

26th – 28th April 2016
Bournemouth International Centre
Windsor Hall

Instructions to Delegates

ADMISSION TO CONFERENCE

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

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

OPENING OF CONFERENCE

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

STANDING ORDERS

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

VOTING

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

NOISE LEVEL DURING CONFERENCE

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

LUGGAGE

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

PROHIBITIONS

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

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

POSTAL INDUSTRY CONFERENCE

STATEMENT

Dear Colleagues,

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

Following on the success of our last few Conferences we have continued to prepare the Agenda along the same general lines with the following Sections:-

- Section 1 Pay & Related Matters.
- Section 2 Postal Industry General Issues.
- Section 3 Sectional Issues.
 - 3a Royal Mail Letters
 - 3b Packages & Express
 - 3c Counters & Cash Handling
 - 3d Postal Technical Services
- Section 4 Postal Industry Organising, Training and Equality.

In line with previous years the Sections have been rotated (including within Section 3).

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

Yours fraternally,

Members of the Postal Standing Orders Committee

Paddy Magill, Chair
John Gaby, Secretary
Phil Callaghan
Brian Irvine
Tony Sneddon
Julia West
Richard Wilkins

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AGENDA

SECTION 1 : PAY AND RELATED MATTERS

SECTION 2 : POSTAL INDUSTRY GENERAL ISSUES

SECTION 3 : SECTIONAL ISSUES

SECTION 4 : POSTAL INDUSTRY ORGANISING

TIMETABLE/POSTAL EXECUTIVE AND OFFICERS

TIMETABLE/PROGRAMME OF BUSINESS

TUESDAY 26TH APRIL 2016

09.00 – 18.00 POSTAL INDUSTRY CONFERENCE

WEDNESDAY 27TH APRIL 2016

09.00 – 18.00 POSTAL INDUSTRY CONFERENCE

THURSDAY 28TH APRIL 2016

09.00 – 16.00 POSTAL INDUSTRY CONFERENCE

POSTAL EXECUTIVE COUNCIL AND OFFICERS

EXECUTIVE COUNCIL

M ALI
P BROWNE
J LOFTUS
L SIMPSON
D WILSHIRE

S BANBURY
A HOPPING
C MADEN
A TATE

M BAULCH
S JONES
J MALONE
I WARD

A BOUCH
M KAVANAGH
K QUIRKE
B WEATHERALL

OFFICERS

DEPUTY GENERAL SECRETARY : T PULLINGER+

R ELLIS

A FUREY

B GIBSON

D ROBERTSON ++

+ Elected June 2015

++ Elected October 2015

DETAILS CORRECT AS OF MARCH 2015

MINUTES POSTAL CONFERENCES 2015

POSTAL INDUSTRY CONFERENCE - TUESDAY 29TH APRIL

POSTAL INDUSTRY GENERAL ISSUES		
Section 2.1	Tues 10:10 – 10.55	POLICY
Composite Motion 1	09.27 – 09.57	Carried
Motion 2 'In Camera'		Fell
Motion 3	09.58 – 10.04	Carried
Motion 4	10.05 – 10.14	Carried
PAY AND RELATED ISSUES		
Section 1.1	Tues 10.56 – 11.50	POLICY
Motion 5		Withdrawn
Composite Motion 6	10.17 – 10.38	Not Carried
Composite Motion 7		Withdrawn
Motion 8		Withdrawn
Motion 9	10.38 – 10.55	Carried
Motion 10	10.56 – 10.58	Carried
Motion 11		Withdrawn
POSTAL INDUSTRY GENERAL ISSUES		
Section 2.2	Tues 11.51 -12.45	POLICY
Motion 12	11.10 – 11.23	Carried
Motion 13	11.24 – 11.27	Carried
Motion 14		Withdrawn
Motion 15	11.28 – 11.33	Carried
Motion 16	11.34 – 11.51	Carried
Motion 17	11.52 – 12.01	Carried
Motion 18	12.02 – 12.16	Carried
SECTIONAL ISSUES		
Section 3.1	Tues 14.00 – 15.00	POLICY
Royal Mail Letters		
Motion 19	12.18 – 12.26	Carried
Clerical and Cash Handling		
Motion 20	12.27 – 12.42	Carried
Packages and Express		
Motion 21		Accepted
Royal Mail Letters		
Motion 22	14.10 – 14.22	Carried
Clerical and Cash Handling		
Motion 23	14.23 – 14.37	Carried
Royal Mail Letters		
Motion 24	14.38 – 14.49	Carried
Packages and Express		
Motion 25	14.50 – 14.59	Carried
Clerical and Cash Handling		
Motion 26		Fell

MINUTES

PAY AND RELATED ISSUES		
Section 1.2	Tues 15.01 – 15.25	POLICY
Motion 21 "In Camera"	15.00 – 15.10	Carried
Motion 28	15.11 – 15.15	Carried
Motion 29	15.16 – 15.18	Carried
PAY AND RELATED ISSUES		
Section 1.3	Tues 15.26 – 16.00	POLICY
Motion 30	15.19 – 15.27	Carried
Motion 31	15.28 – 15.35	Carried
Motion 32		Withdrawn
ORGANISING		
Section 4.1	Tues 16.15 – 17.00	POLICY
Motion E1	15.36 – 15.59	Carried
Composite Motion 33	16.00 – 16.12	Withdrawn after debate
Motion 34	16.13 – 16.26	Carried
Motion 35	16.27 – 16.38	Carried
Motion 36	16.39 – 16.47	Carried
Motion 37	16.48 – 16.55	Carried
POSTAL INDUSTRY GENERAL ISSUES		
Section 2.3	Tues 17.00 – 17.45	POLICY
Motion 38	16.56 – 17.02	Carried
Motion 39	17.03 – 17.12	Withdrawn after debate
Motion 40	17.13 – 17.23	Carried
Motion 41	17.24 – 17.33	Carried
Motion 42		Withdrawn

POSTAL GROUP CONTINUED – WEDNESDAY 30TH APRIL

PAY AND RELATED ISSUES		
Section 1.4	Weds 09.00 – 09.35	POLICY
Motion 43	09.04 – 09.17	Carried
Motion 44		Withdrawn
Motion 45		Withdrawn
Motion 46	09.18 – 09.32	Carried
SECTIONAL ISSUES		
Section 3.3	Weds 09.35 – 10.30	POLICY
Royal Mail Letters		
Motion 47	09.33 – 09.51	Carried
Clerical and Cash Handling		
Motion 48	09.52 – 10.11	Card Vote 1 – Not Carried
Packages and Express		
Motion 49	10.14 – 10.24	Carried
Postal Technical Services		
Motion 50		Withdrawn
Royal Mail Letters		

Motion 51	10.25 – 10.40	Carried
Packages and Express		
Motion 52		Accepted
Clerical and Cash Handling		
Motion 53		Not Reached
Royal Mail Letters		
Motion 54		Accepted
PAY AND RELATED MATTERS		
Section 1.6	Weds 10.31 – 11.00	POLICY
Motion 55	10.41 – 10.53	Carried
Composite Motion 56	10.54 – 11.06	Not Carried
Motion 57		Not Reached
Motion 58		Not Reached
SECTIONAL ISSUES		
Section 3.3	Weds 11.01 – 11.55	POLICY
Royal Mail Letters		
Composite Motion 59	11.07 – 11.17	Carried
Clerical and Cash Handling		
Motion 60	11.18 – 11.33	Carried
Packages and Express		
Motion 61	11.34 -11.41	Carried
Royal Mail Letters		
Motion 62	11.42 – 11.52	Carried
Postal Technical Services		
Motion 63	11.55 – 12.00	Carried
Royal Mail Letters		
Motion 64		Withdrawn
Motion 65		Not Reached
Motion 66		Not Reached
ORGANISING		
Section 4.2	Weds 11.56 – 12.45	POLICY
Motion 67	12.01 – 12.24	Carried
Motion 68		Accepted
Motion 69	12.25 -12.29	Carried
Motion 70	12.30 -12.42	Carried
POSTAL INDUSTRY GENERAL ISSUES		
Section 2.4	Weds 14.00 – 14.40	POLICY
Composite Motion 71	14.12 – 14.37	Carried
Motion 72		Not Reached
Motion 73		Not Reached
Motion 74		Not Reached
SECTIONAL ISSUES		
Section 3.4	Weds 15.10 – 16.20	POLICY
Clerical and Cash Handling		
Motion 75	15.09 – 15.25	Carried
Royal Mail Letters		
Motion 76	15.26 – 15.32	Carried
Packages and Express		

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Motion 77	15.32 – 15.40	Carried
Clerical and Cash Handling		
Motion 78		Fell
Royal Mail Letters		
Motion 79	15.40 – 15.51	Carried
Motion 80	15.52 – 16.04	Carried
Packages and Express		
Motion 81	16.05 – 16.13	Carried
Clerical and Cash Handling		
Motion 82	16.14 – 16.23	Carried
PAY AND RELATED MATTERS		
Section 1.6	Weds 16.21 – 16.40	POLICY
Composite Motion 83		
Composite Motion 84	16.24 – 16.49	Carried
POSTAL INDUSTRY GENERAL ISSUES		
Section 2.5	Weds 16.41 – 18.00	POLICY
Motion 85	16.50 – 16.55	Carried
Motion 86	16.56 – 17.03	Carried
Motion 87	17.04 – 17.24	Carried
Composite Motion 137	17.25 – 17.30	Carried
Motion 88		Withdrawn
Motion 89	17.30 – 17.35	Carried
Motion 90 "In Camera"	17.36 – 17.58	Carried
Motion 91		Not Reached
Motion 92		Not Reached
Motion 93		Not Reached
Motion 94		Not Reached
Motion 95		Not Reached

POSTAL GROUP CONTINUED – THURSDAY 31ST APRIL

PAY AND RELATED MATTERS		
Section 1.7	Thurs 09.00 – 09.25	POLICY
Motion 96	09.02 – 09.11	Carried
Motion 97	09.12 – 09.16	Carried
Motion 98	09.17 – 10.22	Carried
Motion 99		Not Reached
SECTIONAL ISSUES		
Section 3.5	Thurs 09.26 -10.20	POLICY
Packages and Express		
Composite Motion 100	10.23 – 10.33	Carried
Clerical and Cash Handling		
Motion 101		Not Reached
Royal Mail Letters		
Motion 102		Not Reached
Packages and Express		
Motion 104		Not Reached
Royal Mail Letters		
Motion 105		Withdrawn
Motion 106		Not Reached
Motion 107		Withdrawn

POSTAL INDUSTRY GENERAL ISSUES		
Section 2.6	Thurs 10.51 – 11.30	POLICY
Motion 108	11.03 – 11.18	Carried
Motion 109	11.19 – 11.23	Carried
Motion 110	11.24 – 11.26	Carried
PAY AND RELATED MATTERS		
Section 1.8	Thurs 11.31 – 11.46	POLICY
Motion 111	11.27 – 11.36	Carried
Motion 112		Withdrawn
Motion 113	11.37 – 11.50	Carried
ORGANISING		
Section 4.3	Thurs 11.46 – 12.15	POLICY
Motion 114	11.50 – 12.02	Carried
Motion 115	12.03 – 12.09	Carried
Motion 116		Accepted
Motion 117		Accepted
PAY AND RELATED MATTERS		
Section 1.9	Thurs 12.16 -12.45	POLICY
Motion 118	12.10 – 12.14	Carried
Motion 119	12.15 – 12.26	Not Carried
Motion 120	12.27 – 12.35	Withdrawn after debate
Motion 121		Withdrawn
POSTAL INDUSTRY GENERAL ISSUES		
Section 2.4		POLICY
Motion 72	14.06 – 14.25	Carried
SECTIONAL ISSUES		
Section 3.6	Thurs 14.00 – 14.55	POLICY
Royal Mail Letters		
Motion 122	14.26 – 15.04	Not Carried
Clerical and Cash Handling		
Motion 123		Not Reached
Packages and Express		
Motion 124		Accepted
Royal Mail Letters		
Motion 125		Not Reached
Clerical and Cash Handling		
Motion 126		Not Reached
Royal Mail Letters		
Motion 127		Not Reached
Packages and Express		
Motion 128		Accepted
Royal Mail Letters		
Motion 129		Not Reached
POSTAL INDUSTRY GENERAL ISSUES		
Section 2.7	Thurs 14.56 – 15.45	POLICY
Motion 130	15.05 – 15.16	Carried

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Section 2.7 CONTINUED		POLICY
Motion 131		Fell
Motion 132	15.17 - 15.24	Withdrawn after debate
Motion 133		Not Reached
Motion 134		Not Reached
Motion 135		Withdrawn
Motion 136		Not Reached

Standing Orders of the Postal Industry Conference 2016

1. Postal Industry Conference – Order of Business

- (a) The Chair formally opens Conference and welcomes delegates.
- (b) Adoption of the minutes of Postal Industry Conference 2015.
- (c) Any correspondence, communication, or other business specifically brought forward by direction of the Chair.
- (d) Moving of Standing Orders Committee Report(s) and appeals against Standing Orders Committee decisions (SO 10(a)(v) refers).
- (e) Adoption of Standing Orders of the Postal Industry Conference 2016.
- (f) Terry Pullinger.
- (g) Motions.

2. Prohibitions

Mobile phones or devices (Smart Phones, Tablets and Laptops) must be switched off or set to silent, while in the confines of the Conference Hall.

During 'In Camera' debates recording and/or reporting of these debates shall be strictly prohibited.

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

3. Timetable & Categorisation of Motions

(Rule 10.6.7 refers).

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

4. Conference Items Referred to the Postal Executive

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

5. Order of Debate

- (a) A delegate when speaking shall address the Chair and if two or more delegates indicate to speak at the same time, the Chair shall decide to whom priority shall be given.
- (b) A delegate who speaks shall direct their speech strictly to the item under discussion, or to a question of order.
- (c) (i) Motions in the name of a sponsor (Branch/Co-ordinating Committee, PE) must be moved by a delegate, of the Branch/Co-ordinating Committee or PE, or if specifically requested to do so by the Branch/Co-ordinating Committee responsible for the motion, by the Officers of the Regional/Business Co-ordinating Committees to which the Branch is attached.
- (ii) Motions standing in the name of Equality Conferences must be moved by a nominee from the appropriate Conference (Rule 10.15.7 refers).

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- (d) Single motions may be seconded by a Branch other than the Branch responsible for the motion at the specific request of the sponsoring Branch. The same provisions shall apply in the case of Officers of Regional/Business Co-ordinating Committees at the specific request of his/her Committee or of a Branch within that Committee.
- (e) Officers of Regional/Business Co-ordinating Committees may participate in a discussion at Conference on the specific request of a Branch within that Committee.
- (f) A Branch or Business Co-ordinating Committee or Equality Conference nominated by the Standing Orders Committee to move or second a Composite Motion, shall have the right to delegate that responsibility to any other Branch or Committee included in the Composite Motion, after notice of such intention has been placed with the Chair of the Standing Orders Committee.
- (g) Proposers of motions and speakers replying to a debate are governed by the time allocation laid down in Appendix A.
- (h) An extension of time shall only be permissible if Conference clearly elects that it be granted and then not to exceed the time allocation laid down in Appendix A.
- (i) All appeals against a decision of the Standing Orders Committee will be formally seconded and no debate allowed. No extension of time shall be permitted to any speaker on appeals against Standing Orders Committee decisions, as laid down in Appendix A.
- (j) The mover of a motion may reply to the debate, only if there has been opposition in debate. In their reply they shall confine themselves to answering previous speakers and shall not introduce any new matter into the debate.
- (k) No other person/Branch shall be heard a second time on any motion being debated.
- (l) The views of the Postal Executive will be heard on all items under discussion at the Postal Industry Conference. A PE member when speaking on a motion sponsored by a Branch/Co-ordinating Committee or Equality Conference will do so immediately prior to the mover exercising his/her right of reply to the debate, unless the terms of 5(m) apply.
- (m) At the discretion of the Chair, and subject to Standing Order 5(g), Appendix A and 5(k) a member of the PE wishing to make a statement seeking acceptance of a motion may enter the debate at any time after the motion under discussion has been moved and seconded.
- (n) A Statement Seeking Acceptance of a motion under discussion shall only be allowed when a PE member wishes to make a point to Conference, which must be of a positive nature, in pursuance of the original motion.
- (o) No extension of time shall be permitted to any PE member when entering a debate to make a Statement Seeking Acceptance of a motion, which has been moved by a Branch/Co-ordinating Committee or Equality Conference.
- (p) Without interrupting a speaker, any delegate who has not spoken on the motion before Conference, may move 'That the motion be put' on the seconding of which the Chair shall, without discussion, put this motion to the vote. In the event of it being carried by a simple majority, Conference shall vote on the question itself subject to Standing Orders 5(g) and 5(l).
- (q) Any motion may be withdrawn from the agenda at any time by the sponsor, or in the case of a composite all sponsors that are contained within the composite. However, once it has been moved and seconded, it shall not be withdrawn except with the consent of Conference agreeing by a simple majority.
- (r) The Standing Orders Committee shall have the right to enter debate on all matters affecting the decisions and role of the Committee.

6. Point of Order

- (a) Any person wishing to question the proceedings of Conference may rise on a 'point of order', and when called shall state the procedural point in exact terms, whereupon the Chair shall immediately give a ruling or refer the matter to the Standing Orders Committee for a decision. Any person raising points of order must seek to prove one or more of the following:-

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- (i) That the speaker is using unparliamentary language.
 - (ii) That the speaker is digressing from the subject of the motion.
 - (iii) That the rules of the Union are being broken.
 - (iv) That there is an infringement of the customary rules of debate.
 - (v) That there is an infringement of the Standing Orders (which shall be referred to the Standing Orders Committee).
- (b) The Chair's ruling on a point of order shall be final unless it is challenged. The correct method of challenging the ruling shall be to move: "I wish to challenge your ruling". Such a motion shall be carried by a simple majority.

7. Debates in Camera

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

8. Voting Procedure

(Rules 10.6.6.ii and 10.11 refer.)

- (a) Voting shall normally be by a show of hands, except in relation to motions in Section 3 Packages & Express, C&CH, PTS, which will automatically be a card vote where opposition has been shown.
- (b) A card vote may be called by the Chair or by a number of delegates on their feet calling for such, as 8(c) refers. When a card vote is taken it shall be based on Branch membership/Sectional membership as published in the agenda.
- (c) At the Postal Industry Conference the number of delegates required to be standing in their places to seek a card vote shall be 30, in Section 3a(Royal Mail Letters) 20 delegates, otherwise 8(a) above applies.
- (d) The Standing Orders Committee will be represented at the count and will counter sign the final result before handing the result to the Chair of the Conference.
- (e) **DURING A CARD VOTE ALL DELEGATES MUST REMAIN IN THEIR SEATS AND NO PERSON SHALL ENTER OR LEAVE THE FLOOR OF CONFERENCE.**

9. Procedure for Emergency Motions

- (a) Emergency motions may only be submitted for inclusion in the Agenda if they refer to a matter which (because of the circumstances giving rise to them), could not possibly have been submitted by the published closing date for motions. Such emergency motions will only be accepted by the Standing Orders Committee if they constitute a significant and important matter, which requires a decision by Conference.
- (b) Emergency motions must reach the Standing Orders Committee at CWU Headquarters by midnight on **10th April 2016**. Sponsors will be advised by the Standing Orders Committee whether or not the emergency motion has been accepted for inclusion to the Agenda prior to the commencement of Conference.
- (c) Any emergency motion submitted after the above date must be notified to the Standing Orders Committee as soon as possible and before the commencement of Conference (**9.00am on Tuesday 26th April**). Emergency motions submitted after midnight on **10th April 2016**, may only be accepted where the subject of the emergency is such that the matter could not have been submitted by that date. Sponsors will be advised by the Standing Orders Committee, whether or not the emergency motion has been accepted for inclusion to the Agenda.
- (e) The Postal Executive will also be required to follow these procedures.

10. Appeals Procedure

- (a) Written notice of appeals against decisions of the Standing Orders Committee as published in the Agenda regarding:-

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- (i) Motions not admitted to the agenda.
- (ii) Inclusion/exclusion of motions in a composite.
- (iii) The priority/placement given to a motion.
- (iv) Timetable/programme of business.
- (v) The Standing Orders for Conference.
- (vi) The consequential rulings on motions.

Appeals must reach the Standing Orders Committee at CWU Headquarters by midnight on **10th April 2016**. Such written notice must advise of the intention to appeal to alter the published agenda with details and reasons for doing so.

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

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

11. Suspension of Standing Orders

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

12. Postal Executive Acceptance

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

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APPENDIX A TIME ALLOCATIONS

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

Note by SOC
Categorisation

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

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

(Rule 10.6.7 refers)

STANDING ORDERS (POSTAL) REPORT NO.2

PROGRAMME OF BUSINESS POSTAL INDUSTRY CONFERENCE

Tuesday 26th April 2016

Time	Item	Subject
09.00	1a	Ms J Loftus opens Conference and welcomes delegates
	1b	Adoption of minutes of the Postal Industry Conferences 2015
	1c	Correspondence, communications or other business specifically brought forward by directions of the Chair
09.10	1d	Moving of Standing Orders Report(s) and appeals against Standing Order Committee decisions
	1e	Adoption of Standing Orders of the Postal Industry Conferences
09.40	2	Terry Pullinger, Deputy General Secretary (Postal)
09.55	3	Section 2.1 Motions 1-9 Page 25-28
11.00	4	Section 3.1 Motions 10-19 Page 29-33
12.20	5	Section 1.1 Motions 20-22 Page 34
12.45	6	Conference Adjourns for Lunch
14.00	7	Section 2.2 Motions 23-31 Page 35-38
15.20	8	Section 3.2 Motions 32-39 Page 39-41
16.40	9	Section 4.1 Motions 40-45 Page 42-44
17.30	10	Section 1.2 Motions 46-49 Page 45
18.00	11	Conference Adjourns

Wednesday 27th April 2016

Time	Item	Subject
09.00	12	Section 2.3 Motions 50-54 Page 46-47
09.40	13	Section 1.3 Motions 55-58 Page 48
10.10	14	Section 2.4 Motions 59-65 Page 49-52
11.00	15	Presentation
11.20	16	Section 3.3 Motions 66-75 Page 53-57
12.45	17	Conference Adjourns for Lunch
14.00	18	Section 4.2 Motions 76-80 Page 58-59
14.40	19	Section 2.5 Motions 81-88 Page 60-62
15.45	20	Section 3.4 Motions 89-96 Page 63-65
17.00	21	Section 1.4 Motions 97-101 Page 66-67
18.00	22	Conference Adjourns

**PROGRAMME OF BUSINESS
POSTAL INDUSTRY CONFERENCE****Thursday 28th April 2016**

Time	Item	Subject			
09.00	23	Section 2.6	Motions	102-112	Page 68-71
10.30	24	Section 3.5	Motions	113-124	Page 72-76
11.50	25	Section 1.5	Motions	125-130	Page77-80
12.45	26	Conference Adjourns for Lunch			
14.00	27	Section 1.6	Motions	131-140	Page 81-84
15.15	28	Section 4.3	Motions	141-144	Page 85-87
15.45	29	Closing Remarks from Terry Pullinger, Deputy General Secretary (Postal) with fraternal exchanges			
16.00	30	Conference Closes			

POSTAL INDUSTRY CONFERENCE

WINDSOR HALL

**BOURNEMOUTH
INTERNATIONAL CENTRE**

CHAIR: JANE LOFTUS

VICE CHAIR: MICK KAVANAGH

STANDING ORDERS COMMITTEE:

PADDY MAGILL (CHAIR)

JOHN GABY (SECRETARY)

PHIL CALLAGHAN

BRIAN IRVINE

TONY SNEDDON

JULIA WEST

RICHARD WILKINS

VOTING STRENGTHS

MEMBERSHIP OF BRANCHES ATTENDING POSTAL INDUSTRY CONFERENCE

REF	BRANCH	Members
01/001	Essex Amal	2483
01/002	Colchester and District Amal	602
01/003	Eastern No.3	1358
01/004	Eastern No.4	1342
01/005	Eastern No.5	1847
01/006	Eastern No.6	1222
01/008	Suffolk Amal	857
01/009	South Central Postal	2527
02/001	Birmingham District Amal	2648
02/002	South Midlands Postal	4528
02/003	Leicestershire Amal	1296
02/005	Wolverhampton and District Amal	2061
02/006	Derbyshire Amal	839
02/007	Midland No.7	1155
02/008	Nottingham and District Amal	2442
03/001	Doncaster and District Amal	1391
03/002	South Yorkshire and District Amal	2643
03/003	Bradford and District Amal	1182
03/005	Leeds No.1 Amal	3131
03/006	York and District Amal	1059
03/007	Hull and East ridings Amal	505
03/008	Newcastle Amal	2505
03/009	Darlington Amal	459
03/010	Cleveland Amal	876
03/011	Durham County Amal	388
03/012	North East Coastal Amal	405
04/001	Northern Ireland Combined	1395
04/002	Northern Ireland East	425
04/003	Northern Ireland West	762
05/002	Isle of Man	216
05/003	Cheshire No.1 Amal	613
05/004	North West Central Amal	2014
05/006	Greater Manchester Amal	2866
05/007	North West No.1	1478
05/010	East Lancs Amal	486
05/011	North Lancs and Cumbria	2861
05/012	Darwen Capita	285
06/001	Glasgow and District Amal	3806
06/002	Scotland No.2	2943
06/003	Grampian and Shetland Amal	763

VOTING STRENGTHS

REF	BRANCH	Members
06/005	Scotland No.5	745
06/006	Clyde Valley Amal	440
06/007	Orkney	51
06/008	Highland Amal	391
07/002	Portsmouth and District Postal	1221
07/003	Southdowns, Weald and Rother	2296
07/004	Kent Invicta Amal	2415
07/005	South East No.5	5995
08/001	Western Counties	2639
08/002	Plymouth and East Cornwall Amal	1498
08/003	Bournemouth and Dorset Amal	1312
08/004	Wessex South Central	1583
08/005	Bristol and District Amal	2798
08/006	Gloucestershire Amal	959
08/007	South West No.7	1506
08/009	Jersey	223
08/010	Guernsey	171
08/011	Worcester and Hereford Amal	744
08/012	Cornwall Amal	558
09/001	North Wales and Marches	1596
09/002	Shropshire and Mid Wales	863
09/003	South East Wales Amal	1654
09/004	South West Wales Amal	1291
09/005	Gwent Amal	758
10/002	Mount Pleasant	1379
10/004	London West End Amal	440
10/006	London North Western C&C	257
10/007	London No.7	354
10/009	Northern Home Counties Postal	984
10/011	London Parcels and Stations Amal	573
10/012	Northern/North West London	1676
10/013	East London Postal	1018
10/015	West London Postal	544
10/016	South East London Postal and Counters	1369
10/017	London South West Postal	1275
10/018	Kingston Area	671
10/019	Romford Amal	1677
10/020	Harrow and District Amal	1637
10/021	South and East Thames Amal	1210
10/022	Croydon and Sutton Amal	1287
10/023	South West Middlesex Amal	1383
21/006	South Central MT	98
21/819	Central Counties and Thames Valley	99
21/827	South East Anglia	30
21/831	North Anglia	23

VOTING STRENGTHS

REF	BRANCH	Members
22/032	Midland No.1	90
22/238	Leicester and Midshires	34
22/239	Midlands MT	123
22/803	East Midlands	45
22/809	Coventry	30
23/404	South Yorkshire	56
23/808	North East	64
23/830	West Yorkshire	137
24/024	Northern Ireland Telecom	64
25/821	Lancs and Cumbria Combined	53
26/156	Glasgow and Motherwell	40
26/157	Scotland MT	111
26/825	Edinburgh, Dundee and Borders	52
27/805	Meridian	65
28/053	Western MT	106
28/459	Somerset, Devon and Cornwall	42
28/828	Great Western	113
29/807	Mid Wales, the Marches and North Staffs	7
29/823	South Wales	41
30/122	London Regional MT	131
30/255	London Postal Engineering	252
45/001	Greater Mersey and SW Lancs	2142
	TOTAL	118,153

VOTING STRENGTHS

MEMBERSHIP OF BRANCHES ATTENDING POSTAL INDUSTRY CONFERENCE

REF	BRANCH	RML	C&CH	P&E	PTS
01/001	Essex Amal	2396	1	65	1
01/002	Colchester and District Amal	597	-	1	-
01/003	Eastern No.3	1210	22	117	-
01/004	Eastern No.4	1155	175	-	-
01/005	Eastern No.5	1750	8	27	-
01/006	Eastern No.6	1148	-	69	-
01/008	Suffolk Amal	850	-	-	-
01/009	South Central Postal	2475	7	33	-
02/001	Birmingham District Amal	2330	175	85	-
02/002	South Midlands Postal	3771	15	558	-
02/003	Leicestershire Amal	1195	1	46	-
02/005	Wolverhampton and District Amal	1984	37	-	-
02/006	Derbyshire Amal	832	-	-	-
02/007	Midland No.7	1055	130	58	-
02/008	Nottingham and District Amal	2273	56	81	-
03/001	Doncaster and District Amal	1324	29	34	-
03/002	South Yorkshire and District Amal	2375	348	48	-
03/003	Bradford and District Amal	1175	1	-	-
03/005	Leeds No.1 Amal	2778	187	106	8
03/006	York and District Amal	986	36	36	-
03/007	Hull and East Ridings Amal	481	22	-	-
03/008	Newcastle Amal	2297	253	99	-
03/009	Darlington Amal	439	18	-	-
03/010	Cleveland Amal	781	19	71	-
03/011	Durham County Amal	361	24	-	-
03/012	North East Coastal Amal	403	-	-	-
04/001	Northern Ireland Combined	1216	90	75	-
04/002	Northern Ireland East	392	31	1	-
04/003	Northern Ireland West	721	8	29	-
05/002	Isle of Man	-	-	-	-
05/003	Cheshire No.1 Amal	608	-	-	-
05/004	North West Central Amal	1971	-	-	2
05/006	Greater Manchester Amal	2444	287	55	138
05/007	North West No.1	1463	75	-	-
05/010	East Lancs Amal	485	-	-	-
05/011	North Lancs and Cumbria	2606	62	171	-
05/012	Darwen Capital	-	269	-	-
06/001	Glasgow and District Amal	3344	359	114	-
06/002	Scotland No.2	2727	101	129	-

VOTING STRENGTHS

REF	BRANCH	RML	C&CH	P&E	PTS
06/003	Grampian and Shetland Amal	718	17	20	-
06/005	Scotland No.5	687	9	45	-
06/006	Clyde Valley Amal	438	1	-	-
06/007	Orkney	45	6	-	-
06/008	Highland Amal	355	14	22	-
07/002	Portsmouth and District Postal	1153	63	1	-
07/003	Southdowns, Weald and Rother	2162	100	29	-
07/004	Kent Invicta Amal	2261	32	82	-
07/005	South East No.5	5592	88	214	-
08/001	Western Counties	2451	82	72	-
08/002	Plymouth and East Cornwall Amal	1357	191	85	-
08/003	Bournemouth and Dorset Amal	1205	22	63	-
08/004	Wessex South Central	1491	18	69	-
08/005	Bristol and District Amal	2449	200	91	-
08/006	Gloucestershire Amal	831	116	-	47
08/007	South West No.7	1479	1	-	-
08/009	Jersey	-	-	-	-
08/010	Guernsey	-	-	-	-
08/011	Worcester and Hereford Amal	717	12	11	-
08/012	Cornwall Amal	511	41	-	-
09/001	North Wales and Marches	1461	82	52	-
09/002	Shropshire and Mid Wales	798	9	46	-
09/003	South East Wales Amal	1624	-	-	34
09/004	South West Wales Amal	1175	44	61	-
09/005	Gwent Amal	652	63	40	-
10/002	Mount Pleasant	1356	1	-	-
10/004	London West End Amal	437	-	-	-
10/006	London North Western C&C	7	251	-	-
10/007	London No.7	51	315	-	-
10/009	Northern Home Counties Postal	844	69	60	-
10/011	London Parcels and Stations Amal	382	1	137	-
10/012	Northern/North West London	1574	110	-	-
10/013	East London Postal	927	78	-	-
10/015	West London Postal	540	-	-	-
10/016	South East London Postal and Counters	1112	249	-	-
10/017	London South West Postal	1259	1	-	-
10/018	Kingston Area	665	1	1	-
10/019	Romford Amal	1475	70	99	1
10/020	Harrow and District Amal	1615	1	-	-
10/021	South and East Thames Amal	920	22	254	-
10/022	Croydon and Sutton Amal	1278	-	2	1
10/023	South West Middlesex Amal	1375	-	1	-
21/006	South Central MT	96	-	-	93
21/819	Central Counties and Thames Valley	67	-	-	99
21/827	South East Anglia	29	-	-	29

VOTING STRENGTHS

REF	BRANCH	RML	C&CH	P&E	PTS
21/831	North Anglia	8	-	-	23
22/032	Midland No.1	44	-	-	89
22/238	Leicester and Midshires	14	-	-	34
22/239	Midlands MT	122	1	-	112
22/803	East Midlands	31	-	-	45
22/809	Coventry	3	-	25	28
23/404	South Yorkshire	40	-	-	56
23/808	North East	19	-	-	64
23/830	West Yorkshire	110	-	-	135
24/024	Northern Ireland Telecom	45	-	-	63
25/821	Lancs and Cumbria Combined	26	-	6	43
26/156	Glasgow and Motherwell	17	-	-	37
26/157	Scotland MT	111	-	-	100
26/825	Edinburgh, Dundee and Borders	24	-	-	51
27/805	Meridian	42	-	-	65
28/053	Western MT	101	-	-	104
28/459	Somerset, Devon and Cornwall	20	-	-	40
28/828	Great Western	56	-	-	113
29/807	Mid Wales, the Marches and North Staffs	3	-	-	7
29/823	South Wales	22	-	-	41
30/122	London Regional MT	129	-	-	128
30/255	London Postal Engineering	118	-	-	245
45/001	Greater Mersey and SW Lancs	1944	45	101	108
	TOTAL	107,068	5,272	3,797	2,184

1 CATEGORY A:

If carried 70 and 72 fall

This Conference instructs the Postal Executive to enter into urgent negotiations with the Employer to resolve the growing amount of outstanding leave members are being denied the opportunity to take.

Many members are left with little or no choice whether to carry their Annual Leave into the next year as they are simply denied the opportunity to take it in the current leave year.

This practice is being used to hit unagreed budget targets, should no progress in negotiations be made by the end of July 2016 then the Postal Executive will give consideration to take out a group claim against the employer to an Employment Tribunal for Breach of Contract.

Wessex South Central

2 CATEGORY A:

This Conference acknowledges the campaign and the negotiations to bring RoMEC back under the Royal Mail umbrella.

Recognising the difficulties that RoMEC Cleaning Representation has had, and still has, in achieving effective representation, Conference instructs the Postal Executive to investigate the possibility of re-integrating RoMEC Cleaning Representation into the Union's existing mainstream Representational structure in Royal Mail.

South East Wales Amal

3 CATEGORY A:

Conference instructs the Postal Executive to seek urgent talks with the business over the unfair way temporary full time members are treated at Christmas when buying extra leave.

Part time members who are made up to temporary full time and buy extra days holidays from the business, are being asked to pay the full time equivalent for these days when temporary full time.

They receive no benefit from these extra payments as they are not allowed leave during the Christmas pressure period, the business are deducting payments from these staff when this payment is disproportional to their leave entitlement and they have no chance of repayment.

Greater Manchester Amal

4 CATEGORY A:

The Way Forward Agreement 2000 states that the Annual Leave pick should be concluded by the end of October the preceding year.

Conference agrees that when Royal Mail fails to meet the completion date, any holiday booked between that date & the actual completion should be honoured as part of those individuals Annual Leave allocation. Conference instructs the Postal Executive to pursue formal agreement on this with Royal Mail.

POSTAL INDUSTRY GENERAL ISSUES

SECTION 2.1 : Tuesday (09.55 – 11.00)

Furthermore, Conference agrees the date element of this agreement is no longer fit for purpose. In the internet age, the most competitively priced flights & holidays are sold off well in advance.

Most of our members simply cannot afford to take a chance on picking up whatever is left at more often than not premium prices.

Our member's holiday pick should reflect that these opportunities are filled up to 9 months in advance.

Conference instructs the Postal Executive to pursue a completion date of the end of August, for the Annual Leave pick for the following year.

Colchester and District Amal

5 CATEGORY A: This Conference recognises BAME (Black Asian and Minority Ethnic) Officers have no release time so going to events creates problems within the Royal Mail release form, as there is no provision within the form for attending events that are focused on ethnic minority groups.

This Conference agrees that national agreements need to be concluded with all employers where the CWU has recognition to, in principle, recognise the BAME Officer's position on the release forms within these businesses.

The Postal Executive is instructed accordingly.

CWU Black Workers Conference

6 CATEGORY A: This Conference instructs the Postal Executive to achieve the following with the assistance of the H & S Dept:

- All ASR's to have RMG laptop & access to VPN (Virtual Private Network).
- All ASR's to be able to access RMG 'E-Learning'.

This to be achieved by September 2016.

York and District Amal

7 CATEGORY A: This Conference agrees the role of an Area Delivery Representative (ADR) is both diverse and varied, Members reasonably expect their ADR to be experienced in a wide range of skills, negotiation, representation etc., and members also expect their ADR to attend a particular Delivery Office when required.

Consequently ADRs can be absent from their home office for much or all of their working week.

Within the business we work in, change is on-going, consequently effective speedy communications are paramount.

It is at this point ADRs are at a disadvantage.

All senior Royal Mail managers are supplied with laptops, so are able to view up to the minute information, communications and access to the Royal Mail Intranet website, regardless of their location.

We believe ADRs must have the same tools at their disposal.

Conference therefore instructs the Postal Executive to meet with Royal Mail and seek to ensure all ADRs are supplied with Royal Mail laptops.

And further have access to the Royal Mail Intranet Website, thus ensuring that ADRs are able to work and access the intranet in all situations while away from their home office.

North Wales and Marches

8 CATEGORY A: COMPOSITE MOTION

Conference notes that part time workers within Royal Mail who work less than 5 day attendances are entitled to Bank Holiday credits on a pro-rata basis.

This is covered under Appendix D, paragraph 14 of the Agreement on Harmonisation of Part Time Employees Conditions of Service.

Conference further notes that this Agreement is not being applied uniformly by Royal Mail, resulting in some workers losing out on annual leave that they are entitled to.

Therefore, this Conference instructs the Postal Executive to open discussions with Royal Mail to identify where this Agreement is being applied and where it is not being applied.

Furthermore, the Postal Executive is instructed to ensure Royal Mail's compliance with this Agreement nationally, including securing backdated Annual Leave Credits for any individuals who have not been receiving their due Bank Holidays.

The Postal Executive is instructed accordingly.

Bristol and District Amal

9 CATEGORY A: Conference notes that the Industrial Stability section of the Agenda for Growth Agreement lays the foundation for building improved trust and a better working relationship with Royal Mail. Conference further notes that our collective agreements allow for our representatives to be given access to all relevant documentation, policies and statements whilst undertaking their union responsibilities.

POSTAL INDUSTRY GENERAL ISSUES

SECTION 2.1 : Tuesday (09.55 – 11.00)

Therefore, Conference agrees that to further aid improved trust, working relationships and building industrial stability, CWU representatives require access to the Royal Mail intranet. This will allow for genuine access to the online Personnel Framework, Resourcing Data, Pay Directives, Quality of Service information, Revision information and Business Polices, in parallel with their respective industrial relations interface.

To enable such a provision the Postal Executive should enter into negotiation with the employer to achieve the following:

- All accredited CWU representatives will be provided an intranet account and password.
- In each workplace, the Office/Plant Manager will identify a computer which will be made available for CWU representatives to access Royal Mail's intranet.

Accessing these subjects will be available during duty time, without the need to provide any explanation to the reason or purpose of the subject being referenced.

Anglia Co-Ordinating Committee

Royal Mail Letters

10 CATEGORY A:

If carried 12, 13, 14 and 17 fall

The Postal Executive is instructed to negotiate an agreement whereby CWU members can be allowed to come in before their starting time, go out on delivery without a meal break and finish an hour or so early, this also should include non-mandatory use of equipment across deliveries.

By agreeing such practices, this will allow Royal Mail to further dismiss, Conduct and bully our members, even more so than at present. We need to have an agreement that protects management and not our members, which has been the case for many years with the constant amount of motions seeking our members to be doing the job 'properly'.

Conference recognises that these practices are not in line with any of the National Agreements, but have been allowed to go unchecked for years not only by Royal Mail management but our own CWU Headquarters.

The Postal Executive is instructed accordingly.

Cleveland Amal

Parcels

11 CATEGORY A: "IN CAMERA"

COMPOSITE MOTION

This Conference notes that the current pressures on the parcels market and the subsequent price war that has led to the break-up of other companies has the possibility to undermine our terms and conditions within Parcelforce, therefore any request for outsourcing from Parcelforce of any work other than the current 25% Owner Driver mix will be rejected by all means necessary including Industrial Action.

The Postal Executive is instructed accordingly.

Greater Mersey and South West Lancs Amal
North Wales and Marches
South Central Postal

Royal Mail Letters

12 CATEGORY A:

If carried 13, 14 and 17 fall

Conference instructs the Postal Executive to negotiate with Royal Mail a joint statement that supports the principles of 'doing the job properly' in Delivery, those principles are as follows:

SECTIONAL ISSUES

SECTION 3.1 : Tuesday (11.00 – 12.20)

1. Meal Relief times set locally and enforced with the work area cleared at the agreed designated time with OPGs, either taking their break in the welfare area, or offsite.
2. Scheduled start times adhered to unless in early on authorised pay for prep or IPS, anybody in early unauthorised sent off the floor.
3. Robust signing in and out, with any early or late departure times recorded on RCS to give accurate indoor performance.
4. Use of correct equipment on delivery re-launched and monitored by regular WTLL, patrols and SMATS.
5. Any job and finish style incentives to end with all OPGs expected to stay until their scheduled finish time, if there is a regular imbalance across the week then a review of the longs and shorts will take place.
6. All of the above to be communicated jointly at a special WTLL, to all Delivery members explaining the importance and rationale of the above.

This list is not exhaustive

Portsmouth and District Postal

Royal Mail Letters

13 CATEGORY A: This Conference recognises that as a result of the technology currently being scoped by Royal Mail in conjunction with single wave sequencing and OMP there is a potential for a complete change to the network that will affect all functions. Consequently there should be no deployment of any element of OMP without a full national agreement. Any agreement must be placed before an Annual/Special Conference or Policy Forum.

Further, any agreement, which includes a longer delivery span, must include the following for Delivery members:

- a) No individual to be allowed to start work prior to their duty/overtime start time.
- b) Full meal relief must be taken within duty time. Where geographically viable the meal relief will be taken by returning to the office.
- c) All delivery equipment allocated to a duty must be used.
- d) An agreed process that ensures points a-c are adhered to.
- e) A genuinely manageable workload to mitigate the fatigue of a longer delivery span.
- f) Recognition that there will be occasions where members may require a level of relief, and a process in the agreement to facilitate this.

This list is not exhaustive.

The Postal Executive is instructed accordingly.

NW/NW Divisional Committee

Royal Mail Letters

14 **CATEGORY A: COMPOSITE MOTION**

Conference agrees that the culture of job and knock still prevails in Delivery and has a detrimental effect on maintaining full time jobs, maintaining and improving health and safety, promoting correct use of equipment.

It also increases resentment between staff who suffer inequality of workload, increased confrontation between managers and staff who do the job properly and encourages missing of meal reliefs.

Conference agrees that all deliveries, except in exceptional circumstances where pouching off can be agreed, will be planned that on completion they will return to their DO and ensure all paid for hours are utilised in line with the Pay and Modernisation Agreement.

The Postal Executive is instructed accordingly.

North East Division
York and District Amal

Parcels

15 **CATEGORY A:** Conference notes with concern the rise in use of Owner Drivers and Agency within Parcelforce despite agreements surrounding the outsourcing of work.

The Postal Executive is therefore instructed to:

- Re-examine the Blueprint and Mixed Resource Agreement with consideration to removing Owner Drivers from the business.
- Reaffirm with Parcelforce that the engagement of couriers is outside of our agreements and the legally binding Agenda for Growth Agreement.

Nottingham and District Amal

Clerical and Cash Handling

16 **CATEGORY A:** Conference notes the reduction of Crown Office staff hours following the Crown Transformation Programme duty reviews.

Conference therefore agrees that a robust review programme shall be established in order to revise Actual Working Duties, as appropriate, in those Branches where customer service and staff well-being would otherwise be put at risk.

The Postal Executive is instructed accordingly.

London Phoenix (formerly London North Western C&C)

Royal Mail Letters

17 **CATEGORY A:** This Conference instructs the Postal Executive that any agreement on the introduction of technology in Delivery and in their workplaces will only be used to safeguard our members welfare and terms and conditions.

The agreement should also look at the following:

1. Walk structures.
2. Tools for the role.
3. Start and finish points.
4. Break times.
5. Not for punitive use.

This list is not exhaustive.

Greater Mersey and South West Lancs Amal

Royal Mail Letters

18 **CATEGORY A:** This Conference agrees that Section 16.4 of the Way Forward Agreement is no longer fit for purpose in the current climate of continuous change through delivery revisions. Many members are not being given the opportunity to sign for duties due to changes not meeting the criteria to constitute Major Change and therefore not triggering a full office re-sign.

This Conference, believes that the fairest way to hold a Unit re-sign is to ensure that all duties (whilst recognising special needs within the Unit) are included in the selection process. It is therefore the decision of this Conference to instruct the Postal Executive to reach agreement with Royal Mail that the first two bullet points of Section 16.4 are removed. As a result, the Resourcing Jobs as a Result of Major Change would no longer be required.

South Central Postal

Royal Mail Letters

19 **CATEGORY A:** This Conference instructs the Postal Executive to negotiate a change to the Door to Door Agreement that no Door to Door items are delivered during the month of December.

Newcastle Amal

PAY AND RELATED MATTERS

SECTION 1.1 : Tuesday (12.20 – 12.45)

20 **CATEGORY A:** This Conference instructs the Postal Executive to raise Postal Transport Technician (PTT) Annual Leave entitlement after 15 years to 5 weeks 1 day and after 20 years to 6 weeks in line with Shift Supervisor's (formerly LTT's) Annual Leave entitlements.

London Regional MT

21 **CATEGORY A:** This Conference instructs the Postal Executive to harmonise Shift Allowance and fixed Night Duty Allowance payment structure for all CWU Technical Grades in Royal Mail Fleet (Fleet and Maintenance Services) as a matter of urgency.

Scotland MT

22 **CATEGORY A: COMPOSITE MOTION**

This Conference instructs the Postal Executive to recognise that an individual's earning potential erodes significantly whilst carrying out the role of Territorial Representative in RM Fleet. Indeed, opportunities to earn above the basic Postal Transport Technician (PTT) pay are unworkable which not only places the Territorial Representative at a monetary disadvantage but also has a negative impact in regards to succession plans for respective Territory Representatives of the future.

Conference therefore instructs the Postal Executive to examine and negotiate a resolution to this imbalance.

London Regional MT
Scotland MT

23 CATEGORY A: "IN CAMERA"

Conference notes the lack of progress with motion 90 at Postal Conference 2015.

Conference also acknowledges the challenges that the CWU faced with the future of RoMEC in the balance. Conference congratulates the Postal Executive on achieving the outcome of bringing RoMEC back into Royal Mail Group.

However, it is now time to press for a resolution to last year's motion (and previous policy of this Union) in achieving a settlement that is fit for the membership and their Safety Representatives.

It is further noted that an 'over-arching' agreement is already in place for Royal Mail and that any agreement for RoMEC, may be seen as a sub-agreement, as was the original concept for a business unit.

The Postal Executive is therefore instructed to pursue this policy in the manner that best benefits the CWU membership.

London Postal Engineering

NOTE BY SOC

Postal Conference 2015

Motion 90 Category A: "IN CAMERA"

This Conference is extremely concerned at the lack of progress made on policy decisions in relation to Health and Safety in Romec and the absence of a new agreement on consultation and representation.

This Conference believes Romec have paid lip service to their duties under UK legislation and have failed to engage meaningfully with the CWU and in particular its' Safety Representatives.

This Conference therefore instructs the Postal Executive to take firm and assertive action to bring Romec into line with regard to:-

- ***The signing of a new agreement on Health and Safety arrangements.***
- ***Development of a representative structure that covers all CWU grades and includes safety committee meetings.***
- ***An ongoing progressive strategy with the CWU to maximise union involvement and reduction of workplace hazards and accidents.***

The above list is not exhaustive and should be seen as a minimum standard.

A report shall be made to Branches no later than three months from the close of Conference.

Should sufficient progress not be made by that time, the Postal Executive shall consider all options to bring Romec to the negotiating table to meet the terms of this motion.

London Postal Engineering

24 CATEGORY A: This Conference is concerned that employers are not providing suitable and adequate provision for women that are coping with problematic menopausal symptoms in workplaces where CWU members are employed. Employers should be aware that women may change their habitual working practices to help themselves whilst going through the menopause.

The Postal Executive is instructed to open discussions with employers where the CWU is recognised, to seek improvements at work for women that experience the menopause.

This should include the following, but is not exhaustive:

1. Greater awareness for employers about the menopause as an occupational health issue.
2. Training for managers on occupational health issues specific to older workers.
3. Increase flexibility of working hours and arrangements.
4. Better access to formal and informal sources of support.
5. Improvement in workplace temperatures and ventilation.
6. Systematic treatment of requests for adjustments at work.
7. Offer more control over their immediate working environment.
8. Introduction of a workplace policy that deals specifically with the menopause at work and the effects on workers.

The Postal Executive is instructed accordingly.

Gloucestershire Amal

25 CATEGORY A:

If carried 120 falls

Conference welcomes the attempt to make Enquiry Office services more accessible by increasing Sunday Opening.

However, Conference is alarmed by the comments contained within the Enquiry Office Channel Strategy Project (EOCS), recently distributed by the Outdoor Department where it is stated;

'Consideration should also be given to singleton resourcing (lone workers) in smaller units in line with the nationally agreed Health and Safety guidelines to support a cost effective approach.'

Conference further notes that there is currently no nationally agreed Standard Operating Procedure, Risk Assessment Process (including robust monitoring and/or supervision) or guidelines for lone working in Royal Mail, despite the above statement.

Therefore, the Postal Executive is instructed to pursue a national agreement that requires a minimum of two employees to open/close and operate in any unit, office or building where CWU represented grades are required to work, and that lone working in any unit, office or building is not in the best interests of our members Health, Safety, Welfare or security.

North West Central Amal

26 **CATEGORY A:** The Postal Executive is instructed to achieve the following improvements to RMG 'Wellbeing Programme':

- Improving the awareness of RMG Rehabilitation Centres to the membership.
- Rehabilitation Centres to offer mental health as an additional service.
- Improve access to wellbeing services for our members who work nights.

This to be achieved by September 2016.

York and District Amal

27 **CATEGORY A:** This Conference instructs the Postal Executive that as a result of the statistics that show night shift workers are much more likely to fall ill and take sick absence than others, then the Postal Executive is instructed to agree a package of care to protect these vulnerable workers.

This package of care could include free provision of vitamins/fruit, health screening at work such as health buses, OH support at night, this list is not exhaustive.

The package should also include provision for a much more sympathetic approach to sick absence, rather than a punitive approach recognising that night shift working has a detrimental effect on health and wellbeing.

Newcastle Amal

28 **CATEGORY A:** Conference notes that Royal Mail continue to use the practice of investigating reported accidents before they are recorded onto ERICA. This is believed to be a clear instruction to operational managers from the Heads of Safety, Health and Environment (SHE's) and their teams.

Conference instructs the Postal Executive to reach an agreement with Royal Mail that reinforces the recognised process under ERICA, that all accidents are recorded when reported and 'then' subsequently investigated and not vice-versa.

South Central Postal

29 **CATEGORY A:** Conference instructs the Postal Executive with the aid of the National Officer H&S to reach an agreement with Royal Mail Group that they will improve the present First Aid training to include a module or an awareness brief for First Aiders to be able to 'signpost' if a member is suffering mental health issues in the workplace or office.

This agreement to be concluded by Sept 2016.

York and District Amal

POSTAL INDUSTRY GENERAL ISSUES
SECTION 2.2 : Tuesday (14.00 - 15.20)

30 **CATEGORY A:** This Conference notes that Workplace Safety Reps perform health and safety duties in their Units on a daily/weekly basis and this time goes un-measured. Therefore, this Conference instructs the Postal Executive to negotiate a national process that records hours performed in the role when a Workplace Safety Rep has been released to undertake and complete health and safety tasks.

The information provided can then be used to assist Reps in negotiating standard release time for WSR's in each Unit.

Newcastle Amal

31 **CATEGORY A:** This Conference instructs the Postal Executive to negotiate with the business(s) the re-introduction of a paper based accident book that is freely available for our members to record their work related accidents.

Newcastle Amal

Clerical and Cash Handling

32 CATEGORY A: "IN CAMERA"

Conference notes that the 24th and 31st December 2016 both fall on a Saturday.

The Postal Executive is instructed to negotiate with the Post Office that all Saturday working Crown Offices shall finish at 12.30pm on Christmas Eve 2016.

Additionally, on New Year's Eve 2016, the normal finishing time shall apply in half-day Saturday Crown Offices and all-day Saturday Crown Offices shall finish no later than 4.00pm.

Unless agreement is reached by 30th September 2016 the Postal Executive is further instructed to ballot the affected membership for industrial action and campaign early to achieve this aim.

London Phoenix (formerly London North Western C&C)

Royal Mail Letters

33 CATEGORY A:

If carried 39 falls

Conference instructs the Postal Executive to build upon the good work already performed around the Christmas SA Bank Holiday pay provision.

Conference believes that the lack of visible business support is an indication of them not meeting the commitments provided in the Christmas Arrangements document.

For Christmas 2016, the Postal Executive is instructed to reach an agreement where a generic process is centrally produced.

The purpose is to ensure that each bookroom has the ability to capture correctly the appropriate hours and attendances performed, thus making sure that timely payments are made to our members who are entitled to receive this benefit.

The Postal Executive is instructed accordingly.

Eastern No.4

Royal Mail Letters

34 CATEGORY A: The Postal Executive is instructed to renegotiate the RoMEC cleaning specification so that all tasks carried out by cleaners are recorded as work hours.

York and District Amal

SECTIONAL ISSUES

SECTION 3.2 : Tuesday (15.20 - 16.40)

Royal Mail Letters

35 CATEGORY A: COMPOSITE MOTION

Conference congratulates the Postal Executive regarding the bringing back of RoMEC in house within Royal Mail.

Conference also recognises that the complexities and shareholder pressures during the last 18 months have led to a number of existing CWU policies concerning RoMEC being put on hold, in order for the Union to secure the agreement.

However, these issues are clearly of importance and worthy of the CWU pursuing them with RoMEC & Royal Mail. This includes the terms of Motion 59 carried at last year's Postal Conference.

Therefore, the Postal Executive is instructed to update progress via LTB's and to call a briefing in due course in order to discuss RoMEC related issues similar to the events held at the Birmingham Branch Office over the last 2 years.

The Postal Executive is instructed accordingly.

London Phoenix (Formerly London West End Amal)
Plymouth and East Cornwall

Parcels

36 CATEGORY A: This Conference instructs the Postal Executive to carry out an extensive review of administration grades working conditions within our Parcelforce Worldwide Local Depots where we now seem to have created a call centre culture. This review should include looking at putting in additional breaks for staff to allow time away from the phones and computers. We should also look at best practice within other Depots for use in all Depots, making the duties more attractive to new recruits and current staff.

Glasgow and District Amal

Parcels

37 CATEGORY A: This Conference instructs the Postal Executive that any future Christmas arrangements agreements in Parcelforce will include the closure of the Admin/Callers Office at 4.00pm on Christmas Eve (Monday to Friday).

Christmas 2016 Admin/Callers Office closure will follow usual weekend hours, any increase in attendance will be on a voluntary basis only.

Greater Mersey and South West Lancs Amal

Royal Mail Letters

38 **CATEGORY A:** Conference is concerned with Royal Mail's panic recruitment towards the end of 2015, with new entrants going into offices often weeks before attending a formal induction school.

It is also concerned that some areas of the induction have been dropped notably Health & Safety, relying on coaching in the office when there may not be Coaches in place or they are out on delivery. It also appears that Conduct and Attendance Procedures have been dropped from the itinerary.

Conference, calls on the Postal Executive to establish with the business an agreed itinerary for the induction schools and ensure that it reflects our joint agreements and requirements of pre-entrant training.

The Postal Executive is instructed accordingly.

South East No.5

Royal Mail Letters

39 **CATEGORY A:** This Conference recognises the benefits to members following the introduction of 2014's Enhanced Holiday Scheduled Attendance Payments. Unfortunately, while the directive is clear as to who gets what and when they should get it, many managers are still not making payments in time. This is because payments are inputted locally on PSP and not automatically through HR. In particular the delay of festive Bank Holiday payments is often unnecessarily slow to be made.

Conference therefore instructs the Postal Executive to reach an agreement with Royal Mail to introduce an automatic payment method to ensure Holiday SA, Bank Holiday SA and Festive Bank Holiday payments are made in good time to those who are entitled to it.

South Central Postal

40 CATEGORY A: "IN CAMERA"

Conference agrees that we are now at a crossroads in terms of our relationship with the current POL Board, and the future of our Network in the context of providing a national service and a network served by dedicated Post Office employees, to that end Conference agrees that the Postal Executive should consider the following:

- Building on our current campaign to bring to the public's and other institutions attention the manner in which the current POL board are conducting what appears to be a 'slash & burn' policy in regards to the Network, which is clearly favouring high street retail outlets to the detriment of the public and our members. An absence of any genuine strategic dialogue with the CWU, and the lack of any clear direction from the Board as to the future of the Network, other than to hive off our Network so as to devolve themselves of their obligation to provide a national independent public service.
- Continue to lobby external interested groups in order to highlight the POL Board's incessant attacks upon our pay/pensions terms & conditions, whilst they in turn, continue to enjoy remuneration based upon the maxim of financial reward for failure.
- Consider requesting the intervention of the regulator and/or the relevant departments in BIS including using our own parliamentary sponsored MPs, Local Government Associations Scottish and Welsh Assemblies to closely scrutinise POL's overall governance so as to establish if POL's actions breach any statutory or legal obligations placed upon them by the main stakeholder (HM Government).
- Consider further scrutiny of POL's obligation to ensure that they maintain a minimum of 1150 national Post Office's in the UK Network. Seek to establish if POL's procurement (outsourcing) policies are entirely in line with both Government & European Union policy, are transparent, and are free of any potential claims of favouritism.
- The Postal Executive should continue to try to persuade the Board of the merits of a well-paid, engaged workforce, that at its heart provides job security, job advancement, and the return to healthy dialogue between the CWU and senior management is clearly in the best interests of our members and Post Office alike.
- The Postal Executive should consider ways in which service offerings could be transferred with existing members in POL to Royal Mail buildings/outlets transferring to the Royal Mail family, with the responsibility of those members remaining with the National Assistant Secretary, but integrated wherever possible with our colleagues in Royal Mail.

Conference finally agrees and regrets that in the absence of a complete change in direction from the Post Office Board, then regrettably we shall likely see a never ending and damaging cycle of industrial unrest that benefits no one but those whose interests lie in destroying a national treasure that is the Post Office.

The Postal Executive shall consider any and all options that they, in consultation with our members, feel would be in the best interests of our membership as a

whole. The Postal Executive shall use whatever means it feels appropriate including national briefings to update Branches/Field Officials with progress made.

The Postal Executive is instructed accordingly.

London 7

41 CATEGORY A: This Conference instructs the Postal Executive that the recent article in the Guardian (16.02.16) on the threat of Uber entering the Parcels market should be of grave concern to our members and should not be allowed to undermine our terms and conditions.

Furthermore, it should not allow the creation of a new grade or workforce to compete with such a venture. Any move by either Royal Mail or Parcelforce to do so will be fought by all means necessary, including Industrial Action. The Union should at the end of Conference start a campaign with likeminded unions and the wider labour movement to oppose such an introduction of this model in the UK.

The campaign should also reach out to the political arena, highlighting the effects such a move on the parcels market in the UK would have, including the effects on jobs and terms and conditions.

Finally, we should also seek advice on whether a more regulated market may protect our members, Royal Mail and Parcelforce, and if so, try to bring about such regulation through the trade union movement and our allies in the House of Commons.

The Postal Executive is instructed accordingly.

Greater Mersey and South West Lancs Amal

42 CATEGORY A:

If carried 45 falls

This Conference instructs the Postal Executive that considering employees still own 11% of Royal Mail shares via Equiniti, with the vast majority of these shareholders being CWU members then appropriate action should be taken to coordinate the use of these in order to have a degree of influence as shareholders.

The Postal Executive should undertake the necessary negotiations/procedures (and include Unite if this is deemed necessary) needed to set up an 'advisory' committee and amend the Trust Deed where possible to facilitate this.

A report will be given to Branches before the end of June 2016. If necessary a briefing will be called of interested parties to be given an explanation and presentation of the situation and how best to proceed.

Greater Manchester Amal

43 CATEGORY A: Conference recognises the threats posed to our members by Royal Mail's current business strategy, including 'Optimised Mail Preparation' and 'Production Control'. Conference also notes the threats posed to our ability to operate and defend our members posed by the Trade Union Bill.

Conference believes it is vital that we have face-to-face communication with our members to spread information about these threats and our response as a Union.

Therefore, the Postal Executive is instructed to promote a programme of workplace meetings across the business. A speaker's brief should be provided to all Branches, outlining the key themes and facts to cover. Members of the Postal Executive will be allocated to different Branches to assist where needed.

The aim should be to cover all Delivery Offices, Mail Centres and RDCs. Ideally smaller workplaces such as SPDOs will also be covered. The Postal Executive is instructed to monitor the progress of this plan to ensure this is carried out.

The Postal Executive is instructed accordingly.

Bristol and District Amal

44 CATEGORY A: This Conference instructs the Postal Executive to produce a Crown Office closure campaign pack that contains best practice from previous national and local closure campaigns, to assist Branches in campaigning against proposed closures.

Newcastle Amal

45 CATEGORY A: Conference agrees that the privatisation of Royal Mail was not in the best interests of the public or the members of the CWU.

Conference further accepts that the issue of free shares to our members was, in reality, nothing more than a token gesture by the Government.

The time is now fast approaching when members will be able to sell their shares thus taking away any collective voice outside of the CWU.

Therefore, this Conference instructs the Postal Executive, from the close of this Conference, to undertake a campaign of communications to all Branches with Postal members and directly to members in a concerted effort to encourage members to retain their shares given the obvious dangers of selling their shares early.

The Postal Executive should use all of the usual methods of communication avenues available to them.

Eastern No.5

46 **CATEGORY A:** This Conference instructs the Postal Executive that a share of savings from any Royal Mail business driven change from April 2016 onwards be chalked up and recorded, and used for ongoing improvements to terms and conditions for CWU members.

Newcastle Amal

47 **CATEGORY A:** This Conference instructs the Postal Executive to negotiate with Royal Mail Group, that Saturday 2nd January becomes a non-service day in Scotland. New Year is a long established traditional holiday in Scotland and this would be consistent with Saturday 26th December 2015, which would allow our members to enjoy quality time with their families at the busiest time of the year.

The Postal Executive is instructed accordingly.

Scotland No.2

48 **CATEGORY A:** This Conference does not accept the unilateral decision taken by Royal Mail in 2015 to reduce the level of reward given to members reaching long service milestones.

As this action was taken without consultation this Conference instructs the Postal Executive to negotiate the terms with a view to returning them to (at the very least) their previous levels.

South Central Postal

49 **CATEGORY A:** Conference recognises the vital role the CWU Regional Organisers play as Field Officers in representing our members within Parcelforce Worldwide, and the Industrial Stability that the Regional Organiser structure within the IR Framework has delivered within Parcelforce Worldwide, which has in turn contributed to the continuing success of the business.

Therefore, in line with the principles of the agreement reached on CWU Royal Mail Divisional Representatives pay with Royal Mail, the Postal Executive shall negotiate an agreement on similar terms with Parcelforce Worldwide for the CWU Regional Organisers.

Kent Invicta

50 **CATEGORY A:** Conference notes the consistent and often deliberate failure of Royal Mail and Parcelforce to adopt the practices and spirit of the Agenda for Growth, Stability and Long Term Success Agreement in particular, but not limited to, recruitment and resourcing, day to day operations, and working relationships with managers and CWU Representatives.

By refusing to operate within the terms and scope of Agenda for Growth Agreement and all other national agreements Royal Mail and Parcelforce are causing our members severe stress and ill health in the workplace, failing to secure industrial stability, long term growth and efficiency in operations, and above all, may be, acting illegally.

The Postal Executive is therefore instructed to launch a legal challenge against Royal Mail Group for breaching the terms of the legally binding contract Royal Mail Group has with the CWU starting with a test case at either Unit or Area level to demonstrate the potential success and set a precedent ahead of a national claim.

The Postal Executive is instructed accordingly.

South Midlands Postal

51 **CATEGORY A: COMPOSITE MOTION**

Conference notes that the legally binding protections secured in the 2013 Agenda for Growth Agreement and outlined in the document Legal Contract Between Royal Mail & CWU are subject to joint review in 2019.

This includes:

- **The prohibition on the outsourcing and franchising of business functions**
- **The prohibition on employing new starters on inferior terms and conditions.**
- **The prohibition of the use of zero hours contracts.**
- **Commitment to terms and conditions being maintained unless by agreement.**

This also includes commitments to maintain permanent contracts and for employees to retain their existing contractual hours, as well as agreement to avoid the use of compulsory redundancies.

This list is not exhaustive.

Therefore this Conference instructs the Postal Executive that any overarching agreement on major change reached before 2019 must aim to extend the period of time that these agreements cover, preferably for a minimum of 5 years.

The Postal Executive is instructed accordingly.

Bristol and District Amal
Plymouth and East Cornwall

52 CATEGORY A: Conference notes that our members get unfairly dismissed by Royal Mail leading to Employment Tribunals. Conference also recognises that when our members are successful at an Employment Tribunal, and a decision is given for reinstatement, Royal Mail can and do choose not to accept that decision.

Conference therefore instructs the Postal Executive to negotiate agreement with Royal Mail that any member who is successful in their Employment Tribunal, and is given a decision for reinstatement will be, unless it is the choice of the member, not to be.

South Central Postal

53 CATEGORY A: This Conference instructs the incoming Postal Executive to carry out a full and comprehensive review on the working conditions of all workers who are employed to carry out work on behalf of Royal Mail on out sourced contracts, including work done by couriers and owner drivers within Parcelforce Worldwide.

This review should include looking at terms and conditions, hours of attendance, rates of pay, payable to the original outsource and any subsequent sub-contractor which should be as a minimum equal to the living wage. This list is not exhaustive and should culminate in a report being furnished to the branches at the earliest opportunity.

Glasgow and District Amal

54 CATEGORY A: Conference notes the increasing use of electronic tracking to monitor employees across business, including in the postal industry.

Conference notes that employers are using this tracking as a means to discipline employees and drive faster working. Conference further notes that this can increase stress levels and unacceptably undermine employees' health and well-being.

Therefore the Postal Executive is instructed to secure agreement that where employee tracking technology is employed in Royal Mail Group that it may not be used for individual conduct or performance management.

The Postal Executive is instructed accordingly.

Bristol and District Amal

PAY AND RELATED MATTERS

SECTION 1.3 : Wednesday (09.40 – 10.10)

55 **CATEGORY A:** The Postal Executive is instructed that as a matter of urgency the following issues must be resolved for RoMEC grades:

- 1) RoMEC BSM (Building Service Maintenance) outstanding grading issues.
- 2) RoMEC BFM (Building Facilities Management) staff harmonisation issues, these members should now receive the same terms and conditions as other RoMEC employees.

Greater Manchester Amal

56 **CATEGORY A:** Conference instructs the Postal Executive to negotiate an agreement that extends TPM payments for members who work on machines covered by the TPM Agreement whilst they are working on them on overtime.

Newcastle Amal

57 **CATEGORY A:** This Conference instructs the Postal Executive to enter into immediate discussions/negotiations to seek the introduction of a skills allowance, that would be payable to Tug drivers, in Mail Centres and other Royal Mail sites where these tugs are in operation. This allowance should be similar to that which is currently payable to machine operators TPM.

This payment would be in recognition for the full range of maintenance tasks that the drivers have to perform each time they have to operate the Tug, these tasks include ensuring the tug is fully charged, the battery is topped up with distilled water and that it is fully serviced. In addition they also have to ensure that all trailers are fully serviceable and free from all debris, this list is not exhaustive.

Glasgow and District Amal

58 **CATEGORY A:** This Conference instructs the Postal Executive that the CWU use the opportunity created by RoMEC's return to Royal Mail Group to bring back RoMEC engineering apprenticeships covered by an appropriate agreement.

The Postal Executive is instructed accordingly.

London Postal Engineering

59 CATEGORY A: This Conference views with concern the number of members leaving the business via IHR. This is a particular issue in Deliveries and it is no co-incidence that the incidents of IHR are increasing, particularly amongst our older members, as the deliveries become harder.

Often members would not need to leave the business if suitable indoor duties could be offered but indoor opportunities in DOs are very limited and the Mail Centre management seem increasingly reluctant to 'own up' to there being vacancies in the Mail Centre when asked to accommodate potential IHR cases.

Therefore the Postal Executive is instructed to negotiate a process that will ensure that where members can no longer perform deliveries due to ill health, and no suitable indoor role can be identified in a DO, the vacancy situation in the wider RMG, will be need to be fully transparent.

The new process could include, for example, ensuring a job match procedure is followed before any external recruitment to Mail Centres. For example, rather than Delivery managers asking the Mail Centre if they have any vacancies the Mail Centre must publicise their vacancies to the Delivery function via the Directorate HR managers. Also, where the new job is less hours than the members current contract the buy down process will be used to compensate for the ongoing reduced contract.

The process will complement and support the principles of the IHR Agreement, which seeks to keep people in work before defaulting to leaving on ill health grounds.

NW/NW Divisional Committee

60 CATEGORY A: This Conference views with concern the number of members leaving the business via IHR. This is a particular issue in Deliveries and it is no co-incidence that the incidents of IHR are increasing, particularly amongst our older members, as the deliveries become harder.

Often members would not need to leave the business if suitable indoor duties could be offered but indoor opportunities in DOs are very limited and the Mail Centre management seem increasingly reluctant to 'own up' to there being vacancies in the Mail Centre when asked to accommodate potential IHR cases.

Therefore the Postal Executive is instructed to negotiate a process that will ensure that where members can no longer perform deliveries due to ill health, and no suitable indoor role can be identified in a DO, the vacancy situation in the wider RMG, will be need to be fully transparent.

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POSTAL INDUSTRY GENERAL ISSUES

SECTION 2.4 : Wednesday (10.10 - 11.00)

The process will complement and support the principles of the IHR Agreement, which seeks to keep people in work before defaulting to leaving on ill health grounds.

NW/NW Divisional Committee

61 CATEGORY A: COMPOSITE MOTION

Conference notes with concern that Royal Mail's current recruitment process is an unmitigated disaster, and has led to USO failures as well as the introduction of excessive numbers of casuals and agency workers.

Royal Mail has outsourced recruitment. This means effectively that agency workers are often recruited on inferior terms & conditions.

Vacancies are often not being advertised on Royal Mail's website, and when they are advertised the process that applicants have to go through is made unnecessarily difficult.

The Postal Executive is therefore instructed to urgently secure an agreement from Royal Mail that ensures the recruitment process is fit for purpose and that CWU members are employed in recruitment roles / process rather than the use of external agencies. Any new agreement is to also address the high level of turnover and attrition rates in some parts of the U.K as well as laying out a clear process whereby part timers, if they so desire, have the ability to move to full time work as it becomes available in line with existing agreements.

This list is not exhaustive.

The Postal Executive will update Branches via LTB's on progress.

The Postal Executive is instructed accordingly.

London Parcels and Stations Amal
West London Postal

62 CATEGORY A: This Conference agrees that the current transfer policy is not fit for purpose and therefore, instructs the Postal Executive to negotiate a policy that ensures that Royal Mail Group employees are given priority for any transfers before casuals or agency staff are given either a temporary or permanent contract in Units where permanent staff are looking to transfer into existing vacancies.

Conference also agrees that the transfer list needs to be more transparent and should be made easily accessible on either PSP or Royal Mail My Bundle.

Scotland and Northern Ireland Regional Parcels

63 CATEGORY A: This Conference agrees that in general terms, the MTSF Agreement, to be an excellent agreement that has served the membership well since its inception in 2002 and subsequent review in 2010.

However, Conference also agrees that there are sections that are no longer fit for purpose for individual business units within RMG. In particular those business units such as Logistics who are subject to duty re-signs almost annually as part of ongoing annual Network Review.

The Postal Executive is therefore instructed to enter into immediate discussions/negotiations, to review Resourcing Processes for Operational Grades, with a view of reaching an agreement that allows freedom of movement between shifts using individual seniority as the first criteria.

Glasgow and District Amal

64 CATEGORY A: COMPOSITE MOTION

Conference notes with extreme concern the poor quality of information it receives from Royal Mail regarding membership levels and numbers at each work location. It also notes that recent changes to the location of the new entrant welcome day is causing Branches great difficulties in tracking newly recruited members.

The Postal Executive is therefore instructed to seek an agreement that gives better and more accurate data from Royal Mail for each workplace, and also better advanced information of 'welcome to Royal Mail' days so Branches will then know where and when these events are going to take place.

Furthermore, there needs to be a better co-ordination of new entrant welcome days where the correct workplace is given to the new entrant so the CWU Representatives who attend to recruit new members know where the new recruit is going to work.

At the same time we are seeing more and more new recruits are being listed by the membership Department at CWU HQ as having no work location or work location unknown. Therefore, all completed forms should be sent direct to the relevant Branches so they can forward them to CWU HQ.

The Postal Executive is also instructed to put in place a more robust and transparent process at these sites and also at CWU HQ's membership Department in order for Branches to maximise recruitment and their workplace records.

The Postal Executive is instructed accordingly.

South East London Postal and Counters
South West London Postal

65 **CATEGORY A:** This Conference instructs the Postal Executive that any movement of work from Engineering grades to Cleaning grades will be subject to a balance sheet agreement (similar to the process in the Royal Mail TPM Agreement) to ensure all such transfers of work are agreed fully with the CWU, and that low skilled work is replaced with more appropriate highly skilled engineering work.

London Postal Engineering

Royal Mail Letters

66 CATEGORY A: "IN CAMERA"

If carried 67 falls

Following the presentation given by Royal Mail on 3rd February 2016 at the CWU National Briefing at the TUC.

It is clear that Royal Mail are considering a strategy of a single pass and mail merging on the street. The CWU need to understand the effects of this as a whole on our members. We cannot accept the position of 'winners and losers' with regards to work arrivals.

Any attempt by Royal Mail to introduce change without full agreement of the CWU will be resisted by all means possible.

The Postal Executive is instructed accordingly.

South and East Thames Amal

Royal Mail Letters

67 CATEGORY A: "IN CAMERA"

This Conference recognises the pressures that the business are attempting to put on our Union to reach an agreement that delivers a single wave of CSS mail to all our UK Delivery Offices.

It is also recognised that in order to protect full time jobs in Delivery Offices then the job description of a Delivery postperson could change dramatically in the not too distant future.

Apart from the threat of later starts, later finishes, longer deliveries and even more strenuous fatigue issues there is the ultimate threat of massive job cuts if the single wave CSS agreement becomes reality.

This Conference therefore instructs our Postal Executive to use all its negotiating options available, up to and including a Rule 13 ballot for strike action, in order to achieve the best agreement for our members. The principle for any agreement reached must include a focus on minimising change as well as protecting anybody leaving the business as a result of these possible changes. Under no circumstance will there be any agreement recommended to members that includes compulsory redundancies. In addition there must be a Special Conference followed by a National Briefing held for all Representatives as well as Branch Officers and Field Officials prior to any ballot of the affected membership.

South Central Postal

Royal Mail Letters

68 **CATEGORY A:** Conference notes the challenges faced in terms of seeking to both maintain and promote full time employment across Royal Mail Letters, resulting from developing new technology and automation, changes in mail profile and changing customer demands.

Conference notes that Branches are already actively seeking to breakdown artificial barriers linked to functional work and believes it is now time to progress this approach across Royal Mail at all levels of the union as part of the union's strategy to both maintain and promote full time employment.

Therefore, the Postal Executive is instructed to support Branches in this matter with the following:

- To secure a national agreement which directly facilitates cross-functional working, with this approach being linked to the deployment of any new technology and automation.
- To conduct a full review of activity and work in this area, which includes seeking Branches feedback and input, in order to develop best practice approaches to support the Local and Area level deployment of full time cross-functional working.
- To report back to Branches developments in processing cross-functional working and to use the Divisional Committee structure to drive this objective forward.

Nottingham and District Amal

Royal Mail Letters**69** **CATEGORY A: COMPOSITE MOTION**

Conference recognises that in a privatised Royal Mail the current Delivery Office /Merger Agreement is no longer fit for purpose. It is further accepted that Royal Mail's ongoing policy of selling off the delivery estate is no longer based on the service to the customer nor does it take into consideration traveling difficulties for members of staff relocating to a new office.

The Postal Executive is therefore instructed to reach a revised updated agreement that gives the Union the ability to input into the process far earlier than is currently allowed. This will give the Union the ability to come up with genuine alternatives that the employer will then need to cost in and scope. This may apply to the provision of facilities such as a remote Callers Office located within the former postcode boundary.

Furthermore Conference recognises and agrees that these new 'Delivery Centres', many of which require additional stem time, distort the real efficiency of the workload of any office that is removed from its parent postcode.

The CWU should also ensure that Royal Mail's move to so called 'one cost centres' distorts the efficiency of a group of offices own true performances and that any final agreement must address this issue.

The Postal Executive is instructed accordingly.

East London Postal
Northern/North West London

Royal Mail Letters

70 CATEGORY A:

If carried 72 falls

COMPOSITE MOTION

This Conference recognises that Royal Mail's austerity driven resourcing policies are affecting our member's ability to take their annual leave entitlement and in some instances members have been deterred from taking their annual leave as a direct result of staffing shortages and budget constraints, despite this being a contractual obligation on the employer. Furthermore, the continuing squeeze on Royal Mail finances in all functions means this problem is likely to remain.

The Postal Executive is therefore instructed to take the following action:

- **Correspond with branches seeking further information on offices that are experiencing this problem.**
- **Enter into meaningful discussions with Royal Mail including if necessary a joint audit to ensure members have not lost out on their contractual holiday entitlement due to local resourcing policies.**
- **Considered outcomes should be the ability for members who have suffered a detriment to opt for financial compensation as well as the ability to take any outstanding annual leave.**

Gwent Amal
South East Wales Amal
NW/NW Divisional Committee

Royal Mail Letters

71 CATEGORY A: This Conference instructs the Postal Executive to set up a CWU working group in each Division to oversee the Royal Mail proposals on Delivery Office closures and mergers programme which includes members from each CWU Postal Branch. This is to be implemented within 1 month of the close of 2016 Annual Conference.

Greater Manchester Amal

SECTIONAL ISSUES

SECTION 3.3 : Wednesday (11.20 - 12.45)

Royal Mail Letters

72 **CATEGORY A:** This Conference instructs the Postal Executive to enter into urgent negotiations with the employer to resolve the ever growing amount of annual leave that is carried over from one year to the next. Many members are left with little or no choice whether to carry their annual leave into the next leave year as they are simply denied the opportunity to take it in the current leave year.

Conference instructs the Postal Executive to provide Postal Branches with a report outlining how many hours/days are outstanding and investigate any potential solutions to the growing problem.

Cheshire No.1

Royal Mail Letters

73 **CATEGORY A:** Conference welcomes the progress made towards achieving the terms of Motion 105 from Annual Conference 2012.

Conference believes that it is now time to work with the business on a strategy that moves the current position forward, by tendering for work as a contractor, not just filling empty legs, but by creating a business plan to exploit the market place and maximise earnings from external customers.

The additional work would secure current jobs within Network and in the longer term lead to more employment prospects for additional drivers growing both revenue for the business and members for the CWU.

The Postal Executive is instructed accordingly.

Eastern No.5

NOTE BY SOC

Postal Conference 2012

Motion 105 Category A: This Conference instructs the Postal Executive to explore with the business the opportunities of tendering for external work in Network. This would help to secure at a minimum the current number of jobs with the prospect of increasing employment in Network.

Eastern No.5

Packages and Express

74 **CATEGORY A:** This Conference instructs the Postal Executive to carry out a joint review under the umbrella of the Table of Success process of the calculation on the required number of leave reserves which is currently based on the 1 in 7 duties to understand if it is still fit for purpose. Conference recognises that since the 1 in 7 calculation was made that changes in leave entitlement have placed a strain on the resourcing in Depots.

Kent Invicta

Packages and Express

75 **CATEGORY A:** Conference recognises that Parcelforce Worldwide operates an agreed 49 week Annual Leave period. Conference also recognises that our members in Parcelforce Worldwide work long hours and weekends during the Autumn Pressure Period and have very little time for family commitments.

Therefore, the Postal Executive shall enter into negotiations with Parcelforce Worldwide to remove the closed period by allowing members to apply for odd days leave during Autumn Pressure weeks, in line with the principles of the Annual Leave Selection and Allocation Agreement

Kent Invicta

76 **CATEGORY A:** Conference understands that predicted falling membership will require the CWU to make changes within the organisation to ensure we can continue as an independent trade union. However, any changes / restructuring must not impact on the CWU's ability to represent our members in the workplace or reduce the Representational structure for our minority grades.

Kent Invicta

77 **CATEGORY A:** Conference believes that Health and Safety has always been the bedrock of CWU Representation within the Postal Industry. Conference should be proud of the hard work and dedication of Safety Representatives at all levels.

However, Conference is now very concerned at the direction the Union is going in with respect to how Health and Safety matters are being progressed industrially and this is not in the best interests of either the members or their Representatives.

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 Postal Executive to investigate all aspects of the delivery of Health and Safety Representation and support to Branches, to identify any obstacles that may exist 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 Postal Executive shall in addition, survey Branches as to any problems that they perceive with the delivery of Health and Safety provision 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

78 **CATEGORY A:** This Conference instructs the Postal Executive to reaffirm and re-engage in the joint development of new products with RMG.

The Growth Forum of 2014 has failed to generate the proposed growth for the benefit of CWU member's jobs, customers and Royal Mail.

Greater Manchester Amal

79 **CATEGORY A:** The Postal Executive is instructed to amalgamate all existing agreements relating to the Industrial Relations Framework in Royal Mail Group into a single booklet.

The Postal Executive is instructed accordingly.

Bristol and District Amal

80 **CATEGORY A:** The Postal Executive is instructed to amalgamate all existing agreements relating to the Managing the Surplus Framework in Royal Mail Group into a single booklet.

The Postal Executive is instructed accordingly.

Bristol and District Amal

81 **CATEGORY A:** Conference agrees that the Postal Executive enters into discussions with RM Group to identify and agree a process to be followed when an employee faces being arrested by the Police whilst being at work.

The Postal Executive is instructed accordingly.

North East Divisional Committee

82 **CATEGORY A: COMPOSITE MOTION**

Conference notes with concern that during a high profile Conduct Code case in London, it came to light that the POID had accessed a member's private mobile phone records to use in an investigation. The member was subsequently exonerated of all allegations against him.

Conference calls on the Postal Executive, as a matter of urgency, to seek a joint review with Royal Mail into all methods employed by POID with the intention of clarifying exactly what legal powers the POID has:

- The review to particularly clarify what legal powers the POID has in relation to the gathering of personal information on employees such as mobile telephone information.
- Whether or not they have such powers to request and receive such information?
- Whether they would need to go through a third party such as a Government Department, or police force to gain such information on their behalf?
- What justification they would need to provide to access such information and what safeguards are in place, if any, to protect an individual's right to privacy?

This review will agree a clear set of guidelines/protocols that will be published to Branches and will include a process whereby any suspected breaches of protocol or grievances can be raised and dealt with speedily.

The Postal Executive is instructed accordingly.

London Phoenix (Formerly London West End Amal)
West London Postal

83 **CATEGORY A:** Conference notes that the Royal Mail Group Bullying and Harassment Agreement only allows the complainant an appeal if their complaint has been rejected or partially upheld, while the policy document states that an appeal is allowed if the complainant is unhappy with the outcome.

Conference instructs the Postal Executive to clarify this situation and seek to emphasise the principle that appeals should be allowed in appropriate cases.

Wessex South Central

84 CATEGORY A: Conference agrees that in light of new agreements on Conduct and Attendance that it is time to fully review the role of Appeal Managers and the decision making model used to ensure that they fully comply with the new approach and principles of both respective agreements.

Conference notes the most recent cases and the concerns raised by ET judges regarding the evidence used and reasonable belief principles, these should be considered in the review.

The Postal Executive is instructed to enter into discussions with Royal Mail to establish an agreed decision making model for appeals, which ensures the full terms of the agreements and new approach are intrinsic in any appeal decision so appeals become genuine with all options being explored in any successful appeal, and not just reversion to Attendance Review 2 or Suspended Dismissal.

The Postal Executive is also instructed to monitor appeal outcomes to ensure the decision making model is applied correctly and genuinely.

North East Division

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

Conference instructs the Postal Executive to negotiate with the employer an agreement whereby if the respondent is successful in their defence in the Conduct Code then the Bullying and Harassment decision is removed from their record.

South Central Postal

86 CATEGORY A: Conference notes with concern that Precautionary Suspensions from duty are recorded on employee attendance records and remain on the record permanently which is contrary to the aim and spirit of the Conduct Agreement.

The Postal Executive is therefore instructed to secure an agreement with Royal Mail to ensure that the recording of Precautionary Suspensions on attendance records cease, with the recording of such previous Precautionary Suspensions also being removed retrospectively.

Nottingham and District Amal

87 **CATEGORY A:** Conference notes that the Bullying and Harassment Procedure Agreement includes the following under the heading of Employee Rights:

'Employees have the right to be treated with dignity and respect and may seek redress if this is not the case. Where a complaint relates to a person's behaviour, the Bullying and Harassment Procedure should be used. Where a complaint relates to the application of a work policy or direction, the Grievance Procedure should be used.'

Conference recognises, that according to Royal Mail's interpretation of this statement, if a Royal Mail manager misuses his 'power and position' and bully's and discriminates against a postperson misusing an agreed process this will be reclassified and downgraded to a grievance. Conference recognises that this conflicts with our members 'right to be treated with dignity and respect'.

Conference instructs the Postal Executive and National Officer to renegotiate this part of the Agreement so that a bullying manager can be investigated/charged with bullying.

South Central Postal

88 **CATEGORY A:** Conference instructs the Postal Executive to open negotiations with Royal Mail on the Grievance Procedure.

Conference congratulates the Postal Executive on the good work already performed with the new Conduct and Attendance Agreements.

The Grievance Procedure is the next personnel process that requires an overhaul as Royal Mail management, in many locations, do not afford the credence that this statutory provision demands.

This lack of acceptance of an individual's legal right to challenge back to the employer through a grievance in today's workplace does need to be given a new approach that brings the best chance for early resolution.

Anglia Co-Ordinating Committee

Clerical and Cash Handling

89 CATEGORY A: "IN CAMERA"

Conference notes the programme of further Crown Office closures outlined by POL.

The Postal Executive is instructed to instigate a Rule 13 Ballot of all grades, within POL, covered by the MTSF Agreement in the event of compulsory redundancies being forced through in POL.

The Postal Executive is instructed accordingly.

Bristol and District Amal

Royal Mail Letters

90 CATEGORY A: "IN CAMERA" **If carried 93 and 94 fall**

This Conference notes the National Agreement on Job Security & Resourcing, and the National Joint Statement between Royal Mail & CWU covering Resourcing & Recruitment and Professional Manpower Planning in our Operations (issued on 10TH November 2015). It has become clear that at Local level Royal Mail are ignoring both and still recruiting 20 hour contracts, whilst the agreed staffing templates (TM1) in the office is being ignored and not being renegotiated in line with workload. This makes our I.R Agreements the auto I.W.T and weekly resourcing meetings redundant.

The Postal Executive will advise the Business. Should this continue we will ballot the membership for national strike action.

The Postal Executive is instructed accordingly.

Wessex South Central

Royal Mail Letters

91 CATEGORY A: Conference notes the ongoing difficulties still resulting from not filling on a permanent basis OPG vacancies resulting from employees undertaking acting managerial roles.

Conference acknowledges the union's responsibility to support employees seeking movement from OPG, but notes that this is now being used by Royal Mail to simply hold duties vacant and fill them on an ongoing temporary basis.

The Postal Executive is therefore instructed to secure an agreement with Royal Mail which sets out clear timelines on when vacancies linked to OPG's moving into managerial acting positions will need to be kept open, temporarily filled, and then filled on a permanent basis.

Nottingham and District Amal

SECTIONAL ISSUES

SECTION 3.4 : Wednesday (15.45 - 17.00)

Royal Mail Letters

92 **CATEGORY A:** Conference agrees that any new agreement on Delivery will include a detailed section on improved access to Compensatory/Lieu Days.

The Postal Executive is instructed accordingly.

North West Central Amal

Royal Mail Letters

93 **CATEGORY A:** **If carried 94 falls**

Conference is very concerned with Royal Mail's current recruitment policy and the impact this has on both current and potential members. New members are being recruited on low hour, fixed day contracts with an expectation to flex up when required.

Conference therefore instructs the Postal Executive to consult with Royal Mail to seek an agreement to only recruit contracts against an agreed TM1.

Gloucestershire Amal

Royal Mail Letters

94 **CATEGORY A:** Conference agrees that Royal Mail's current approach to recruitment i.e. recruiting 20 hour contracts against 24 hour duties is unsustainable.

Conference instructs the Postal Executive to pursue an agreement that all future recruitment will mirror the TM1 vacancy.

North West Central Amal

Packages and Express

95 **CATEGORY A:** This Conference instructs the Postal Executive to seek an agreement with Parcelforce Worldwide to cease the practice of removing Driving Allowance where a member has their licence temporarily revoked, suspended or lost due to ill health. This Conference agrees that Driving Allowance should continue to be paid during any period where an individual has had their licence temporarily suspended or revoked due to health reasons.

However, in instances where the licence is permanently lost due to health reasons the Driving Allowance should only be removed on a gradual basis over a twelve month period.

Scotland and Northern Ireland Regional Parcels

Clerical and Cash Handling

96 CATEGORY A: Conference agrees that the recruitment and retention of young people into Post Office employment is one of the essential prerequisites for providing long-lasting and worthwhile employment opportunities for young persons entering the employment market and is of mutual benefit both to the CWU and Post Office Limited (POL) respectively.

Conference recognises that given the current financial and economic restraints that exist that POL should be encouraged to seek support from Government so as to underpin the social and financial commitment that comes with trying to promote and support employment and learning opportunities for the young in our communities.

Conference therefore instructs the Postal Executive to enter into negotiations with POL with the intention of establishing an apprentice / young employment person's scheme which will provide at it's the core the following:

1. Entry pay based upon at least 2/3rds of the adult rate for new entrants, with Annual Leave entitlements based upon new entrants criteria. Moving to the appropriate adult rate of pay at the successful conclusion of the apprenticeship programme.
2. A comprehensive training package that includes Further Education opportunities on full pay, and where possible, explore partnership arrangements with local Further Education providers.
3. Clear guidelines as to what roles young person entrants can undertake so as to ensure that they are able to carry out the work expected of them, and safeguards so as to ensure that they are not used in a manner that would undermine the role of existing long term members, or as a 'cheaper' alternative for coverage of existing work within a Crown/CViT/Admin Unit.
4. A clear employment review process which allows for monitoring of performance and two way discussion with the member and their line manager with a robust referral process to the CWU/appropriate line manager where issues of concern arise.
5. A guarantee from POL, that subject to satisfactory attendance and performance, the offer of long term permanent employment will be offered to members at the conclusion of the agreed scheme.
6. POL and CWU will endeavour to target and encourage young persons particularly in areas of high unemployment /social deprivation, to join the scheme however, it is recognised that this may provide limitations and should not prevent the widest possible inclusion of unemployed youth in the UK.
7. POL and CWU will agree to review the process so as to ensure that the scheme is being applied within the spirit and intent of the agreed guidelines established between both parties.

The above list is not exhaustive, and the Postal Executive should consider any and/or all options that they feel would enhance any potential agreement with POL.

London 7

PAY AND RELATED MATTERS

SECTION 1.4 : Wednesday (17.00 - 18.00)

97 CATEGORY A: This Conference instructs the Postal Executive to open negotiations with Royal Mail to seek an agreement for the introduction of a driving allowance applicable to all postal delivery vans.

Conference also views with concern the lack progress made after the carriage of motions 94 & 96 at the 2014 Postal Conference relating to similar payments, it is further aggrieved that after being given assurances from the top table Portsmouth & District Postal agreed to withdraw motion 95 at that same Conference.

Therefore, this Conference now believes that it is time to not only deliver on the assurances given on the three previous motions, but also to negotiate the re-introduction of a driving allowance that would be applicable to all employees who perform driving duties for Royal Mail, on all vehicles including postal delivery vans, that do not currently receive a driving allowance.

Glasgow and District Amal

NOTE BY SOC

Postal Conference 2014

Motion 94 Category A: This Conference instructs the incoming Postal Executive to achieve an allowance for drivers who drive airport side.

Newcastle Amal

NOTE BY SOC

Postal Conference 2014

Motion 95 Category A: This Conference instructs the Postal Executive to enter into negotiations with Royal Mail, to reintroduce/renegotiate a driving supplement for all employees who perform driving duties for Royal Mail, on all vehicles that do not currently receive a supplement, including postal delivery vans.

Portsmouth and District Postal

NOTE BY SOC

Postal Conference 2014

Motion 96 Category A: This Conference notes that since Royal Mail Specialist Services (Relay) introduced the Mercedes Sprinter Van there is no driving allowance that recognises members who drive vehicles below 3.5 tonne.

Therefore the Postal Executive is instructed to negotiate with Royal Mail Specialist Service (Relay) to secure a driving allowance for employees who drive vehicles below 3.5 tonne.

Central Regional Parcels Committee

PAY AND RELATED MATTERS
SECTION 1.4 : Wednesday (17.00 - 18.00)

98 **CATEGORY A:** This Conference recognises the successful commercialisation trial in RM Fleet that seeks to maintain similar sized vehicles for that of external customers. The anticipated growth in this trial will demand increasing interface as well as timely decision making as a result of the introduction of this new external work, new business methods that will directly impact on CWU Technical Grades across the garage network.

This Conference therefore instructs the Postal Executive to ensure the Postal Central and Technical Services Department have the freedom to negotiate all matters of pay-related issues directly with RM Fleet.

London Regional MT

99 **CATEGORY A:** This Conference instructs the Postal Executive to pursue agreement with Parcelforce Worldwide that any CSP(Customer Service Provider) grade who undertakes driving a vehicle on behalf of Parcelforce Worldwide will be entitled to receive the Driving Allowance, even if they are in receipt of any other allowance.

Kent Invicta

100 **CATEGORY A:** Conference agrees that to ensure that Network Drivers terms and conditions are protected, all drivers performing LGV duties at any existing or future Royal Mail sites shall be subject to the terms set out in the Professional Drivers Agreement.

The Postal Executive is instructed accordingly.

North West Central Amal

101 **CATEGORY A:** This Conference instructs the Postal Executive to revise the unpaid meal breaks contained within the Professional Drivers Agreement for Network Drivers in any future pay and reward negotiations.

This will include setting policy of achieving a minimum of paid meal breaks beyond the first 45 minutes per shift as soon as practically possible.

Leeds No.1 Amal

POSTAL INDUSTRY GENERAL ISSUES

SECTION 2.6 : Thursday (09.00 - 10.30)

102 **CATEGORY A:** Conference agrees that it is important that there is clarity around the charge of dishonesty within the Conduct Agreement, and that dishonesty is only used in cases of theft, fraud etc and not if an OPG does not state all the facts of a case from the start.

The Postal Executive is instructed accordingly.

North East Division

103 **CATEGORY A:** **If carried 110 falls**

Conference instructs the Postal Executive to enter into negotiations with Royal Mail Group to ensure that the following is included within all of these agreed procedures:

- Attendance Procedure.
- Conduct Code.
- Grievance Procedure.
- Bullying & Harassment Procedure.

Where a manager seeks HR advice, both the request and the response must be in writing. This must also include the date(s) and names of all parties involved. This correspondence must be provided as part of the paperwork in the case.

Kent Invicta

104 **CATEGORY A:** **If carried 111 falls**

This Conference is concerned that the policy of securing Appeals at all stages of the Attendance Procedure has not been achieved and despite assurances of a change in attitude and application from Royal Mail, and the agreement to work within the spirit of Together for Growth and treating our members with dignity and respect, that our patience as Reps is being tested to the limit.

Management refuse to follow the agreement, examples such as our members still being faced with unagreed home visits on day one of absence, letters to ask if specific periods of sick will be repeated, have all led to us believing that management do not consider all sickness as genuine. In addition, management continue to issue reviews at Stage 1 and 2 with the qualifying remarks that they have been triggered, and if you wish you can appeal at Stage 3. Even where the absence is as a result of a disability or other equality issue. Management refuse to hear grievances based on the improper application of the Attendance Agreement, qualifying this stance by saying we are trying to introduce appeals.

Therefore, Conference instructs the Postal Executive to open negotiations with Royal Mail Group and secure an agreement along the lines of Mediation whereby a case can be submitted, outlining the individual merits and that case be looked at independently to review whether the issuing manager, did act within the terms of the Agreement, adhere to contact standards, review Equality Act provision and consider the mitigation, before making their decision.

Where such cases identify a failure by the manager to apply the procedure correctly they can then be recommended to be reheard without prejudice.

South and East Thames Amal

105 **CATEGORY A:** This Conference instructs the Postal Executive to secure changes to the Attendance Procedure which widen the scope of the Procedure so that a sympathetic approach is taken by the employer for absence caused by conditions that do not automatically come under the Equality Act.

Newcastle Amal

106 **CATEGORY A:** Despite assurances from the business, management continue to undermine the IHR process by failing to follow the agreed process within the Agreement. Recent cases have resulted in delays to appeals being heard, in one case almost 9 months.

A review needs to be carried out to ensure where the process has not been followed, and delays in the appeal result, in the case of successful appeals where monies cannot be immediately repaid, a recovery payment plan will be agreed as an alternative solution.

The Postal Executive is instructed accordingly.

South and East Thames Amal

107 **CATEGORY A:** Conference agrees that an urgent review of the current Repts discipline procedure element of the Royal Mail Conduct Agreement is needed because of the amount of Repts being formally disciplined due to the culture of RM not adhering to the Step 3 process of considering alternative measures other than formal conduct.

The review shall also include enhancing the process to include making notes of the Step 3 meeting discussion and management providing a detailed explanation of the reasons why the 4 alternatives to formal conduct have been discounted.

The Postal Executive is instructed accordingly.

North East Divisional Committee

108 **CATEGORY A:** This Conference instructs the Postal Executive to seek clarification from Royal Mail that corrective surgery is acceptable mitigation.

Work area managers are being given advice by H.R and/or other managers that corrective surgery is no longer acceptable mitigation and are issuing Attendance Reviews on the back of this advice which is not helping the relationship between

POSTAL INDUSTRY GENERAL ISSUES

SECTION 2.6 : Thursday (09.00 - 10.30)

management and staff. Corrective surgery is a benefit to the member and the business which will help their condition and mean less time off in the future.

Greater Manchester Amal

109 **CATEGORY A:** Conference notes that appeals against Ill Health Retirement (IHR) can be unreasonably protracted by lack of managerial urgency when dealing with such cases. It also recognises that the failure to deal with such appeals, in a timely manner, adds to the distress and anxiety experienced by our members that find themselves in this situation.

Conference therefore instructs the Postal Executive to review the Appeals process in respects to IHR.

The focus should be on how IHR Appeals are case managed, with the view that all such cases should be dealt with within a reasonable time scale.

Conference believes that all IHR Appeals should be removed from the operational line and placed within the remit and responsibilities of the Independent Appeals managers. This will allow a greater level of expertise and professionalism to be provided to the way a case is progressed through our agreed procedure.

Anglia Co-Ordinating Committee

110 **CATEGORY A: COMPOSITE MOTION**

Conference notes with concern that, since the introduction of the 2013 Attendance Agreement and the 2015 Conduct Agreement, Royal Mail's HR support and advice departments play an ever increasing role in personnel procedures affecting our members. The result of this increased activity appears, in the main, to be to the detriment of our members who find themselves subject to these procedures.

This has led to:

- **An unprecedented number of employees having their pay stopped, seemingly arbitrarily, on their first day of sick absence.**
- **Members having sick pay stopped, or being threatened with stoppage of sick pay, if they do not attend workplace meetings despite maintaining necessary contact.**
- **Pay being stopped outside of the terms of the National Attendance Agreement and/or associated policies.**
- **Managers being pressured into progressing Conduct cases to 2nd line.**
- **Managers being pressured into making "preferred" decisions to award conduct penalties.**

Conference further notes that the record of advice sought and/or received from HR Support and Advice is not made available to members, or their representatives, during Attendance/Conduct cases and as a consequence the advice cannot be factually checked or challenged.

Therefore, Conference instructs the Postal Executive to negotiate with the employer to achieve the following:

- HR Support and Advice will make a written record/report of all telephone requests for advice. This includes managerial and individual requests.
- HR Support and Advice will make a written record/report of all advice given in response to a telephone request. This includes managerial and individual requests.
- HR Support and Advice will keep written records of all e-mail exchanges, seeking or giving advice, relating to individual cases.
- All records of advice requested/given on cases will be made available to the individuals concerned upon receipt of a written request from that individual. These may be electronic or hard copies.

Anglia Co-ordinating Committee
Eastern No.3

111 CATEGORY A: COMPOSITE MOTION

Conference instructs the Postal Executive to enter into negotiations with Royal Mail to secure an appeals process for each step of the Review Stages of the Attendance Agreement.

London Phoenix (Formerly London West End Amal)
Mount Pleasant International

112 CATEGORY A: Conference notes with concern that Royal Mail are increasingly suspending pay whilst members are on sick leave.

Conference agrees that when sick notes are provided, no pay shall be stopped.

The Postal Executive is instructed accordingly.

North West Central Amal

SECTIONAL ISSUES

Section 3.5 : Thursday (10.30 - 11.50)

Packages and Express

113

 CATEGORY A: "IN CAMERA"

COMPOSITE MOTION

Conference recognises that the joint working relationship between the CWU and Parcelforce Worldwide has delivered benefits for both the CWU members in Parcelforce Worldwide and Parcelforce Worldwide itself. However, Conference also recognises that Parcelforce Worldwide have moved away from the shared mutual interest approach and has failed to abide by National Agreements both in spirit and intent, and have attempted to circumvent the CWU on a number of occasions.

Therefore, this Conference instructs the Postal Executive not to agree to the introduction of Georoute/Route Excellence within Parcelforce Worldwide, until the Postal Executive is satisfied that Parcelforce Worldwide management are committed to adhering to National Agreements and reaffirm their commitment to our mutual interest culture.

Any attempt by management to introduce Georoute/Route Excellence in any form will be met by a Rule 13 industrial action ballot of the members in Parcelforce Worldwide.

Kent Invicta
Scotland and Northern Ireland Regional Parcels
South Central Postal

Royal Mail Letters

114 CATEGORY A: This Conference recognises that Royal Mail vehicles will break down from time to time and that our members will need to call the RAC.

However, this Conference does not find it acceptable that members have to pay for the calls themselves. Whilst calls can be made from a PDA device, the unreliability and lack of training in these devices means that members have to use their own mobile phones.

The Postal Executive is instructed to enter into talks with Royal Mail Group to ensure that a Freephone number is set up with the RAC and any future breakdown supplier for all such calls. Talks shall be concluded and the new process put into place by Annual Conference 2017.

Gloucestershire Amal

Royal Mail Letters

115 **CATEGORY A:** This Conference recognises the ever growing demands on members within deliveries and the prospect of longer delivery spans in the future from proposed business plans.

Conference recognises member's footwear issues are causing problems such as plantar fasciitis, along with other feet problems which also cause both skeletal and muscular issues. Furthermore, there are also issues with replacing footwear.

The Postal Executive is therefore instructed to take the following action:

- Liaise with Royal Mail to look at providing a range of correctly supportive footwear, and to seek professional advice from podiatrists taking into account the demands of the job our members do.
- Seek an agreement with Royal Mail to make ordering replacement footwear an easier process based around conditions of footwear and less about predetermined timescales.

Gwent Amal
South West Wales Amal

Royal Mail Letters

116 **CATEGORY A:** This Conference recognises that nearly half of Royal Mail's workforce is currently over the age of 50, and that any future negotiations involving a 6 hour delivery should take this into account. The recent Long Term Fatigue Study, (LTB.041/16 Ref: 600) highlighted some of the problems that our members have suffered as a result of prolonged workloads.

The Postal Executive is instructed to conduct a full examination prior to any negotiations, to ensure that our members don't suffer any lasting effects as a result of Royal Mail's 5 year savings plan. The findings are to be presented to all Branches accordingly.

Cleveland Amal

Packages and Express

117 **CATEGORY A:** This Conference instructs the Postal Executive to hold an internal review of all Parcelforce Agreements to make sure they cover the whole of the Parcels membership as and when necessary, any agreements found that don't cover all areas should be amended as needed to make sure no member is treated differently due to workplace or operation.

The review will include feedback from Branches with Parcelforce members, Local Reps and Regional Organisers.

Greater Mersey and South West Lancs Amal

SECTIONAL ISSUES

Section 3.5 : Thursday (10.30 - 11.50)

Clerical and Cash Handling

118 **CATEGORY A:** This Conference instructs the Postal Executive to ensure Deputy Area Representative's employed by the Post Office are invited to all national meetings called by the Assistant Secretary where Area Representative's, within the Post Office, have an invite.

London Phoenix (formerly London North Western C&C)

Postal Technical Services

119 **CATEGORY A:** Conference applauds and congratulates members, Branches, Reps, and CWU HQ for the magnificent actions and support which brought about RoMEC's return to Royal Mail.

However, Conference is concerned at the level of engineering related work that is currently undertaken by sub-contractors and believes that the 'insourcing' of RoMEC provides the opportunity to bring a greater level of engineering work 'in-house'.

To this end the Postal Executive is instructed to reach an agreement that will provide for the maximum level of engineering work possible to be undertaken in-house by RoMEC engineers and that any necessary training is provided to ensure that this is both practical and achievable.

London Postal Engineering

Royal Mail Letters

120 **CATEGORY A:** Conference calls on the Postal Executive to seek agreement that where enquiry offices open for extended hours (e.g. Wednesdays, Sundays) there should be at least two persons on the premises until the office is closed.

The Postal Executive is instructed accordingly.

South East No.5

Royal Mail Letters

121 **CATEGORY A: COMPOSITE MOTION**

Conference instructs the Postal Executive to achieve the following as a matter of urgency the re- introduction of the EHCT as a delivery method as RMG have withdrawn this facility- this is at the detriment of our membership now & going forward.

SECTIONAL ISSUES

Section 3.5 : Thursday (10.30 - 11.50)

This to be achieved by September 2016

**Greater Mersey and South West Lancs Amal
York and District Amal**

Packages and Express

122 **CATEGORY A:** This Conference instructs the Postal Executive due to recent Health & Safety information coming to light, which has raised concerns surrounding the use of Battery Boosters within Parcelforce Worldwide, the Postal Executive are instructed to reach agreement on the end of their use.

The use of the professional Vehicles Services or equivalent service providers should be the only authorised individuals able to carry out such operations.

Kent Invicta

Royal Mail Letters

123 **CATEGORY A:** Conference recognises the increased roles and responsibility that members have whilst working with a partner on a shared van duty. It further recognises the added strain these responsibilities can have whilst paired with a vulnerable worker, especially those who have ongoing medical conditions.

The Postal Executive is instructed to negotiate with Royal Mail Group to provide the opportunity for basic first aid and personal crisis training to members who are regularly performing work with vulnerable workers and to extend this training to any other staff willing to be trained.

This training should not be mandatory and would not replace dedicated First Aiders in the workplace. It would promote extra first aid awareness and increase members' ability to immediately help in the unfortunate circumstance that their working partner suddenly takes ill.

The Postal Executive is instructed accordingly.

South Midlands Postal

SECTIONAL ISSUES

Section 3.5 : Thursday (10.30 - 11.50)

Royal Mail Letters

124 **CATEGORY A:** This Conference instructs the Postal Executive to reach an agreement with Royal Mail to ensure new entrants who will be working outside are provided with access to waterproof/storm proof uniform at the start of their employment. Currently new employees are only provided with basic uniform, which offers no protection in poor weather conditions from the elements. The six week period new entrants need to wait for this protective clothing is putting them at risk, so alternative provisions must be made.

South Central Postal

PAY AND RELATED MATTERS
Section 1.5 : Thursday (11.50 - 12.45)

125 CATEGORY A: "IN CAMERA" If carried 128 and 130 fall

COMPOSITE MOTION

This Conference instructs the Postal Executive to engage immediately following Conference to bring about a resolution to secure motion 31 carried at Conference 2014 and motion 97 carried at Conference 2015.

The time has now come for this union to use its influences in the workplace to expose Royal Mail's failure to honour the Job Security Agreement thus continuously obstructing opportunity to uplift part time to extra hours despite the glaring facts presented by the CWU at Resource Meetings and 6 monthly reviews.

We need to consider how best to deal with our approach as it is no longer acceptable that our members lose out on average pay and permanent uplifts in hours whilst management work against the spirit of joint statements and legally binding agreements in place.

This Conference needs to decide where the union's priorities lie and use all means at our disposal to secure the terms of the policies carried in 2014 and 2015 without further delay.

Mount Pleasant International
Northern/North West London
South and East Thames Amal

NOTE BY SOC

Postal Conference 2014

Motion 31 CATEGORY A:

If Carried 33 falls

This Conference notes with concern that a considerable and increasing number of our part-time members, are performing hours in excess of those contracted either voluntarily or as a duty allocation and skills requirement, and are not receiving the appropriate benefits that these hours should attract regarding holiday pay and annual leave entitlements.

Therefore, the Postal Executive is instructed to engage with Royal Mail Group immediately following close of Conference to rectify the unfair practices these members are suffering.

Should management fail to meaningfully engage on this issue, then the Postal Executive is further instructed to seek legal advice on how best to move this policy forward. Current existing case laws should also be researched to assist in achieving our aim to ensure that proper terms and conditions are applied to these members. It may also be pertinent to benchmark other external organisations with regard to their approach to this particular aspect of employment rights.

South and East Thames Amal

PAY AND RELATED MATTERS

Section 1.5 : Thursday (11.50 - 12.45)

NOTE BY SOC

Postal Conference 2015

Motion 97 CATEGORY A: This Conference notes the ongoing discussions on average pay with regard to annual leave payments.

Whilst we applaud the continued work being done by the DGS (P) department in bringing about a commitment for average pay there needs to be more emphasis placed on making sure that going forward this is addressed urgently and then deal with the back payments as per the legal advice and legal options already being explored.

The Postal Executive is instructed accordingly.

South and East Thames Amal

126 CATEGORY A: COMPOSITE MOTION

This Conference instructs the Postal Executive to consult with Royal Mail, Parcelforce and Post Office Ltd (and any other appropriate employer) to ensure that all part time employees are remunerated/rewarded according to their worked hours over a specified period instead of their contracted hours for:

**Bonuses
Allowances
Supplements
Holiday pay
Bank holiday pay
Sick pay
Redundancy pay**

This list is not exhaustive and serves as an example of instances where part time employees are losing out due to the common practice of employers only paying out against contract hours.

**Cheshire No.1
Kent Invicta**

127 CATEGORY A: Conference agrees that the payment of the £100 underpinning incentive bonus as agreed in the National Joint Statement - New Incentive Arrangements, paid as an addition to the £100 Christmas bonus pro rata to contract hours, is not in the best interests of part time staff who can work extra hours to ensure Royal Mail deliver the best quality at this most important time but do not receive a bonus commensurate with their efforts and dedication as it is based on contractual hours and not actual hours worked.

PAY AND RELATED MATTERS

Section 1.5 : Thursday (11.50 - 12.45)

Conference agrees that agreement is sought with Royal Mail that the £100 underpinning incentive bonus is paid based on actual hours worked and not solely based on contractual hours.

The Postal Executive is instructed accordingly.

York and District Amal

128 CATEGORY A:

If carried 130 falls

This Conference notes the constant abuse of part time staff in Royal Mail, many members on lower hourly contracts are working well in excess of full time hours week in and week out. When these people are either on holiday or sick they are paid their contracted hours.

Conference instructs the Postal Executive to negotiate with the business that where a part time member is on holiday or sick that they are paid an average up to full time pay of their last 12 weeks hours.

This to be completed before the end of 2016.

York and District Amal

129 CATEGORY A: Conference agrees that the payment of the £100 Christmas bonus pro rata to contract hours is not in the best interests of part time staff who can work extra hours to ensure Royal Mail deliver the best quality at this most important time but do not receive a bonus commensurate with their efforts and dedication as it is based on contractual hours and not actual hours worked.

Conference agrees that agreement is sought with Royal Mail that the £100 Christmas bonus is paid based on actual hours worked and not solely based on contractual hours.

The Postal Executive is instructed accordingly.

York and District Amal

130 CATEGORY A: This Conference instructs the Postal Executive to negotiate with Royal Mail a rightful procedure that deals adequately with the holiday pay for our part time members.

Conference believes that the best way to approach this is to determine a reference period that captures regular hours worked. The hours to be included in the period of reference shall be contractual declared hours up to 39hrs.

PAY AND RELATED MATTERS
Section 1.5 : Thursday (11.50 - 12.45)

The Postal Executive is free to scope the best length of reference that it feels sufficiently serves our members.

The Postal Executive is instructed accordingly.

Eastern No.4

131 CATEGORY A: "IN CAMERA"

This Conference Instructs the Postal Executive to seek an agreement on Quadrant Pay on the following lines:

- Obtain the maximum pay increase possible.
- Increase in London Weighting payment.
- Any pay increase shall flow through to all overtime and allowances.
- To increase Maternity Leave to 1 years full pay.
- To increase Paternity Leave to 5 weeks full pay.
- All increases to be fully pensionable.
- To introduce a Healthcare Package.
- Continue to progress policy on childcare/Careers/family friendly provisions as part of the pay agreement.

This list is not exhaustive.

If negotiations are not completed by 1st January 2017 the Postal Executive shall consider implementing a Ballot for the membership under National Rule 13.

Kent Invicta

132 CATEGORY A: This Conference instructs the Postal Executive that any final agreement(s) on OMP/single wave and Production Control/Automated Data Capture must contain a minimum of a one hour reduction in the working week within each agreement.

Newcastle Amal

133 CATEGORY A: Conference notes the carriage of Motion 104 at Postal Conference 2014 and notes that as pay negotiations are imminent the motion is currently pertinent.

Conference reminds the Postal Executive of the policy, and seeks to ensure that it is carried out in the forthcoming pay negotiations.

Conference further feels it is also necessary to address in these pay talks in respect of MDEC workers:

- Weekend remuneration for MDEC workers

The Postal Executive is instructed accordingly.

"104 CATEGORY A:

This Conference recognises the historic low pay for MDEC workers. Conference further understands that Royal Mail justify this on the basis of benchmarking MDEC workers against the data entry sector rather than the postal industry.

PAY AND RELATED MATTERS

Section 1.6 : Thursday (14.00 - 15.15)

Conference believes that we can no more accept the employer setting this benchmarking agenda than we could accept TNT rates setting the pay benchmark for the uniform grades.

Therefore, this Conference instructs the Postal executive to ensure that in any future Royal Mail Letters, or combined Royal Mail Group pay negotiation that the Postal Executive will formally raise MDEC pay rates as part of the negotiation.

Plymouth and East Cornwall

NOTE BY SOC

Postal Conference 2014

Motion 104 CATEGORY A: This Conference recognises the historic low pay for MDEC workers. Conference further understands that Royal Mail justify this on the basis of benchmarking MDEC workers against the data entry sector rather than the postal industry.

Conference believes that we can no more accept the employer setting this benchmarking agenda than we could accept TNT rates setting the pay benchmark for the uniform grades.

Therefore, this Conference instructs the Postal executive to ensure that in any future Royal Mail Letters, or combined Royal Mail Group pay negotiation that the Postal Executive will formally raise MDEC pay rates as part of the negotiation.

Plymouth and East Cornwall Amal

134 CATEGORY A: Conference instructs the Postal Executive to achieve the following with the assistance of the H & S Dept. – make improvements to the 'Dog Compensation Scheme' so it better reflects the needs of our membership who have suffered an attack by removing the following:

- Remove 1 week absence.
- Remove the 13 weeks maximum average earnings pay out.
- Remove the exclusion of Christmas/Summer pressure periods from the average earnings calculation.

This to be achieved by September 2016.

York and District Amal

135 CATEGORY A: COMPOSITE MOTION

Conference recognises that in the Royal Mail Group we have members who volunteer their time to organisations such as Scouts, Army Cadets, Sea Cadets, and Air Cadets etc. During the calendar year a volunteer can give up as much as 15 days Annual Leave to support the work they do with these organisations and in many cases this can be unpaid for those who are not covered by the Special Leave policy.

PAY AND RELATED MATTERS

Section 1.6 : Thursday (14.00 - 15.15)

Conference notes that RMG is an 'Investor in People' employer who have refused to provide any assistance to our members, this despite advertising on royalmail.com how they invest in volunteers in the community and groups. Companies like BT, Vodafone and a number of Councils provide employees extra leave.

Conference instructs the Postal Executive to negotiate with RMG a suitable package for those members who carry out this excellent work, the Postal Executive is to secure no less than 5 Days paid leave to support organisations.

Scotland and Northern Ireland Regional Parcels
South Central Wales and West Regional Parcels Committee

136 **CATEGORY A:** This Conference instructs the Postal Executive to pursue the existing policy as a matter of urgency that all shift allowances be 100% pensionable for all members working within Royal Mail.

Conference further instructs the Postal Executive to achieve the policy on a phased basis commencing within the next pay award.

Newcastle Amal

137 **CATEGORY A:** Conference congratulates the Postal Executive for negotiating a good agreement in relation to the SA Holiday Pay Agreement.

However, now that SA's are paid whilst on annual leave it is now time to negotiate an increase to the maximum number of SA hours that can be held.

With any new agreement all of the additional SA hours held will qualify for the SA Holiday Pay whilst on annual leave.

Therefore, this Conference instructs the Postal Executive to negotiate accordingly.

Eastern No.5

138 **CATEGORY A:** The Postal Executive are instructed to negotiate an allowance with Royal Mail Special Services to reflect the high level of security and responsibility our members are expected to perform on a daily basis in their Delivery and Collection duties.

London and South East Parcel Committee

PAY AND RELATED MATTERS

Section 1.6 : Thursday (14.00 - 15.15)

139 **CATEGORY A:** This Conference instructs the Postal Executive to investigate and resolve the pay anomaly that exists between LA1 grades in RM Letters and RM Logistics. Furthermore, those LA1's who have transferred to Royal Mail Fleet (part of Logistics) from Letters to be paid LA Logistics salary (back dated) from the point of transfer.

Scotland MT

140 **CATEGORY A:** Conference is concerned to note that the MDEC Keying Incentive Scheme has not increased in value since its inception some 15 years ago, meaning the real value of the scheme has substantially dropped.

Furthermore, against the backdrop of massive changes in the MDEC network and the huge efficiency savings Royal Mail have achieved in this business unit it is only right and proper that MDEC Keyers have a more lucrative and fit for purpose keying bonus scheme.

Therefore, Conference instructs the Postal Executive to via, whatever avenue they deem appropriate, seek to reach an agreement with Royal Mail to improve and enhance the MDEC keying bonus.

The Postal Executive is instructed accordingly.

Plymouth and East Cornwall

141 CATEGORY A: Conference agrees that following the carriage of motions 67 and 69 at last year's Conference, there needs to be a review of CWU industrial training which will build smaller industrial specific training plans for all Branches throughout the country that does not rely on accreditation or colleges to deliver the training.

The smaller industrial specific training will consist of industrial training for new Reps that will highlight what training requirements they will receive within 12 months, each Branch would devise a plan, (where we have small Branches, we would group them together) so we could have a plan of training for new Reps across the year in each Division based on smaller industrial specific training, targeting how reps would apply themselves and how to use agreements.

The above will supplement the current core training programme to give an in depth knowledge of procedures / agreements, such as:

- Conduct
- Attendance
- Industrial Relations
- Delivery revisions processes
- Mail Centre agreements
- Distribution agreements

This list is not exhaustive.

The training will be delivered by experienced Reps around the country, who will receive Train The Trainer training on the various subjects.

The smaller industrial specific training will be developed so any part of the training module's can be delivered in a module format so it can be delivered at Area Rep / Unit Rep day release meetings.

The Postal Executive is instructed accordingly.

North East Division

NOTE BY SOC

Postal Conference 2015

Motion 67 CATEGORY A: This Conference recognises the importance of training particularly for newly elected Representatives. However it is an undeniable fact that many new Reps do not have access to basic training for some considerable time after their first election.

In order to address this the Postal Executive will develop functional/business two day training packages that will give the newly elected Representative the basic skills required to fulfil their representational responsibilities. Senior Field Officials in the relevant businesses/functions will deliver the training no later than four weeks of the Rep being first elected.

The training packages will be designed for Representatives in their first elected position and will not take the place of any of the current educational packages.

ORGANISING

Section 4.3 : Thursday (15.15 - 15.45)

Although it would be beneficial for a number of new Reps to be trained together there will be no minimum requirement for the training to progress.

The training packages will be completed by no later than October 31st 2015 in order to be available for any end of year elections.

The Postal Executive is instructed accordingly.

North Wales and North West Divisional Committee

NOTE BY SOC

Postal Conference 2015

Motion 69 CATEGORY A: This Conference agrees that the Postal Executive carry out a review of the current "Business Based Training" relating to operational matters within the remit of the Postal Department.

The aim of the review is to re-introduce "Business Based/Functional Training" on operational issues, agreements and procedures, for example Professional Drivers Agreement, Road Transport Directive etc.

This training is to be led by the relevant experts from within the Postal Department, including if necessary the relevant National Officer.

The Postal Executive is instructed accordingly.

Greater Manchester

142 CATEGORY A: Conference recognises motion 15 at last year's Postal Conference, which called for women's rights to request female representation and recognition in RMG internal processes and procedures. This was subsequently carried and is now conference policy.

Conference further recognises that in some Branches and Regions Women's Officers are not always trained in IR agreements and despite women having the right to request a female to represent them, some Women's Officers lack the training to do so. In order for our members to get the best representation they deserve, this motion asks for the Postal Executive, to pursue an avenue with the Training and Education Department to make it a requirement for all Women's Officers who wish to be trained on IR matters.

CWU Women's Conference

NOTE BY SOC

Postal Conference

Motion 15 CATEGORY A: This Conference notes that, in many Postal Branches, where a personal case exists involving a female member, the practice of offering female representation to female members is a commonly used practice. It is however still an informal practice and Conference instructs the Postal Executive to begin discussions with Royal Mail to ensure that this provision is made formal and recognised accordingly in the IR Framework.

Womens' Conference

143 **CATEGORY A:** Therefore, Conference instructs the Postal Executive to seek an agreement with the business to roll out at least Mod 1 joint training to every Delivery Rep and manager that is entering into a revision no matter what it is classed as e.g structural, Unit led or Resource to Workload because of the workshop material content which deals with:

- Six phase process
- Unit readiness check
- Attendance call sampling
- Base data
- Model week etc.

If the Postal Executive cannot achieve the above then the Postal Executive agree to roll out the training unilaterally to all CWU Delivery Reps across the country using trainers that have been trained or want to be trained to deliver the Mod 1 and Mod 2 course content.

The Postal Executive is instructed accordingly.

North East Division

144 **CATEGORY A:** This Conference instructs the Postal Executive 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 Postal Executive is therefore instructed to achieve paid leave for attendance on the CWU Mental Health Awareness course.

Newcastle Amal
