printed but shall not be admitted to the agenda.

3. Motions composited by the General Conference Standing Orders Committee are followed by the names of the sponsors* included in the Composite.

The consequential rulings indicated alongside certain motions are those determined by the General Conference Standing Orders Committee in consultation with the Conference Chairperson (President).

*The following may sponsor motions:

- NEC
- Branches
- Regional Committees
- Regional Health and Safety Fora
- Women's Conference
- Black Workers' Conference
- Lesbian, Gay, Bisexual and Transgender Conference
- Retired Members' Conference
- Disability Conference
- Youth Conference

GENERAL CONFERENCE 2016 STANDING ORDERS

1. The sessions of the General Conference shall commence in accordance with the timetable.

2. TIMETABLE

- a (i) President's Address
(ii) Obituary List
(iii) Adoption of General Conference Standing Orders Committee Report (including appeals/reference back)
(iv) Sections of General Conference Business
- b Conference is divided into half-day sessions. If the business of any section is completed within the timetable, the Conference shall proceed immediately to the next section of business.

If all the business of the final section is completed within the timetable, the Conference shall return to the earliest uncompleted business.

- c A motion that has been called for debate by the Chairperson before the end of a section is reached, shall be moved, seconded, debated and decided upon, subject to Standing Order 3n. **No subsequent motions for the variation of the timetable to compensate for time lost by this procedure shall be admissible.**
- d All matters, contained within the agenda but not dealt with by the conclusion of General Conference shall be referred to the National Executive Council (NEC).

3. PROCEDURE IN DEBATE

- a Every member of the Conference must remain in their seat, except the one who may be addressing the Conference and, should the Chairperson rise, no-one else shall continue standing nor shall anyone else rise until the Chairperson has resumed the Chair.

SPEAKERS

- b A delegate when speaking from the rostrum shall address the Chairperson. If two or more persons desire to speak at the same time the Chairperson shall decide to whom priority will be given. No person shall be allowed to speak twice on the same question.
- c All speeches shall be confined to the subject under discussion.
- d Delegates may only refer to documents which have a bearing on the subject under discussion.
- e (i) Motions standing in the name of a Branch must be moved by a delegate from that Branch or by the Secretary of the Regional Committee to which the Branch is attached, if specifically requested to do so by the Branch responsible for the motion.
(ii) Motions standing in the name of a Regional Committee, Equality Conferences, Youth Conference or the Retired Members Conference must be moved by a delegate from that appropriate body.
(iii) Motions standing in the name of a Regional Health and Safety Forum must be moved by a delegate from the branch which moved

STANDING ORDERS

the original motion at the Regional Health and Safety Forum in question.

(iv) Motions must be seconded or else they shall be deemed to have fallen.

f A motion may be seconded formally or by a speaker making a seconding speech.

COMPOSITE MOTIONS

g All sponsors of a composite motion will be responsible for agreeing the allocation of moving and seconding speakers from amongst those named within the composite motion, notwithstanding the terms of SO3e(i), (ii) and (iii).

h The mover of a motion shall be allowed to speak for not more than 3 minutes and any other speaker (including the mover exercising the right of reply) for not more than 3 minutes. **In EXCEPTIONAL CIRCUMSTANCES a speaker may request the special permission of Conference to speak for a longer period, if agreed, it shall not exceed a further 2 minutes.**

i The moving speaker shall have the right of reply to the debate only if there has been opposition and shall not introduce any fresh matter but shall be limited to answering the debate.

j The NEC (including all Officers) shall in addition to moving and exercising the right of reply be allowed a maximum of one speaker in a debate on motions standing in the name of the NEC (SO3i applies to the NEC).

k The NEC (including all Officers) shall only be allowed one speaker in debate on all other motions not standing in the name of the NEC. **EXCEPTIONALLY** and only with the permission of Conference, a second NEC speaker may be allowed.

l No motion shall be spoken upon except by the mover, until it has been seconded. The mover of a motion who sits down without speaking upon it shall lose the right of addressing Conference, but shall still have the right of reply (SO3i) applies. The seconder of a motion who sits down without speaking upon it shall not lose the right of addressing Conference.

ENDING DEBATE

m Any delegate who has not spoken on the motion before Conference may move "That the motion be now put" on the seconding of which the Chairperson shall immediately and without discussion put this motion to the vote. In the event of it being carried by a simple majority of Conference, Conference shall proceed to vote on the question itself, subject to SO3k and the right of reply as stated in SO3i being exercised.

n Any delegate who has not spoken on the motion before Conference may move "That Conference proceeds to next business", on the seconding of which the Chairperson shall immediately and without discussion put this motion to the vote. In the event of it being carried Conference shall at once proceed to the next item on its agenda.

WITHDRAWAL o Any motion or composite motion may be withdrawn from the Agenda at any time by the sponsor(s) who shall notify the Chairperson of the Standing Orders Committee at the earliest opportunity. Once it has been moved and seconded, however, it shall not be withdrawn except with the agreement of Conference by a simple majority vote.

REMITTANCE p Should there be a request from the NEC to remit a motion. The mover of the motion will be deemed to have the authority to agree to the remittance on behalf of the submitting body. Subject to the agreement of conference.

POINT OF ORDER q **POINT OF ORDER** - 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 Chairperson 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).

r The Chairperson'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.

s The Standing Orders Committee shall have the right to enter debate on all matters affecting the decisions and role of the Committee.

t Debates in Camera which have not previously been notified in the Agenda can be requested by a delegate or the NEC prior to the commencement of the debate and if such a request is supported by a simple majority of the Conference.

4. VOTING PROCEDURE

a Voting at the General Conference shall normally be by a show of hands in accordance with Rule 10.5

b A card vote may be called for either by the Chairperson of the General Conference or when 30 delegates are on their feet calling for such a vote immediately on the announcement of the decision of the hand vote.

When a card vote is taken it shall be based upon a count of Branch membership excluding retired members conducted as close to conference as possible. (Card votes on Motions in Section 8 - Political Fund Management, shall be based upon the paid up political levy paying membership.)

DURING A CARD VOTE ALL PERSONS MUST REMAIN IN THEIR SEATS AND NO PERSON SHALL ENTER OR LEAVE THE FLOOR OF CONFERENCE.

STANDING ORDERS

All card votes of the effective membership represented by delegates shall be collected by the Standing Orders Committee.

Procedure for a card vote shall be as follows. The voting delegate of each Branch shall be required to place in a ballot box a card indicating the effective voting membership of the Branch for, against, or abstention on the question requiring the decision. Once the Standing Orders Committee have announced the conclusion of the card vote, no further voting cards shall be included in the count.

On completion of the vote the General Secretary shall arrange for the counting of the votes and the issue of a circular to each delegate attending Conference recording the vote of each Branch and the result. When the motion being voted upon has a consequential effect on the following motion(s), Conference will proceed to the next item of business unaffected by the card vote result. When the card vote result is announced Conference will return to the earlier item provided it is within the timetable.

- c A motion will be deemed carried if it obtains a simple majority of the votes cast.

5. 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 SOC 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 **Tuesday 12th April 2016**. Branches and Regional Committees will be advised by the SOC whether or not the emergency motion has been accepted for inclusion to the Agenda prior to the commencement of General Conference.
- c Any emergency motion submitted after the above date must be notified to the Standing Orders Committee at conferences@cwu.org as soon as possible. Branches and Regional Committees will be advised by the SOC whether or not the emergency motion has been accepted for inclusion to the agenda as a matter of urgency.
- d A decision taken by Conference shall not be open to the emergency procedure at the same Conference.
- e The NEC will also be required to follow these procedures.

6. APPEALS/REFERENCE BACK PROCEDURE

- a Written notice of appeals/intention to move reference back 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

must reach the Standing Orders Committee at CWU Headquarters by midnight on **Tuesday 12th April 2016**. Such written notice must advise of the intention to appeal/move reference back to alter the published agenda with details and reasons for doing so.

After consideration of appeals/reference backs by the SOC, Branches, Regional Committees, Equality Conferences, Youth Conference and the Retired Members Conference wishing to continue their appeal/reference back must seek to do so by addressing Conference at the commencement of business on **Sunday 24th April 2016**.

All parties advised by the SOC that their appeal/reference back has not been accepted will also be sent an appeal card entitling them to address Conference when called to do so by the Chairperson of Conference during the adoption of the General Conference Standing Orders Committee report.

- b Challenges to other SOC decisions as printed or announced in supplementary SOC reports must be made at the time the supplementary report is moved. Such challenges can be made to Conference by a delegate, when called to the rostrum, advising Conference that they wish to challenge a decision of the SOC and giving the reasons why.
- c All appeals/reference backs will be deemed carried if they have the support of a simple majority of Conference.
- d The NEC will also be required to follow these procedures.

7. 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 Chairperson 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/Orders involved and also state the nature and urgency of the business as to why the suspension is required.

The Chairperson shall immediately refer such a 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 if supported by a simple majority of the Conference.

- c At the end of the period of suspension of Standing Orders, the Conference shall return to the published timetable. No subsequent motion for the variation of the timetable to compensate for time lost by the suspension of a Standing Order/Orders or the discussion of such suspension shall be admissible.

8. NEC ACCEPTANCE (Motion & Rule Amendments)

- a The NEC will indicate, in an SOC document published prior to Conference, the motions (excluding their own) which they are prepared to accept. When the SOC report is adopted, those motions will be deemed to be

STANDING ORDERS

carried subject to SO8d, and will not be debated. Subsequent consequential rulings will be applied accordingly.

- b Opposition to the acceptance can only be registered by advising the Standing Orders Committee prior to the Standing Orders Committee Report being moved at the commencement of Conference. The Branch(s) registering opposition to NEC acceptance shall be published in the relevant supplementary report, (Rule 10.6.6.i refers).
- c Challenges to NEC positions of "accept" referred to in subsequent supplementary SOC reports will be dealt with in accordance with Standing Order 6b.
- d The acceptance of motions under the terms of this Standing Order shall not take priority over consequential rulings.
- e However, notwithstanding the provisions of 8a-d, Branch(s) do not have the facility to register opposition to acceptance of motions standing in their own name.

9. PROHIBITIONS

The use of mobile phones or devices (Smartphones, 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.

NATIONAL EXECUTIVE COUNCIL AND OFFICERS

NATIONAL EXECUTIVE AND OFFICERS

General Secretary D Ward
Senior Deputy General Secretary A Kearns
Deputy General Secretaries A Kerr T Pullinger +

National Executive Council

National President J Loftus
National Vice President B Shepherd

M Ali	S Banbury	M Baulch	A Bouch
P Browne	T Cooper	N Darbyshire	T Fussey
S Jones	M Kavanagh	C Maden	J Malone
C McGlynn	B O'Brien	K Rose	J Upton
I Ward			

Officers

D Bowman	S Bridge	N Cotgrove	J East
A Eldred	R Ellis	A Furey	B Gibson
D Joyce	D Jukes	T Lavelle	C O'Callaghan*
D Robertson ++	L Roy	T Rupa	S Sapper
K Slocombe **	B Taylor		

Standing Orders Committee

R Alldritt	P Callaghan	J Gaby	P Magill
D Mitchell	T Sneddon	J Stevenson	P Thomas

+ Elected June 2015
++ Elected October 2015
* Until December 2015
** Until June 2015

Details correct as of February 2016

GENERAL CONFERENCE

AGENDA

MOTIONS

Section 1	Policy 1D	1	-	6
	Policy 1B	7	-	15
	Policy 1C	29	-	38
	Policy 1A	68	-	74
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Section 2	Education and Training			46
Section 3	Finance	40	-	45
Section 4	Organising and Strategy	16	-	22
		23	-	28
Section 5	Membership and Legal Services	61	-	67
Section 6	Equal Opportunities	51	-	52
Section 7	Health, Safety and Environment	53	-	60
Section 8	Political Fund Management	47	-	50
Section 9	National Discipline			39
Section 10	Motions not Admitted to the Agenda	82	-	100

1 CATEGORY A: Conference agrees that the Communication Workers Union and its members are under attack from the Regulator Ofcom and the Government in their attacks on BT, Royal Mail and the union itself under the guise of the TU Bill.

The NEC are instructed to launch a campaign highlighting to both the public and the wider trade union movement about the role the regulator is playing in undermining our terms and conditions, job security and the implications to our two major employers. The campaign will utilise advertising in both city and rural areas to highlight our concerns to the direction Ofcom has now taken and the effects it will have on customers and users alike if unchallenged.

Furthermore consideration should be given to a nationwide campaign across all regions of the UK starting at the close of conference utilising our existing network of communications and political clout. This campaign should also consider using cyber campaigns against such groups that support the breakup of BT and destabilising of the postal market and Royal Mail.

Greater Merseyside and South West Lancs

2 CATEGORY A: That this conference instructs the NEC to actively oppose any proposal to break up BT in particular when the proposal comes from a regularity body like OFCOM. Measures available to the NEC should include the CWU research department producing briefing material for the Labour party and the TUC. Information should be produced to assist our sponsored MP to assist them support this policy, but when seen as necessary the NEC may also commission briefing material for all labour MPS.

If deemed appropriate the NEC should also make use of all forms of communication including social media and member's home mailing and email to get the policy message across.

Scotland No.1

3 CATEGORY A: COMPOSITE MOTION

Conference notes the opportunity for promoting trade union policies that the election of Jeremy Corbyn as leader of the Labour Party provides.

Conference recognises the importance of union policy in respect of both the renationalisation of Royal Mail and Telecommunications. Conference therefore instructs the NEC

- **to campaign for a Labour Government to renationalise Royal Mail and BT.**
- **To work with other Unions and campaigning groups to develop a detailed and robust case for the public ownership of the UK postal and telecommunications industries.**

SECTION 1D: POLICY

Sunday (09.40 – 10.05)

- **To promote this and other CWU policy on the public ownership of utilities along with other essential services, such as rail service, within the Labour Party and in wider political debate.**

Greater London Combined
Coventry

4 CATEGORY A: Conference notes the CWU position on campaigning to promote paid time off for Equality Representatives in line with statutory rights currently enjoyed by ULR and Health & Safety Reps.

Given the increasing reliance on knowledge linked around disability and the Equality Act, it is clear that Equality Reps have a positive role to play in the workplace, ensuring that these potentially complex cases are dealt with using the necessary expertise and during paid facility time.

The benefits to employers are obvious to see as positive industrial relations is, or should be, always something that Unions and Employers aspire to.

This Conference instructs the NEC to work with the DAC, with a view to liaising with the Labour Party and the TUC to see how a co-ordinated campaign could be organised and implemented, with the sole objective of securing paid facility time for Equality Reps, comparable to those enjoyed by ULR's and Health and Safety Reps.

CWU Disability Conference

5 CATEGORY A: This Conference agrees that the position taken by Royal Mail to ignore the decision of the Employment Tribunal by refusing to reinstate David Mitchell is an affront to natural justice.

We recognise and support the ongoing campaign by the Scotland No2 Branch to have the decision reversed and pledge our unity to ensure a successful outcome.

To this end we instruct the NEC to:

1. Give full support to the Scotland No2 Branch
2. Place a motion before the TUC Conference calling for Employment Tribunal decisions to be binding on employers and for a campaign to be mounted by the TUC to bring this to fruition.
3. Engage with any political party that may support our campaign.

The NEC is instructed accordingly

Scotland No.2

6 CATEGORY A: Conference is appalled by the poor service and apparent lack of knowledge regarding basic legislation which covers employment provided by ACAS particularly in terms of the Early Conciliation Process. While it remains part of the process in seeking justice via an employment tribunal it must therefore be revised and made fit for purpose.

Therefore Conference instructs the NEC to lobby for improvements in this service.

Midlands Women's Regional Committee

SECTION 1B: POLICY

Monday (10.05 – 10.50)

7 CATEGORY A: Conference notes a report in the Guardian (27.8.15), which confirmed that 90 disabled people a month are dying AFTER being declared fit for work.

Conference believes that an urgent overhaul of the welfare system is required, specifically around more specialised support for people with mental health problems and less focus on pressuring into work and stopping their benefits.

Whilst the Government dismissed any casual link to the deaths being caused by the cut to welfare payments, a recent coroner report directly correlates a death with the stoppage of the welfare payment.

This Conference instructs the NEC, in conjunction with the DAC, to strongly campaign to challenge the indignant manner in which many disabled people are being treated by the Government, in relation to what appears to be the unjust stopping of welfare payments. This campaign should include:

- Suitable spreads in the CWU Voice and internet news
- Coverage of the issue on CWU TV
- Posters/Flyers and articles to be produced for the Disability in Focus publication
- A protest outside the DWP HQ, which should be organised in conjunction with the TUC and its affiliates
- Re-double our efforts to work and support Disability Rights NGO's such as DPAC (Disabled People Against the Cuts)
- A public meeting to be organised by the CWU specifically so that this issue can be debated

CWU Disability Conference

8 CATEGORY A: COMPOSITE MOTION

Conference notes reports of the vast amounts of food supermarkets & organisations are throwing away on a daily basis, this is at a time when foodbanks and organisations who feed the needy and homeless are busier than ever.

Conference therefore instructs NEC & to work with the TUC, the Labour Party and other organisations to introduce a law that punishes Supermarkets/Food Distributors for throwing away food that could be redistributed so if a company is found to have done so, a fine will be paid for each offence.

Furthermore the NEC must use any avenue at its disposal to achieve this Law becoming statute.

Tyne and Wear Clerical
York and District Amal

9 CATEGORY A: Conference notes that homelessness rates among young LGBT people are likely to be much higher than their straight counterparts. Some studies have found that in urban areas 30% of young homeless people identify as LGBT.

Many will already have faced a major vulnerability in facing homophobia and/or abuse at home from family members or partners. Sexual exploitation, mental health issues, issues around substance abuse are all very real threats to the homeless LGBT population.

Conference acknowledges the excellent work of the Albert Kennedy Trust who in 2014 provided 8,000 nights of accommodation for young LGBT homeless people. 2014 saw a 160% increase in demand for these services.

The austerity measures facing those most vulnerable in society means that these people are in a very desperate state with little or no support available to them.

Conference urges the NEC to work in conjunction with the LGBTAC to organise a campaign to promote affiliation to the Albert Kennedy Trust. In addition to this, the campaign should lobby Government to demand that more specialist support for homeless LGBT people is made available by local authorities.

CWU LGBT Conference

10 CATEGORY A: COMPOSITE MOTION

Conference agrees that with low inflation and higher earnings the "Triple Lock" allowing Pensioners to "catch-up" on their State Pensions must be defended and maintained.

Conference notes the attack on the "Triple Lock" by the Institute of Economic Affairs and the Institute of Fiscal Studies urging the government to scrap it.

Conference further notes the Report from the Government Actuary Dept adding fears the Government would have to scrap the commitment.

Conference agrees that the NEC will work with the RMAC to Campaign through the Labour Party, the National Pensioners Convention, the Trades Union Congress and other organisations to defend the "Triple Lock" and maintain the commitment during the life of this and the next Parliament.

Retired Members Conference
Greater Merseyside and South West Lancs

SECTION 1B: POLICY

Monday (10.05 – 10.50)

11 CATEGORY A: Conference notes with concern the on-going attempts by far-right groups such as the British National Party, Britain First and the English Defence League to hijack support for the armed forces in general and forces-related charities and support organisations such as Help for Heroes in particular. It congratulates those within such organisations for distancing themselves from the politics of fascism.

Conference further notes the inadequate levels of government support in many cases for ex-service personnel and their families.

While not condoning all actions of the military or others in Britain's imperialist past, or particular military actions in more recent times, conference believes that it is a basic socialist principle to provide support for military personnel and their families who have been killed, injured or traumatised in the carrying out of their duties, in the same way as we would in other lines of work. Furthermore, it believes that the best way to support our armed forces is to actively express our view.

Conference instructs the National Executive to publicise this view and place a motion to T.U.C Conference to make this a universal Trade Union policy, and to campaign, in conjunction with suitable support groups and charities if appropriate, for the government to recognise and fulfil its obligations in this regard.

Wessex South Central

12 CATEGORY A: COMPOSITE MOTION

At the time of submitting this motion the Housing and Planning & the Welfare Reform bills are in the latter stages of passing through both houses at Westminster.

These proposals and the contents within of both these bills are spiteful, is cynically aimed at working people, and will have a major impact on CWU members, their families in future years.

Some of the issues are listed below.

Welfare & Work Bill.

Benefit Cap, Changes to tax credits, freezing benefits, limiting some other benefits, loans for mortgage interest payments,

Housing & Planning Bill,

- **"Pay to Stay" which councils and Housing Associations must introduce for households in Council or housing association properties. Aimed at tenants who earn over £40k in London or £30k outside.**
- **Tenants who fall into this criteria will now have to pay market rate rents with councils having to give this extra money direct to government. Housing Associations will be permitted to keep any differentials they raise.**
- **Planned to start April 2017.**

- **All new council tenancy agreements will be from 2 to 5 years only.**
- **Right to buy discount increased for Housing association property.**
- **Councils will be compelled to sell high value homes when they become empty, the proceeds of these sales will then go to central government to cover the right to buy discount.**
- **The granting of automatic planning permission thus removing the need for rented quotas for new build sites.**
- **Target 200,000 starter homes for first time buyers under 40; sale price will be -20% below market value (max £450k in London).**

There are many other issues contained within both bills, which are, in reality, cynical attacks by Government on ordinary working people and is further proof of the Conservative Governments on going desire to socially cleanse ordinary working people out of high cost City centres.

Therefore the NEC is instructed to continue to campaign politically and within the TUC seeking the repeal of this act throughout the UK. It further calls on the NEC to highlight via comms to members and branches alerting them to the impacts on our members and their families from these new laws.

The NEC is instructed accordingly

East London Postal
South East London Postal and Counter
London South West

13 CATEGORY A: This conference instructs the NEC to work with the wider trade union movement, the TUC and other relevant parties, to ensure that utility companies cease penalising their customers for not paying their bills by direct debit.

Eastern No.5

14 CATEGORY A: Conference instructs the NEC, in conjunction with the RMAC, to consult with the TUC, its affiliated unions and other age concern organisations to formulate and organise awareness and educational programmes which promotes the opportunities for pensioners to rightly claim benefit entitlements.

Eastern No.5

15 CATEGORY A: Conference instructs the National Executive Committee to pursue the following policy:

To lobby the present Tory Government to repeal the under occupancy charge, better known as the "Bedroom Tax".

South and East Thames Amal

SECTION 4B: ORGANISING AND STRATEGY

Monday (10.50 -11.20)

16 **CATEGORY A:** This conference instructs the NEC to bestow National Honorary Membership upon:

Billy Hayes – Former General Secretary; Kevin Slocombe – Former National Officer; Colin O’Callaghan – Former National Officer; Glynis Winestein – Former National Officer; Ernie Purkis – Former NEC member; Bill Steel – Former NEC & PEC member; Neil Robinson – Former Chair, General Conference and Postal Conference Standing Orders Committees

National Executive Council

17 **CATEGORY A:** Conference recognises that there has been much debate and deliberation around quotas, reserved seats and the future structure of the union.

With this in mind there are many positions within the CWU that do not have an industrial arm and we believe this prohibits a pool of representatives from considering standing for the NEC.

Conference therefore agrees that the NEC should produce a report on whether one or a number of NEC positions could be purely for individuals who do not wish to sit on the industrial executives (Postal, Telecoms & Financial Services).

The review will allow the widest possible consultation with input from branches and regions.

The aim is to conclude the review by no later than November and publish to branches and regions.

Midlands Regional Committee

18 **CATEGORY A:** Conference agrees that the future of the CWU is threatened by decreasing Membership levels across the union and the current levels of expenditure are not sustainable. Although there needs to be a strategy to design more affordable structures the CWU must also take into account the need to examine current departments to make sure they are fit for purpose and are best placed to achieve the CWU objectives and aims. To this end the NEC is instructed to commission an immediate review into the Equality Department and the Advisory Committees and Conferences. The review will provide recommendations on;

- How best to achieve the CWU’s aims on proportionality
- How to raise the level of engagement of CWU Branches at Equality Conferences
- The need for an equality department if advisory committees can supply the relevant advice and expertise
- The right of advisory committees to submit documents to the NEC.

SECTION 4B: ORGANISING AND STRATEGY

Monday (10.50 -11.20)

- Should motions carried at an equality conference form CWU policy without the need to be carried at General Conference.

The list is not exhaustive.

Conference instructs the NEC to publish the review along with its recommendations by 1st November 2016 and to place an appropriate motion(s) to Annual Conference 2017.

Harrow and District

19 CATEGORY A: Conference believes that Health and Safety has always been a cornerstone of both the Trade Union movement and in particular the CWU. Conference should be proud of the CWU presence in the wider Health and Safety community.

However, conference is now very concerned that the Officer and Health and Safety Department are struggling to provide the union with the best, most effective representation to its members.

This has been compounded by what appear to be “constitutional issues” and reference should be made to the SOC presentation of 20 January 2016.

Conference therefore instructs the NEC to investigate all aspects of the running of the Health and Safety department to identify any obstacles that may exist in the efficiency of its operation and any changes that might be made to provide a more member / representative focused organisation. Particular attention should be paid to the issue of motions to conference and the appropriate paragraphs of the CWU rule book.

The NEC shall in addition survey branches as to any problems that they have with the operation of the Health and Safety department to aid in the investigation.

The outcomes of the investigation shall be reported back to branches within three months of the close of conference with a final report of recommendations on any changes reported back to branches within a further three months.

London Postal Engineering

20 CATEGORY A: Conference recognises the need for succession planning within the union’s branch structures. Therefore conference instructs the NEC to come up with a shadowing scheme allowing younger reps the chance to learn from more senior reps and avoiding holes being left when senior reps leave.

CWU Youth Conference

SECTION 4B: ORGANISING AND STRATEGY

Monday (10.50 -11.20)

21 **CATEGORY A:** Conference welcomes the initiatives on Mentoring, and believes that it will help the CWU's aim to achieve proportionality. However, it also believes that the proposals detailed in 106/15 which was accepted by the NEC would assist this aim significantly and therefore instructs the NEC to carry out the terms of that proposition without delay.

Birmingham, Black Country and Worcester

22 **CATEGORY A:** Conference agrees that there will be a reserved seat in the CWU delegation for a young member at both the TUC and Labour Party Conference. These reserved seats will be open to all eligible young members in the CWU.

The NEC is instructed accordingly.

Midlands Regional Committee

SECTION 4A: ORGANISING AND STRATEGY

Monday (11.20 – 11.45)

23 CATEGORY A: Conference accepts there is an urgent need to modify and change the existing structures of the union as they are not meeting present needs. From an operating 300,000 plus membership to the current level of under 200,000, very few structural changes have been brought in.

Conference instructs the NEC to organise a report on all structures across the entire union, and return with proposals and recommendations for General Conference 2017.

South East Wales Amal

24 CATEGORY A: Conference recognises the good work that Regional Equality Committees are doing on behalf of our members in their region. Indeed these groups have now been expanded with the recent addition of BAME officers into our union structure. This has given new impetus to their meetings and they are now more reflective of the branches that they serve.

Conference with this in mind it is time to fund Regional Equality Committees properly in the same way as the Regional Women's and more recently Regional Learning Committees. At present Regional Equality Committees are totally dependent on their Regional committee and branches to support them. This support varies greatly across the country, which can make things very difficult for some of the Regional equality committees to operate in an effective manner.

Conference instructs the NEC to work with the Equality Department and Advisory Committees to bring about a rule change to create a 'Regional Equality Fund' which will operate and be funded in the same way as the Regional Women's and Regional Learning Committees are currently.

CWU Black Workers Conference

25 CATEGORY A: Conference notes the carriage of motion 63 at General Conference 2009, reproduced below.

'This conference instructs the incoming National Executive Council to ensure that National Briefing/Meetings called by the NEC, the Industrial Executives or national Officers should be rotated around the country by a structured pattern to ensure that they are not mainly held in London. This will mean that branches are not penalised in relation to time, travel and subsistence costs.'

Conference notes the recent trend to predominantly hold briefings, meetings and now Policy Forums in London, contrary to the policy contained within Motion 63.

Conference therefore instructs the NEC to ensure that the policy contained within Motion 63 is adhered to.

North West Regional Committee

SECTION 4A: ORGANISING AND STRATEGY

Monday (11.20 -11.45)

26 CATEGORY A: This Conference instructs the NEC to commence a three-month trial of a walk-in CWU resource, recruitment and advice centre in a major provincial city. This centre should be in retail premises in the heart of the city with the rental costs met by the Union nationally. The centre should be staffed by CWU organisers with the support of local branches and volunteers. A full report on the trial should be published to branches in advance of the 2017 annual conference.

Manchester Clerical

27 CATEGORY A: Conference notes with concern the lack of participation for branch ballots, particularly the 2015 Royal Mail Conduct code agreement. A total of 30 branches did not use their vote.

Branches are failing the memberships who elect them by not participating in crucial ballots, on their behalf.

Conference requests the NEC to investigate a mandatory participation ballot process and report back to General Conference 2017.

Portsmouth and District

28 CATEGORY A: The Retired Members Conference views with concern the falling numbers of the retired members as seen from National Statistics coming from CWU Headquarters.

The Retired Members Conference is concerned that Branches are not affording the treatment of recruitment of retired members with the time and priority it deserves.

The NEC is instructed to make representations to Branch's in order to make them aware of our concerns.

Retired Members Conference

29 CATEGORY A:

If Carried 38 Falls

This conference instructs the incoming National Executive Council to recommend to members that they vote yes to the UK remaining in the European Union in the forthcoming referendum. The CWU will also campaign for reform in the EU based on a positive vision of a people's Europe with reforms that would promote investment for sustainable growth, decent work underpinned by a living wage supported by a framework of good employment law with greater say for employees in the workplace. With investment in public infrastructure like social housing, transport, telecommunications, renewable energy and energy efficiency.

Central Counties and Thames Valley

30 CATEGORY A:

If Carried 36 Falls

Given the unprecedented attacks on our movement contained in the Trade Union Bill, our union will look to form with a 'Coalition of the Willing' of Trade Unions who are prepared to take more than token action to fight this Bill. The CWU will make representations to other unions (such as RMT, FBU, NUT, this list is not exhaustive) with the aim of taking a 'Day of Action' against the Trade Union Bill, no later than November 2016.

Discussions will take place on the feasibility of taking coordinated industrial action on this day.

The NEC is instructed accordingly.

Bristol and District Amal

31 CATEGORY A: **COMPOSITE MOTION**

The NEC are instructed to work with the WAC to campaign that the report by the all-party Parliamentary Group in to Women's access to Justice March 2014, be enacted upon across the whole country, furthermore this conference instructs the WAC to work closely with the NEC to campaign with all like-minded organisations such as Women's AID, CAADV etc. To give women, who have experienced Domestic & Sexual violence, access to justice?

Leeds No.1 Amal
Hull and East Riding

32 CATEGORY A: This Conference instructs the NEC to do all it can to pressure the Tory Government into a u-turn on their plans to scrap the Human Rights Act. Conference believes that the Human Rights Act, together with the European Convention on Human Rights, have both made a positive impact to people's lives in the United Kingdom.

SECTION 1C: POLICY

Sunday (11.45 – 12.40)

Conference recognises that the HRA is one of the Labour Party's proudest achievements. Repealing it would be disastrous, not only for people within the UK, but for the message it would send to people around the world, still fighting for the rights it protects.

Conference believes it is hypocritical for the Tory Government to "talk" about Human Rights issues across the World whilst, at the same time, attacking and undermining human rights in the UK, and instructs the NEC to do everything possible to retain the Human Rights Act.

Mersey

33 CATEGORY A: Conference notes the ongoing viscous government cuts to local authorities spending which is devastating critical services to working people and removing all the gains made by working people over the decades.

Conference welcomes the election of Jeremy Corbyn as leader of the Labour Party on an anti -austerity programme and believes that this policy must now be actioned by Labour representatives.

Conference supports the decision of UNITE the union and UNISON Local Government Executive's to call on labour controlled councils to set legal budgets based on using reserves and borrowing in order to avoid cutting jobs, conditions and services and to buy time to build a campaign locally and nationally with other councils, unions and communities to fight for the funds needed to maintain jobs and services. Conference believes that this approach will prove that Labour can make a difference and will not meekly succumb to the Tories agenda.

Conference agrees to support this policy and instructs the NEC to call on branches to lobby and campaign for the policy locally and to call on the TUC to call a national demonstration in 2016 in order to support local government workers and services.

Coventry

34 CATEGORY A: Conferences notes that little has changed in the financial services industry in recent years despite the 2008 crash. There is still a great demand for a publicly owned people's bank that is 100% owned by the Post Office and is not a joint venture.

Conference agrees that the CWU Post Bank campaign should be re-launched and reinvigorated under the umbrella of the People's Post campaign. Post Bank would serve local communities and would also be for bank for small and medium businesses. This is a potential growth area for the Post Office and this would protect and increase jobs into the future if the campaign is successful.

The NEC is Instructed accordingly.

Bristol and District Amal

35 CATEGORY A: Conference notes the issue of deaths in custody and welcomes the fact that the CWU and the RAC have developed a positive working relationship with the human rights group INQUEST.

The issue of the restraint technique has been highlighted before and has been a key reason why many people in detention have died in custody. Whilst the Government may have already indicated that it is looking at this issue, Conference instructs the NEC, in conjunction with the RAC to:

- Lobby the Home Office and ask for a mandatory system of recording incidents of restraint which should be introduced in all Police Forces. Such a system would enable essential transparency, auditing, active monitoring and opportunities for learning, something which is absent from the current system.
- Using the various communication mediums that the CWU has at its disposal our Union should build capacity and raise awareness on these issues amongst our wider membership
- Pressure the Police institutions so that their policy, training and operational procedures must consider the life threatening dangers inherent in the restraint of an individual, avoiding prolonged periods of restraint or the use of dangerous equipment such as limb restraints, spit hoods and Emergency Response Belts.

CWU Black Workers Conference

36 CATEGORY A: This Conference notes that,

- the Conservative Government continue with their policy of austerity.
- That if the government is not resisted and beaten we face years of pay cuts and closures and a continued assault on our public services.

Conference notes that,

- At the forefront of the Tory austerity agenda is the Trade Union Bill, an attempt to further weaken trade unions' ability to organise and to strike.
- The Bill represents the most determined attack on the unions for a generation, and the movement must be prepared to take on and defy these new laws.
- The TUC had policy to consider "generalised strikes" against the bill and to defend unions that find themselves "outside the law".

This Conference believes that Jeremy Corbyn has argued that a Labour government will repeal the bill and bring in new legislation to defend workers' rights. However we can't wait until 2020 to take on the anti-union laws.

This Conference instructs the NEC to:

- Work with the TUC to oppose the Trade Union Bill and to push for TUC policy to be turned into action.

SECTION 1C: POLICY

Sunday (11.45 – 12.40)

- Call on councils, the Scottish government, the Welsh Assembly and others to ensure they implement none of the detrimental provisions of the Trade Union Bill. That they guarantee all existing facility time and affirm that they will never use any of the Bill's measures against strikers or use agency workers during strikes.
- Work with all those unions, reps and activists willing to build a movement capable of taking on and defying any new anti-union legislation.

South Central Postal

37 **CATEGORY A:** This conference instructs the incoming National Executive Council to use all avenues in the TUC (and through the TUC, the European Trade Union Confederation), the Labour Party and the Media to highlight and oppose both the Transatlantic Trade and Investment Partnership (TTIP), the Trade in Services Agreement (TiSA) and the Investor State Dispute Settlement (ISDS) aspect associated with both TTIP and TiSA

Central Counties and Thames Valley

38 **CATEGORY A:** This Conference instructs the NEC to support the Labour Party's official campaign to stay in the European Union, whilst maintaining a focus on jobs, workers' rights and national security.

Conference believes that the first duty of any government is to keep our country safe and accepts that the security of Britain is inextricably linked to staying in Europe.

Conference firmly believes that the challenges of the future are best met by working with others, and that Britain is better off in Europe, which brings us jobs, growth and investment. When this vote comes, it will be a choice between staying in the European Union or leaving and this Conference instructs the NEC to defend the rights of CWU members, and working people generally, by campaigning to keep Britain in Europe.

Mersey

39 **CATEGORY A:** Conference endorses the proposed new NDC byelaws as contained in LTB 60/16, issued on 1 February 2016.

National Executive Council

SECTION 3: FINANCE

Monday (14.20 – 14.50)

40 **CATEGORY A:** Conference recognises the very difficult position the CWU was put in as a result of the politically motivated attack on the union from the HMRC and the government about our expenses. Conference further recognises the good work that has been done to ensure that the CWU is compliant with the HMRC regulations and the law.

However conference notes that new regime can frequently leave our representatives out of pocket when attending CWU events, and that this acts as a disincentive to involvement for activists, particularly those with second jobs or those who rely heavily on regular overtime.

Conference further notes that there are circumstances where the CWU pays to representatives money that is not covered by the HMRC exemption and on which tax must be paid:-

- Honoraria
- Substitution Money at HQ
- Directly employed staff in Branches.

Conference further agrees that there may well be legitimate reasons why a branch might want to make such payment to representatives on which tax and national insurance might be paid such as attending CWU schools or Conferences.

Conference recognises that there could be some problems with such a system, and it would be necessary to have robust oversight to prevent abuse.

Therefore conference instructs the NEC to introduce a procedure whereby Branches can make payments, on which tax and national insurance must be paid, similar to the honoraria, where representatives are attending formal CWU activities.

The NEC will produce strict rules as to how, and when, these payments can be made, and all payments must go through the central finance department and not be paid directly by Branches.

Further conference notes that this could cause some additional central expenditure for CWU HQ and it is recognised that it would be reasonable for Branches to be charged a small percentage of such amounts to cover the administrative cost of the new system.

The NEC is instructed accordingly.

Plymouth and East Cornwall

41 **CATEGORY A:** Conference believes that the existing model of Branch Rebate is no longer fit for purpose. It does nothing to recognise the legitimate differences in expenditure between branches with different requirements and it does nothing to encourage better behaviours and more professional running of Branches.

Therefore conference instructs the NEC to formulate a report to Branches on a new model for Branch rebates, which will result in NEC rule change and policy motions for conference 2017.

The review should look at, but not be limited to:-

- What is required for a minimum “central grant” for the basic operation of a branch.
- How this grant should be altered based in different Branch requirements (rural branches, Island branches etc)
- Hypothecated extra funds that Branches can unlock depending on how they act. This could include funds for organising plans, working communication strategies, having delegates attend regional sub committee meetings, branches sending delegates to national conferences.

The aim of this is to more closely aligning branches rebate with their requirements and activities, and to create a strong incentive for Branches to do more and be more professional.

The NEC is instructed accordingly.

Bristol and District Amal

42 CATEGORY A: Conference welcomes the excellent news of ROMEK coming home and applauds what is a magnificent victory for this trade union.

However conference notes that part of the cost of this deal is that new entrants in the cleaning grade will now for the first part of their employment only be earning the National Minimum wage.

By definition these workers will be the lowest paid adult workers in the recognised sector.

Furthermore it is recognised that there is a legitimate organising challenge in ROMEK and it is vital that the CWU increase it’s membership percentage among cleaners in ROMEK.

Therefore conference agrees that it is wrong in principle, and in practice, for new entrant cleaners on minimum wage to be paying the highest rate of subscriptions that the CWU charges.

Conference consequently instructive the executive to review and change to a more appropriate, cheaper band, the subscription rates for new entrants in ROMEK until they have received parity of pay with existing cleaners.

The NEC is instructed accordingly

Plymouth and East Cornwall

SECTION 3: FINANCE
Monday (14.20 – 14.50)

43 CATEGORY A: Conference accepts that online banking as currently offered by unity trust is the preferred option for many branches when processing payments proper to branch business. Conference also recognises that the current CWU rules with respect to the signatory protocols for cheque payments do not necessarily encompass the online system of endorsing payments via email. Therefore, the National Executive is encouraged to review whether an all-encompassing series of rule changes in this area are required in order to ensure good accounting practice for the future.

London 7

44 CATEGORY A: The NEC is instructed to carry out a "Review on how we pay our membership fees to the CWU" this review to report back by Conference 2017 on its findings/recommendations to Branches.

York and District Amal

45 CATEGORY A: Whilst recognising the improvements and hard work put into membership data, Conference notes the difficulties still being experienced with many inaccuracies recurring despite repeated branch corrections.

Conference therefore instructs the NEC to set up a review body on how to improve the present data system and to report back with recommendations to General Conference 2017.

South East Wales Amal

46 CATEGORY A: COMPOSITE MOTION

That this conference notes at a time when training and education for CWU activists is vital to deal with the hostile industrial and political environment, the impending deep and draconian cuts by the Conservative Government to Further Education and in particular to trade union education in England present a threat to trade unions and believes that this will have a detrimental effect on CWU Education and Training for Reps both Regional and residential and the impact of these cuts will undermine the CWU's ability to organise and campaign effectively.

This Conference is committed to supporting a programme of education and training for our activists and to ensuring that our reps have the skills and knowledge to provide the best possible representation and leadership for our members. Conference therefore instructs the NEC to formulate a detailed response to the cuts that include but not be limited to:

1. The ongoing and future needs of Branches and representatives
2. The allocation of sufficient resources to support activist education and training going forward in the CWU
3. A clear and detailed strategy for maintaining the quality and availability of CWU education and training for reps
4. An examination of options for flexible and cost effective delivery of education and training for reps
5. The development and expansion of e-learning on Left Click to supplement and complement existing classroom based learning
6. How we can ensure our ULRs are deployed to support and deliver reps training where appropriate

The list is not exhaustive

The NEC will formulate a strategic plan accordingly with recommendations which should be reported to branches no later than 31st October 2016 for consultation.

Lincolnshire and South Yorks
Capital
South London, Surrey and North Hampshire
South Yorkshire
South West Regional Committee
Gloucestershire Amal
Eastern No.5
South Midlands Postal

SECTION 8: POLITICAL FUND MANAGEMENT

Monday (15.05 – 15.25)

47 CATEGORY A: This conference endorses the union's support for Jeremy Corbyn in the Labour Party leadership election last year and believes that his election shows strong support for anti-austerity policies. Conference recognises that Jeremy has powerful opponents both inside the Labour Party and amongst the right wing press. We believe that he needs all the support he can muster and the full political resources of the union should be deployed to defend Jeremy's radical and progressive policies.

Furthermore Conference instructs the NEC to explain Jeremy's policies to the union at large and to campaign to increase membership of the Labour Party.

Birmingham, Black Country and Worcester

48 CATEGORY A: This conference agrees that the CWU creates a strategy which will facilitate CWU Labour Party members in becoming more involved in the political process, at all levels, up to and including becoming a Member of Parliament.

This would include funding of specific and suitable training and educational programme.

A report on the feasibility should be produced by the NEC within the next six months.

Midland No.7

49 CATEGORY A: This Conference welcomes the fact that the Labour Party is open to a more inclusive agenda with all labour party members having a greater say in policies and the general direction of the party.

Conference therefore agrees that the CWU will in principle, support proposals that aim to return more Labour Party policy-making decisions back to the Labour Party conference.

The detail of what is put forward or what is supported by the CWU will be a matter for the NEC and/or Conference delegation as appropriate, but a report will be prepared before the next National General CWU Conference on the progress towards achieving greater real and meaningful democracy in the Labour Party. The NEC is instructed accordingly.

London 7

50 CATEGORY A: This conference congratulates Jeremy Corbyn on becoming leader of the Labour Party.

Conference notes that he has pledged to democratise the party. Conference believes that this must include the Labour Party Women's organisation and conference.

SECTION 8: POLITICAL FUND MANAGEMENT

Monday (15.05 – 15.25)

We call on the NEC to work with the WAC to campaign with other unions and to work with the Labour Party for a return to a motion based Labour Women's Conference which will allow real input from women members.

CWU Women's Conference

SECTION 6: EQUAL OPPORTUNITIES

Monday (15.25 – 15.35)

51 CATEGORY A: This Conference instructs the NEC, along with the National Assistant Secretary Equality and the WAC to draw up guidelines to help Branch Women's Officers who wish to set up a Women's Committee.

Birmingham, Black Country and Worcester

52 CATEGORY A: This Conference agrees that proportionality is high on the CWU Agenda and avenues for a more inclusive union must be a priority. It is therefore of some concern that the two LGBT conference motions carried at the LGBT 2014 Conference to be put forward at the 2015 General Conference were ruled out of order and had no opportunity to be debated. To date there has not been any explanation why these motions were ruled out of order.

This Conference calls on the CWU NEC to work with the Equality Department to publish an LTB.

The LTB should set out clearly;

An explanation for the reason that both of the motions put forward by the LGBT Conference 2014 were ruled out of order and not admitted to the General Conference 2015 and who is ultimately responsible.

An apology to the Branch's who's motions at the LGBT Conference 2014 were the ones voted to be put forward to General Conference 2015 and to the Union as a whole.

An assurance that it should not occur again with policies and procedures that will be put in place to make sure it doesn't happen again.

CWU LGBT Conference

53 CATEGORY A: COMPOSITE MOTION

Conference would like to see a greater participation by the CWU at the Hazards Conference.

To achieve this the NEC are instructed to

- Increase the sponsorship of the Hazards Conference through using Health & Safety Budget
- Facilitate a stall at the conference
- Look to sponsor a seminar for Safety Representatives at Hazards Conference

It is hoped the increased participation will raise the profile of the CWU & will develop a wider partnership with other Unions.

This to be achieved by January 2017

North East Regional Health and Safety Forum
North West Regional Health and Safety Forum
Midland No 7
Midlands Regional Health and Safety Forum

54 CATEGORY A: Conference notes with concern that Accident 'Near Miss' reporting and recording in many Organisations and employers is both unnecessarily Over-complicated and not fit for purpose.

Conference instructs the NEC to campaign for the adoption of concise, straight forward, user friendly near miss procedures with effective monitoring, compliance and remedial action systems.

South West Health and Safety Forum

55 CATEGORY A: COMPOSITE MOTION

The NEC is instructed to work with H&S Dept to campaign with the help of the TUC & the All Party Parliamentary Group on Occupational Safety on the following-

- All Public buildings to have an asbestos register by 2022
- All Public buildings to have Asbestos removed by 2028
- All Buildings to have it removed by 2035 – which in effect is a 20 year Plan

North East Regional Health and Safety Forum
Midlands Regional Health and Safety Forum

SECTION 7: HEALTH, SAFETY AND ENVIRONMENT

Monday (15.35 – 16.15)

56 CATEGORY A: Conference recognises that there is an extensive amount of research on both sex (biological differences between men and women) and gender (socially determined differences). Conference further recognises that these differences affect worker's health and safety in many different ways. These differences are too often ignored or misunderstood leading to failures in employers' documentation when related to the health, safety and welfare of our members.

Conference therefore instructs the NEC to campaign to ensure that employers' and the wider trade union community fully understand and embrace the concepts of sex and gender differences on issues of health, safety and welfare.

London Regional Health and Safety Forum

57 CATEGORY A: COMPOSITE MOTION

Conference instructs the NEC & the Health & Safety Dept. to provide regular updates on the "Dying to Work " campaign furthermore the CWU needs to raise awareness with all our members in all workplaces we represent in.

North East Regional Health and Safety Forum
Midlands Regional Health and Safety Forum

58 CATEGORY A: Conference notes that some of our members are being subjected to working conditions and welfare facilities that were built mid-20th century and are now not considered fit for purpose for a modern employer. At the same time employers promote their businesses and technology as fit for the 21st century.

Conference therefore instructs the NEC to campaign to ensure that employers' and the wider trade union community promote the improvement of employers' premises to the highest possible standards for the purposes of current legislation on health, safety and welfare and where-ever possible beyond that statutory minimum.

London Regional Health and Safety Forum

59 CATEGORY A: The NEC is instructed to work with the H & S Department and others where appropriate, to source or develop a Fire Safety and Awareness Course (accredited if available) to be made available to all representatives of the CWU. This is to be achieved by start of conference 2017.

North West Regional Health and Safety Forum

SECTION 7: HEALTH, SAFETY AND ENVIRONMENT

Monday (15.35 – 16.15)

60 **CATEGORY A:** Conference notes with alarm the increasing levels of workplace stress affecting young CWU members. Increasing drive to meet customer demands is leading to an ever increasing work load for our members, and there is no evidence of the pressure decreasing. Conference instructs the NEC to investigate the main issues of workplace stress and report back any findings.

CWU Youth Conference

61 CATEGORY A:*If Carried 63, 65 and 66 Fall***COMPOSITE MOTION**

Conference agrees that the future of the CWU is threatened by decreasing Membership levels across the union and the current levels of expenditure are not sustainable. There needs to be a strategy to design more affordable structures and to examine current departments. The sdgs has previously highlighted the loss of income to the CWU from Legal Service work because of a change to the Law in 2013. The proposed changes in Law in 2017 to the limits on the value of personal injury claims and the effect that these changes will have on both claimants and their legal representatives will impact on how the CWU continues to provide existing services to our Members.

To this end the NEC is instructed to commission an immediate review into the Legal Service department and Union line. The review will provide recommendations on;

- Removal of any duplication of organisation structure in Unionline or legal services department
- The funding of Unionline
- Financial risk to CWU because of underwriting Members legal costs
- Cost of legal Management services
- Clear transparent reporting of Unionline income to CWU
- How loss of income from legal service work will impact on Member services

The list is not exhaustive.

Conference instructs the NEC to publish the review along with its recommendations by 1st November 2016 and to place an appropriate motion(s) to Annual Conference 2017.

West London Postal
London Parcels and Stations Amal
Harrow and District

62 CATEGORY A: That conference recognises that there is a clear perception among activists that the CWU Web site is becoming less useful in respect of seeking relevant information and agreements using the web page associated search engine. We therefore instruct the NEC to investigate the problem with a view to making the search function more dedicated to LTB's and Agreements rather than up to date transient information.

Scotland No.1

63 CATEGORY A: This Conference instructs the incoming National Executive Council that employment law and Employment Tribunals judgements are an ever-changing aspect of the world of work.

Therefore, to assist CWU Representatives that performs appeals against dismissal. The legal services department shall organise six-monthly seminars. The purpose will be to update representatives of developing trends, ET judgements, learning points, changes in legislation and another legal/general advice that can assist the presentation of a members appeal.

The first such seminar shall happen within 6-months following the close of Conference.

The NEC is instructed accordingly.

Eastern No.4

64 CATEGORY A: This conference notes that with the introduction of Unionline some anomalies have come to light particularly in relation to the differences in Scottish and English Law. One such anomaly is the free will service the union provides, there must be others. We therefore instruct the NEC to investigate and resolve the service provision differences which may arise as a result in country law with a view of providing the same level of service regardless of where you live in the UK.

Scotland No.1

65 CATEGORY A: Conference recognises that the criteria of “more than 50% chance of success” used by CWU Headquarters when deciding whether to support a members claim at an Employment Tribunal often causes frustration for Branches in understanding cost implications and explaining to the member(s) the reasons behind the decision.

Therefore, the National Executive in conjunction with the Legal Services department should produce a breakdown for Branches on the costs of taking an average Employment Tribunal case to court, to enable the Branch to explain to the member(s) the reason for the more than 50% rational and for Branches to make an informed decision whether or not a case could be pursued by the Branch itself.

Kent Invicta

SECTION 5: MEMBERSHIP/LEGAL/COMMS

Monday (16.15 – 16.50)

66 CATEGORY A: This conference, whilst noting the terms of the Legal Service Review (LTB 772/2015) instructs the NEC to:

- a) issue a six monthly report detailing the number of ET requests submitted, including nature and type of case and the fate of each case i.e. not supported, withdrawn, settled out of court, full hearing etc.:
- b) more fully publicise CWU Employment Tribunal successes, including notifying branches of each success and copying, where appropriate, the full judgement:
- c) allocate resource and funding to a proactive initiative whereby laws and business practices that are detrimental to the interests of working people are challenged by way of test cases.

Manchester Clerical

67 CATEGORY A: Conference is extremely disappointed that motion 60 conference 2015 and motion 134 conference 2014 has not been implemented and acted on.

The Executive has had two years to implement the sentiments of both motions and yet have done very little about them. Conference now questions the executive's ability to execute a very straight forward and simple instruction from Conference.

Since 2014 operating systems, software, phones, laptops and tablets have become more simplified in adapting to the different demands of the digital technological age world we all live in, most branches have embraced the enormous change to communicating with its members without having the huge resource available at CWU HQ.

Conference demands that the sentiments contained in the previous 2 motions are implemented by September 2016 or alternatively revert back to pigeon post.

Great Western

68 CATEGORY A: COMPOSITE MOTION

This conference notes that 30,000 British men are living with terminal prostate cancer but are not being offered enough care and support to combat the disease.

This conference instructs the NEC to work with other interested organisations to obtain from Government their agreement to prioritise prostate cancer care as the number of sufferers is more than double those with breast or bowel cancers.

Research funding for this most common of male cancers fall well behind other cancers, the NEC are further instructed to campaign that the offer of Prostate Cancer screening is offered and available to all men over the age of 35, using the example that is in place for women re smear tests as the benchmark.

Leicestershire
York and District Amal

69 CATEGORY A: Conference is becoming increasingly concerned about the increased rate of suicide within young men under the age of 45.

Figures collated by the Campaign Against Living Miserably (Calm) show there were 4,623 male suicides in the UK in 2014, the second highest number in 15 years and the equivalent of 12 deaths a day.

In this country we have a problem that we can't shy away from anymore. Suicide is the biggest killer of men under the age of 45, 32% of men who contemplated suicide didn't want people to worry about them while 41% of men who contemplated suicide felt that they couldn't talk about their feelings.

With such a rise in the rates of suicide in young men, it is now becoming a serious health issue. More men feeling able to talk about their problems and seek help would be a step in the right direction. That said, improvement in attitudes alone can't serve as a substitute for resources and the funding of services that help people when they need it.

Conference therefore calls for the Executive to work with charities such as CALM (Campaign Against Living Miserably) to raise awareness of the help and support that exist.

The Executive to arrange a campaign, by means of posters, leaflets and the relevant helplines available to encourage more of our male members to highlight and talk about any issues causing them a concern.

Great Western

SECTION 1A: POLICY

Monday (16.50 – 17.25)

70 CATEGORY A: This conference agrees that people with disabilities are still subject to many forms of discrimination in the 21st Century.

Sadly the NHS appears to lack the necessary resources when a medical emergency arises with a person who is severely disabled without taking into account the full assessment of the patients' needs and capabilities.

This conference instructs the NEC in conjunction with the DAC to lobby the government to ensure that the disability rights of all, however severe the patients disabilities are taking into account.

Portsmouth and District

71 CATEGORY A: This Conference recognises the parlous state of Social Care services and is mindful of the pressure these shortcomings place upon the NHS.

Conference therefore instructs the NEC to campaign in the political arena and the trade union movement in order to improve, in the short term, Local Authority funding for Social Care and, in the longer term, to actively support the National Pensioners' Convention's quest for a National Health and Care Service free at the point of need and funded through general taxation.

Manchester Clerical

72 CATEGORY A: Meetings held with Prospective Parliamentary Candidates during the 2015 General Election campaign, showed clearly that none of the main political parties has a substantive plan for the funding of Care, either for the present time or for the future. This situation is not just to the detriment of our present and future CWU members, but to pensioners in general, and cannot be allowed to continue.

This Conference instructs the NEC to work with the NPC, Later Life Ambitions and other relevant pensioner organisations, during the life of the present Parliament, to secure from each of the main political parties a proposal for the funding of Care in their 2020 election manifestos, upon which CWU members and the electorate can cast their votes accordingly.

Midland No.1

73 CATEGORY A: Conference notes its concern over the continued "image pressure" in society to be the perfect "model" weight.

This appears to be a heightened issue amongst young girls and women with often tragic consequences.

The subject is obviously a very delicate issue to debate.

Conference agrees that education and awareness is key to recognise and understand the issues for all in society, including trade unions and employers as part of ongoing mental health awareness.

The CWU Equality department has previously produced excellent health resources on many health issues.

Conference instructs the NEC, in conjunction with the WAC, to raise the profile of anorexia & bulimia, to produce the appropriate awareness and guidance information to assist in dealing with this terrible illness.

CWU Women's Conference

74 CATEGORY A: Conference instructs the NEC to lead a CWU campaign on the importance of giving blood and to lobby for and support existing campaigns for a change in the restrictions on MSM (men who have sex with men) donating blood in the UK.

Tyne and Wear Clerical

SECTION 1E: POLICY

Monday (17.25 – 18.00)

75 **CATEGORY A:** This Conference notes with extreme concern the humanitarian crisis in Syria and other war-torn Countries.

Conference instructs the NEC to recognise that the current migration to Europe is a humanitarian crisis, and, as such, the UK must accept our responsibilities, and welcome refugees.

Conference instructs the NEC to pressurise the Government to accept a "fair share" of the refugees seeking sanctuary in Europe.

Conference recognises and welcomes the incredible support for refugees from people in the UK expressed through donations, demonstrations, collecting, lobbying and willingness to open up their own homes.

Conference believes that the Government's proposal, to take in 20,000 Syrian refugees by 2020 is pitifully inadequate.

Conference further rejects the language of "swarms", "queue jumpers" and "illegals" used by the Prime Minister and others.

Conference instructs the NEC to ensure that the Government puts in place the necessary infrastructure to ensure that refugees and their families can integrate into their communities, with full support being given to them

Mersey

76 **CATEGORY A:** Conference notes that the Communication Workers Union is part of the working class movement, linked with the international Trade Union and Labour movement: looking at strengthening our position with the added aim of enhancing society by means of widespread union values, the NEC are instructed to produce publish and distribute information, to the wider membership in relation to such things as:-

CLPs, Trade's Councils, Tenant's' associations, School Governors, Parish Councillors, Local Councillors, becoming a Scouts or Guides Leader, youth club organiser or involved in other groups which may be formed within our society.

Areas covered should include:-

- What it is
- Why you should get involved
- How you get involved
- What to expect when you are involved

The above lists are not exhaustive.

Greater Merseyside and South West Lancs

77 **CATEGORY A:** This conference recognises that there is an inequality for women in sports. Conference instructs the National Executive Council to campaign with the representative bodies for equality for women in sports, to encourage girls & women into sports especially in traditional areas of 'men's' sports being encouraged through schools. For girls and women to be allowed to compete on even terms and conditions, as well being given the opportunity to achieve equal accolades.

Eastern Regional Women's Committee

78 **CATEGORY A:** In view of the published accounts of the National Pensioners Convention (NPC) and reports from its Treasurer which forecast a deficit this year, this Conference instructs the NEC to appeal to branches to affiliate to the NPC and voluntarily donate a minimum of 60 pence per year for each Retired member in their Branch, to the National Pensioners Convention

Leicestershire

79 **CATEGORY A:** Conference notes with alarm the increasing levels of workplace stress affecting not just CWU members, but people across the UK. Conference believes that a long hour's culture is a major contributor to the current unsatisfactory situation. Conference therefore welcomes developments similar to those of Sweden where government action to introduce a shorter working day has been taken, with resulting increases in productivity. If introduced in the UK, current levels of salary would be protected, the only change would be the hours you work, not the salary you earn. Conference instructs the NEC to lobby government for similar changes in the UK to stabilize the disproportionate current work-life balance

Eastern Regional Committee

80 **CATEGORY A:** Conference endorses the terms of LTB 676/15 which records decisions taken by the CWU delegation at the TUC Congress held in Brighton 2015.

National Executive Council

81 **CATEGORY A:** Conference endorses the terms of LTB 677/15 which records decisions taken by the CWU delegation at the Labour Party Conference held in Brighton 2015.

National Executive Council

82 **CATEGORY X:** Conference notes the election of Jeremy Corbyn, a dedicated supporter of trade union values, as leader of the Labour Party. We therefore call for an annual political conference of CWU activists who are Labour Party members and affiliated supporters of the Labour Party. The focus of this Conference will be the development of a strategy to promulgate CWU policies, principles and values within the Labour Party and in wider political debate, and to increase the number of CWU members who 'opt in' to support the Labour Party.

Greater London Combined

83 **CATEGORY X:** The CWU is proud of the successful Equalities Conferences that have been held over the last few years.

The NEC are instructed to pursue a similar Health and Safety seminar to be held annually allowing safety Representatives from all the membership to come together, engage, share best practice and to progress Health, Safety & Environment issues.

North West Regional Health and Safety Forum

84 **CATEGORY X:** Conference instructs that the CWU should act in collaboration with other unions to establish a national daily newspaper, which would be democratically controlled by the unions that support it. The aim of such a paper would be that it would achieve mass circulation putting the point of view of trade unionists.

Midland No.1

85 **CATEGORY X:** To ensure that for all major national companies in the telecoms sector, we have a team of branches around the country working together on recruitment. Branch representatives should meet with the HQ team on a quarterly basis.

Greater London Combined

86 **CATEGORY X:** Royal Mail and BT claim to be equal opportunities employers, Royal Mail even use the Springboard initiative to encourage and advance Women within the organisation. However, when it comes to the role of CWU Women's Officer, neither BT, or Royal Mail recognise the position and are dismissive of the role. Release for Women Officers is almost non-existent, and adhoc release is often withdrawn at the last minute.

Taking into account that the role of Women's Officer is not recognised by the employers within the relevant Industrial representative frameworks the General Secretary is instructed to discuss this ongoing release problem with the respective National Officers so progress on paid Union leave can be achieved. A progress report from the General Secretary will be sent to Branches by no later than September 2016, the NEC is instructed accordingly.

South West Regional Women's Committee

87 CATEGORY X: It is recognised that Jeremy Corbyn's campaign which was backed by the CWU to become Labour Party Leader, and also since he has been elected the Labour Leader has dramatically increased membership levels in the Labour Party. Many of these new members and re-joiners to the party will be CWU Members. If our Union is going to continue to play an active role in moving the agenda forward for working people, and also shape the future direction of the Labour Party we need to be able to engage directly with all CWU Labour Party members.

Consequently, to assist Regions and Branches with political activity and campaigns it is vital that up to date data is shared at local level. Therefore regular updates from CWU HQ on details of CWU members who are, or have become Labour Party members should be shared with Regions/Branches accordingly.

The NEC is instructed accordingly.

South West Regional Committee

88 CATEGORY X: Conference agrees that the housing crisis has got worse still in the last year and that the Tory Housing Bill is a further attack on Council/social housing.

This Conference further agrees that the Housing Bill is an attack on working people in that it aims to massively increase the rents of people in council/"affordable" rented housing who have a gross household income of £30,000 outside London and £40,000 inside London.

Building on the CWU's housing campaign, the Union should publicise the many damaging effects of this Bill, support opposition campaigns to the Bill and continue to support policies for a mass building of council/social housing at traditional council or social rents as one major part of the solutions to the crisis.

The CWU will also support a Labour Party policy approach along these lines. For If people believe that the Labour Party can and will do something that really changes the current dire housing position for many people, particularly the young and disadvantaged,, this will attract massive support for the election of a Labour Government.

London 7

89 CATEGORY X: That this Branch instructs the incoming National Executive to:

That CWU employed Regional Organisers in the Telecoms and Financial Services Constituency, be made available to represent workers in Companies where a recognition agreement does not exist, when the Branch is unable for whatever reason, to represent.

This representation particularly applied to Formal Discipline, and Grievance cases.

South East Central

90 **CATEGORY X:** This conference recognises that with changes made to the structuring of employment tribunals, pre-hearings are taking place more frequently. It is also recognised that many branches do not have the skilled, experienced and trained representatives required to offer members adequate representation at these meetings. As a result conference agrees that the legal services department will provide representation if requested by the branch for members at pre-hearings, even if a decision has not yet been on whether the claim will be supported.

South Central Postal

91 **CATEGORY X:** Conference instructs the NEC that further to the increased awareness surrounding mental health issues, such as Mental Health Day and the associated initiatives from the HSE and many of our employers, the NEC are therefore instructed to achieve paid leave for attendance on the CWU mental health awareness course.

Newcastle Amal

92 **CATEGORY X:** Conference recognises the threat to union rights through the trade union bill which will leave trade unions in an extremely weak position in defending and fighting for their member's rights.

Conference instructs the NEC to maintain the unions activity and struggle against this bill and to support unofficial action where it is essential in protecting our members jobs and terms and condition of service including the call for a 24 hour general strike to be campaigned and built for through the TUC to defeat this attack on workers' rights and democracy.

Conference instructs the NEC to campaign for the labour party to include in its manifesto the revoking of any restrictions brought in through the trade union bill and to remove those introduced by Thatcher and New Labour in order to restore the ability for unions to organise without government interference.

This to be implemented in the first term of office. Conference agrees to review its political strategy If a future labour Government fails to carry through this policy.

Coventry

93 **CATEGORY X:** Conference recognises that the issuing of LTB 787/15 entitled "revised CWU expenses / policies and procedures" on 10th December 2015 is a "game changer" in terms of the role of the Branch Treasurer.

With over 20 pages of guidelines issued within LTB 787/15 it is unacceptable that there as been no explanation , briefing, training or instruction given to Branches officers for administering Branch funds, but more specifically, to Branch treasurers, who will be expected to introduce and administer these new guidelines on a day to day basis.

MOTIONS NOT ADMITTED TO THE AGENDA

It is recognised by this conference that the Branch Treasurers role is voluntary and attracts very little recognition for what has become a vitally important and increasingly complex role within the union.

Therefore the NEC is instructed to firstly call a briefing or a number of regional briefings as a matter of urgency. These briefings must take place by no later than the end of June 2016. The purpose of these briefings will be to explain the guidelines to Branch Officers responsible for administering and overseeing the day to day running of Branch finances.

Furthermore, this conference instructs the NEC to ensure that a comprehensive training package is put in place as a matter of urgency to allow Branch Treasurers to firstly understand the guidelines and implications of the introduction of the guidelines, and secondly, to clarify exactly what the roles and responsibilities are of the Branch Treasurer and other Branch Trustees responsible for administering the new guidelines and what they will be required to do under the new guidelines.

Separately, Branches will be given guidance and assistance to introduce a plan of action that gives Branch Treasurers the resources to perform their role properly under the new guidelines. This plan will include reasonable levels of paid release whereby CWU Headquarters can deduct relevant amounts of tax and National Insurance where necessary and claim it back via the Branch rebate system.

The NEC is instructed accordingly

**West London Postal
Northern/North West London
East London Postal**

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MOTIONS NOT ADMITTED TO THE AGENDA

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Northern/North West London

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The NEC is instructed accordingly

East London Postal

96 **CATEGORY X:** Conference recognise that there are elements of member's information that Branches cannot adjust locally through the OLS Database. This includes a member's workplace and death benefit nominee if they do not already have one. Conference understands that this can restrict a branch from keeping their information up to date and is an unnecessary hindrance.

Conference agrees therefore that a branch's designated users will have the authority to change all information relevant to its own members locally and without the need to contact the membership department.

South Central Postal

97 **CATEGORY X:** All Branch Equality, Womens, Youth and Bame Officers will be required to attend Union skills 1 and Health and Safety 1 courses within the first twelve months of holding office.

Greater Manchester

98 **CATEGORY X:** As part of the ongoing measures to ensure that this union survives because of the financial difficulties the union will face over the next few years a feasibility study will take place to consider maintaining a "core Head Office" in London with some current Head Office tasks being undertaken in satellite buildings currently owned by the CWU.

Greater Manchester

99 **CATEGORY X:** This conference recognises that with changes made to the structuring of employment tribunals, pre-hearings are taking place more frequently. It is also recognised that many branches do not have the skilled, experienced and trained representatives required to offer members adequate representation at these meetings. As a result conference agrees that the legal services department will provide representation if requested by the branch for members at pre-hearings, even if a decision has not yet been made on whether the claim will be supported.

Eastern Regional Committee

100 **CATEGORY X:** Conference notes that the NEC affiliated to the "No TTIP" campaign last year and put motion 66 before conference to endorse this. Motion 67 also raised the threat to democracy, jobs, public services, the NHS, public health and the environment TTIP (Transatlantic Trade and Industry Partnership) represents and called for opposition to the agreement.

Conference agrees that the campaign within the labour movement and the TUC should be reinvigorated and the CWU should take a lead in ensuring that continued pressure is put on MP's and MEP's to address the many dangers the current TTIP contains, and also raise awareness of the similar threats the CETA (Comprehensive Economic and Trade Agreement) contains and campaign against the ratification of this in the in the UK Parliament.

MOTIONS NOT ADMITTED TO THE AGENDA

The CWU should encourage Branches to work with the labour movement, Trade Councils, the TUC, and organisations such as War on Want and 38 Degrees, to raise awareness and opposition within our membership and the public to this secret deal, and CETA, which threaten democracy and jobs.

This should involve educating members and getting involved where possible in actions to raise public awareness of this insidious deal, such as encouraging members to sign the EU wide petition against TTIP, days of action and joining local campaign groups.

London Postal Engineering

OBITUARY LIST

During the year the National Executive Council has learned with regret of the death of a number of respected colleagues of the union. Among them were:

- | | | | |
|----------------|------------------------------------|------------------|-------------------------------------|
| G BEATTIE | ALGUS NATIONAL | K D HOLLICK | EASTERN NO.5 |
| R EDNEY | BIRMINGHAM DISTRICT AMAL | A D MASON | EASTERN NO.5 |
| R FINLAY | BIRMINGHAM DISTRICT AMAL | K RICHARDSON | EASTERN NO.5 |
| T A GRIFFIN | BIRMINGHAM DISTRICT AMAL | D P MORRIS | EASTERN NO.5 |
| B JOHAL | BIRMINGHAM DISTRICT AMAL | R S ADAMSON | EASTERN NO.5 |
| D THOMPSON | BIRMINGHAM DISTRICT AMAL | F KING | EASTERN NO.5 |
| N WARD | BIRMINGHAM DISTRICT AMAL | F L WINDOWS | EASTERN NO.5 |
| I BALDWIN | BIRMINGHAM, BLACK COUNTRY & WORCS | K MILLARD | EASTERN NO.5 |
| B GEDDIS | BIRMINGHAM, BLACK COUNTRY & WORCS | J ADAMSON | GRAMPIAN AND SHETLAND AMAL |
| L WESTON | BIRMINGHAM, BLACK COUNTRY & WORCS | J DAWSON | GRAMPIAN AND SHETLAND AMAL |
| T HOLLIDAY | BOURNEMOUTH AND DORSET AMAL | J MCINTYRE | GRAMPIAN AND SHETLAND AMAL |
| K MUSSELL | BOURNEMOUTH AND DORSET AMAL | A MORGAN | GRAMPIAN AND SHETLAND AMAL |
| J BARNETT | BRISTOL AND DISTRICT AMAL | R ABRAHAM | GREAT WESTERN |
| J COLLINS | BRISTOL AND DISTRICT AMAL | F BROWNING | GREAT WESTERN |
| P DRAKE | BRISTOL AND DISTRICT AMAL | J G CALVER | GREAT WESTERN |
| K FORTUNE | BRISTOL AND DISTRICT AMAL | M FAVELL | GREAT WESTERN |
| P HUNT | BRISTOL AND DISTRICT AMAL | B J HATHERALL | GREAT WESTERN |
| A KENINGALE | BRISTOL AND DISTRICT AMAL | R A JAMES | GREAT WESTERN |
| R LEWIS | BRISTOL AND DISTRICT AMAL | P MCKINLAY | GREAT WESTERN |
| C LEWIS | BRISTOL AND DISTRICT AMAL | K SAWYER | GREAT WESTERN |
| A POOK | BRISTOL AND DISTRICT AMAL | F J SEFTON-SMITH | GREAT WESTERN |
| B STARR | BRISTOL AND DISTRICT AMAL | L A SPRATT | GREAT WESTERN |
| E ADAMS | CAPITAL | R STOWELL | GREAT WESTERN |
| P J BERRY | CAPITAL | M VINCENT | GREAT WESTERN |
| J BLACKBOURN | CAPITAL | F WATTS | GREAT WESTERN |
| R BOCARRO | CAPITAL | A J WESTGATE | GREAT WESTERN |
| S G CARTER | CAPITAL | R DAS | HARROW AND DISTRICT AMAL |
| L COCHRAN | CAPITAL | M HORN | HARROW AND DISTRICT AMAL |
| A COUPLAND | CAPITAL | S MCCORMACK | HARROW AND DISTRICT AMAL |
| A HOLMAN | CAPITAL | R CHENERY | KENT INVICTA |
| S HUFFAM | CAPITAL | A CORKERTON | KENT INVICTA |
| V JACKSON | CAPITAL | J GOWER | KENT INVICTA |
| H OFORI-QUAYE | CAPITAL | A PIDDLESDEN | KENT INVICTA |
| W O'SHAUGNESSY | CAPITAL | A TINGEY | KENT INVICTA |
| K POWER | CAPITAL | A WILLIAMS | KENT INVICTA |
| G A SQUIRES | CAPITAL | T BECK | LANCS AND CUMBRIA |
| A TOLLON | CAPITAL | S BRADSHAW | LANCS AND CUMBRIA |
| S BALL | CENTRAL COUNTIES AND THAMES VALLEY | B COX | LANCS AND CUMBRIA |
| C BANCROFT | CENTRAL COUNTIES AND THAMES VALLEY | J DAVIDSON | LANCS AND CUMBRIA |
| R BATTEN | CENTRAL COUNTIES AND THAMES VALLEY | J DILLON | LANCS AND CUMBRIA |
| G BELL | CENTRAL COUNTIES AND THAMES VALLEY | G GRIMES | LANCS AND CUMBRIA |
| R S CARTER | CENTRAL COUNTIES AND THAMES VALLEY | A HUTCHINSON | LANCS AND CUMBRIA |
| K CHAMBERLAIN | CENTRAL COUNTIES AND THAMES VALLEY | I MANSER | LANCS AND CUMBRIA |
| N CHANDLER | CENTRAL COUNTIES AND THAMES VALLEY | J ROBINSON | LANCS AND CUMBRIA |
| A CRANMER | CENTRAL COUNTIES AND THAMES VALLEY | K WHITE | LANCS AND CUMBRIA |
| B EVANS | CENTRAL COUNTIES AND THAMES VALLEY | J WHITING | LANCS AND CUMBRIA |
| C GROVES | CENTRAL COUNTIES AND THAMES VALLEY | N EDGER | LEICESTERSHIRE AMAL |
| J A HALL | CENTRAL COUNTIES AND THAMES VALLEY | S FORD | LEICESTERSHIRE AMAL |
| N HAMPSON | CENTRAL COUNTIES AND THAMES VALLEY | G HOWARD | LEICESTERSHIRE AMAL |
| N HART | CENTRAL COUNTIES AND THAMES VALLEY | M MUSSA | LEICESTERSHIRE AMAL |
| C JEFFERIES | CENTRAL COUNTIES AND THAMES VALLEY | N SEYD | LONDON NORTH WESTERN C&C |
| J LORD | CENTRAL COUNTIES AND THAMES VALLEY | E BAXTER | LONDON POSTAL ENGINEERING |
| D NICHOLLS | CENTRAL COUNTIES AND THAMES VALLEY | D GIBBS | LONDON POSTAL ENGINEERING |
| D PITCHER | CENTRAL COUNTIES AND THAMES VALLEY | P LIMPKIN | LONDON POSTAL ENGINEERING |
| C READINGS | CENTRAL COUNTIES AND THAMES VALLEY | K GWILLYM | MANCHESTER CLERICAL |
| J ROBINSON | CENTRAL COUNTIES AND THAMES VALLEY | A HOPWOOD | MANCHESTER CLERICAL |
| K SHAH | CENTRAL COUNTIES AND THAMES VALLEY | O MULCHRONE | MANCHESTER CLERICAL |
| A SMITH | CENTRAL COUNTIES AND THAMES VALLEY | F BURT | MERIDIAN |
| C SMITH | CENTRAL COUNTIES AND THAMES VALLEY | D FRIEND | MERIDIAN |
| P TOURELL | CENTRAL COUNTIES AND THAMES VALLEY | J HACKNEY | MERIDIAN |
| B VAUGHAN | CENTRAL COUNTIES AND THAMES VALLEY | A HENDERSON | MERIDIAN |
| S WHITE | CENTRAL COUNTIES AND THAMES VALLEY | E HENNIKER | MERIDIAN |
| B GUMMOW | CORNWALL AMAL | R HORTON | MERIDIAN |
| D THOMAS | CORNWALL AMAL | B LUCK | MERIDIAN |
| T PACEY | ESSEX AMAL | N MOUQUE | MERIDIAN |
| V PATES | ESSEX AMAL | F OEHL | MERIDIAN |
| S WOOD | EASTERN NO.5 | D SANDERSON | MERIDIAN |
| V P MONAGHAN | EASTERN NO.5 | M VINALL | MERIDIAN |
| A J HUNTER | EASTERN NO.5 | W M DAVIES | MID WALES, THE MARCHES AND N.STAFFS |
| G H SMITH | EASTERN NO.5 | J W DAVIES | MID WALES, THE MARCHES AND N.STAFFS |
| J BARNARD | EASTERN NO.5 | D HUNT | MID WALES, THE MARCHES AND N.STAFFS |
| D E TOPLEY | EASTERN NO.5 | D JENKINS | MID WALES, THE MARCHES AND N.STAFFS |
| G K WRIGHT | EASTERN NO.5 | K MORRELL | MID WALES, THE MARCHES AND N.STAFFS |
| J OSMAN | EASTERN NO.5 | R POULTER | MID WALES, THE MARCHES AND N.STAFFS |
| R H FLATTERS | EASTERN NO.5 | M SLOAN | MID WALES, THE MARCHES AND N.STAFFS |

OBITUARY LIST

W D STANNETT	MID WALES, THE MARCHES AND N.STAFFS	J MCLEOD	SCOTLAND NO.1
B SUTTON	MID WALES, THE MARCHES AND N.STAFFS	J MILLAR	SCOTLAND NO.1
E BARTLEY	MIDLAND NO.7	D MORRISON	SCOTLAND NO.1
J E COOKE	MIDLAND NO.7	G MUIR	SCOTLAND NO.1
T L COPE	MIDLAND NO.7	K SINGH	SCOTLAND NO.1
R HEATH	MIDLAND NO.7	S SNIDER	SCOTLAND NO.1
R F HILL	MIDLAND NO.7	G J CAMERON	SCOTLAND NO.2
D HUGHES	MIDLAND NO.7	D CORMACK	SCOTLAND NO.2
G JONES	MIDLAND NO.7	D COUPER	SCOTLAND NO.2
S MASON	MIDLAND NO.7	M FORRESTER	SCOTLAND NO.2
D REDMAN	MIDLAND NO.7	I HOGG	SCOTLAND NO.2
W ROWLEY	MIDLAND NO.7	C HOLLIDAY	SCOTLAND NO.2
C C TUCKER	MIDLAND NO.7	J MACKINTOSH	SCOTLAND NO.2
D W TURNER	MIDLAND NO.7	R M ROBERTSON	SCOTLAND NO.2
T R WHITESIDE	MIDLAND NO.7	M STEWART	SCOTLAND NO.2
G BARKER	NORTH ANGLIA	C AYLETT	SOMERSET, DEVON AND CORNWALL
C J BURCHETT	NORTH ANGLIA	W BOYLAND	SOMERSET, DEVON AND CORNWALL
N O DAY	NORTH ANGLIA	D A FERGUSON	SOMERSET, DEVON AND CORNWALL
A FISHER	NORTH ANGLIA	J HARRIS	SOMERSET, DEVON AND CORNWALL
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J CROSS	NORTH WALES AND MARCHES	J P SPARROW	SOMERSET, DEVON AND CORNWALL
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K DECKER	NORTH WALES AND MARCHES	J YARDE	SOMERSET, DEVON AND CORNWALL
J HIGHTON	NORTH WALES AND MARCHES	E BALL	SOUTH EAST CENTRAL
T JONES	NORTH WALES AND MARCHES	H ENGLAND	SOUTH EAST CENTRAL
N MOORE	NORTH WALES AND MARCHES	W KENNARD	SOUTH EAST CENTRAL
J MURRAY	NORTH WALES AND MARCHES	V MCBRIDE	SOUTH EAST CENTRAL
O THOMPSON	NORTH WALES AND MARCHES	G STANFORD	SOUTH EAST CENTRAL
A WILKS	NORTH WALES AND MARCHES	J WEISE	SOUTH EAST CENTRAL
A WILLIAMS	NORTH WALES AND MARCHES	C ADAMS	SOUTH EAST NO.5
K CHAMBERLAIN	NORTH WEST LONDON	R ADAMS	SOUTH EAST NO.5
M LIVINGS	NORTH WEST LONDON	L ALDERTON	SOUTH EAST NO.5
G ROUSE	NORTH WEST LONDON	M BEAK	SOUTH EAST NO.5
A BROCK	NORTHERN/NORTH WEST LONDON	W BLAIR	SOUTH EAST NO.5
K GILBERT	NORTHERN/NORTH WEST LONDON	J BLAKELEY	SOUTH EAST NO.5
A C MISSELBROOK	NORTHERN/NORTH WEST LONDON	A BRISTOW	SOUTH EAST NO.5
K G SMITH	NORTHERN/NORTH WEST LONDON	P CATNEY	SOUTH EAST NO.5
C BARTON	PLYMOUTH AND EAST CORNWALL AMAL	K CONSTABLE	SOUTH EAST NO.5
R COUNTER	PLYMOUTH AND EAST CORNWALL AMAL	C GABRIEL	SOUTH EAST NO.5
G DAVID	PLYMOUTH AND EAST CORNWALL AMAL	P GINN	SOUTH EAST NO.5
R DAWSON	PLYMOUTH AND EAST CORNWALL AMAL	S GREGORY	SOUTH EAST NO.5
N DE ROSARIO	PLYMOUTH AND EAST CORNWALL AMAL	D HAGUE	SOUTH EAST NO.5
R FLEET	PLYMOUTH AND EAST CORNWALL AMAL	D HAWKINS	SOUTH EAST NO.5
D HEALE	PLYMOUTH AND EAST CORNWALL AMAL	L HEATHER	SOUTH EAST NO.5
M HISCOCKS	PLYMOUTH AND EAST CORNWALL AMAL	K HOPPER	SOUTH EAST NO.5
J HOUGHTON	PLYMOUTH AND EAST CORNWALL AMAL	L JACKSON	SOUTH EAST NO.5
R G NETHERTON	PLYMOUTH AND EAST CORNWALL AMAL	D JAMES	SOUTH EAST NO.5
G PORTER	PLYMOUTH AND EAST CORNWALL AMAL	R JENKINS	SOUTH EAST NO.5
R ROBERTS	PLYMOUTH AND EAST CORNWALL AMAL	L KEMMITT	SOUTH EAST NO.5
B TRUDGIAN	PLYMOUTH AND EAST CORNWALL AMAL	H KNIGHT	SOUTH EAST NO.5
R WILLIAMS	PLYMOUTH AND EAST CORNWALL AMAL	K MORRIS	SOUTH EAST NO.5
P BUTLER	PORTSMOUTH AND DISTRICT	N MUGGERIDGE	SOUTH EAST NO.5
J ELCOTT	PORTSMOUTH AND DISTRICT	A NAINBY	SOUTH EAST NO.5
D FOSSETT	PORTSMOUTH AND DISTRICT	A PARTRIDGE	SOUTH EAST NO.5
D HASKINS	PORTSMOUTH AND DISTRICT	L RAMPTON	SOUTH EAST NO.5
E JOHNSON	PORTSMOUTH AND DISTRICT	K SAHOTA	SOUTH EAST NO.5
J MITCHELIN	PORTSMOUTH AND DISTRICT	M SATCHELL	SOUTH EAST NO.5
M READ	PORTSMOUTH AND DISTRICT	I SINDEH	SOUTH EAST NO.5
W P CHAPMAN	PORTSMOUTH, W.SUSSEX AND IOW	A SMITH	SOUTH EAST NO.5
G J JACKSON	PORTSMOUTH, W.SUSSEX AND IOW	S STANTON	SOUTH EAST NO.5
W D MITCHELL	PORTSMOUTH, W.SUSSEX AND IOW	C STOCKER	SOUTH EAST NO.5
P J MORGAN	PORTSMOUTH, W.SUSSEX AND IOW	D BEATTIE	SOUTH EAST WALES AMAL
R O STANSBURY	PORTSMOUTH, W.SUSSEX AND IOW	D BRIGHT	SOUTH EAST WALES AMAL
P A SYMONDS	PORTSMOUTH, W.SUSSEX AND IOW	P S HUNT	SOUTH EAST WALES AMAL
R F WILLIAMS	PORTSMOUTH, W.SUSSEX AND IOW	M MCKINLAY	SOUTH EAST WALES AMAL
B COMBE	SCOTLAND NO.1	E D PHILLIPS	SOUTH EAST WALES AMAL
J DOOLAN	SCOTLAND NO.1	J SNOOK	SOUTH EAST WALES AMAL
H DUNNETT	SCOTLAND NO.1	P BEALE	STH LONDON, SURREY AND N.HAMPSHIRE
L GORDON	SCOTLAND NO.1	R CUTHBERT	STH LONDON, SURREY AND N.HAMPSHIRE
J GUNN	SCOTLAND NO.1	B DORSETT	STH LONDON, SURREY AND N.HAMPSHIRE
J HOUSTON	SCOTLAND NO.1	C JONES	STH LONDON, SURREY AND N.HAMPSHIRE
M KERNAGHAN	SCOTLAND NO.1	G LAWSON	STH LONDON, SURREY AND N.HAMPSHIRE
J LOGAN	SCOTLAND NO.1	F G LEWERY	STH LONDON, SURREY AND N.HAMPSHIRE
F MACLENNAN	SCOTLAND NO.1	R MAULDON	STH LONDON, SURREY AND N.HAMPSHIRE
R MALCOLMSON	SCOTLAND NO.1	I MCKAIL	STH LONDON, SURREY AND N.HAMPSHIRE
K MCCULLOCH	SCOTLAND NO.1	E MONFORTE	STH LONDON, SURREY AND N.HAMPSHIRE

J PARR	STH LONDON, SURREY AND N.HAMPSHIRE
T F QUINLAN	STH LONDON, SURREY AND N.HAMPSHIRE
B RAY	STH LONDON, SURREY AND N.HAMPSHIRE
D REES	STH LONDON, SURREY AND N.HAMPSHIRE
S RIDDLES	STH LONDON, SURREY AND N.HAMPSHIRE
B SKILTON	STH LONDON, SURREY AND N.HAMPSHIRE
I SMITH	STH LONDON, SURREY AND N.HAMPSHIRE
A SQUIRES	STH LONDON, SURREY AND N.HAMPSHIRE
F STOKES	STH LONDON, SURREY AND N.HAMPSHIRE
M B ALLMAN	SOUTH MIDLANDS POSTAL
E M CARMODY	SOUTH MIDLANDS POSTAL
P J CROSS	SOUTH MIDLANDS POSTAL
R P FOSTER	SOUTH MIDLANDS POSTAL
R D GRANT	SOUTH MIDLANDS POSTAL
A MADDEN	SOUTH MIDLANDS POSTAL
Z OZOLINS	SOUTH MIDLANDS POSTAL
D PARMAR	SOUTH MIDLANDS POSTAL
D PATTANI	SOUTH MIDLANDS POSTAL
A R PLANT	SOUTH MIDLANDS POSTAL
P C RANDLE	SOUTH MIDLANDS POSTAL
S SMITH	SOUTH MIDLANDS POSTAL
G W TOPPING	SOUTH MIDLANDS POSTAL
C GARNHAM	SUFFOLK AMAL
P T ANDREWS	WESSEX SOUTH CENTRAL
B GUEST	WESSEX SOUTH CENTRAL
J LUMLEY	WESSEX SOUTH CENTRAL
G MUNDAY	WESSEX SOUTH CENTRAL
S NOYCE	WESSEX SOUTH CENTRAL
R J PAINE	WESSEX SOUTH CENTRAL
K SLATER	WESSEX SOUTH CENTRAL
M TAPPER	WESSEX SOUTH CENTRAL
L G WINDLESS	WESSEX SOUTH CENTRAL
J BELL	WEST YORKSHIRE
J DODGSON	WEST YORKSHIRE
J GREAVES	WEST YORKSHIRE
L KELLY	WEST YORKSHIRE
N G MASURIA	WEST YORKSHIRE
B SILLINCE	WEST YORKSHIRE
H STEAD	WEST YORKSHIRE
T STEAD	WEST YORKSHIRE
H WALES	WEST YORKSHIRE
P L WALTON	WEST YORKSHIRE
T WHITAKER	WEST YORKSHIRE
F BILLING	WESTERN COUNTIES
M COMER	WESTERN COUNTIES
R H CREBER	WESTERN COUNTIES
R DUGGAN	WESTERN COUNTIES
B HILLSON	WESTERN COUNTIES
A HOLLEY	WESTERN COUNTIES
A J HOOPER	WESTERN COUNTIES
V LENTON	WESTERN COUNTIES
V LUKINS	WESTERN COUNTIES
B MASON	WESTERN COUNTIES
L MCKEE	WESTERN COUNTIES
J O'NEILL	WESTERN COUNTIES
A J PACEY	WESTERN COUNTIES
N PERRIN	WESTERN COUNTIES
R PIDGEON	WESTERN COUNTIES
B J SMALL	WESTERN COUNTIES
T F J WESTCOTT	WESTERN COUNTIES