POSTAL CONFERENCE AGENDA

TUESDAY, 30TH APRIL – THURSDAY, 2ND MAY 2019
BOURNEMOUTH INTERNATIONAL CENTRE
Instructions to Delegates

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

Admission to Conference is by the appropriate credential card only.

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.
STATEMENT

Dear Colleagues,

Welcome to this year’s Postal Industry Conference. This year the Committee has, in line with our usual practice, rotated the sections of business throughout the period of conference.

We have seen an increase in the overall number of debates and feel it appropriate to bring to delegates attention the speaking times contained in appendix (A) of the Standing Orders and also the terms of SO 5 (p) and SO 11, which allow delegates to move business during conference. The Committee would wish, as always that conference completes as much business as normal and believe that, if the usual rules of debate are followed this maybe possible.

As always, the Standing Orders Committee will be present throughout Conference should any delegates have any questions on the procedures of Conference.

Yours fraternally

Members of the Postal Standing Orders Committee

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

**SECTION 1 : PAY AND RELATED MATTERS**

**SECTION 2 : POSTAL INDUSTRY GENERAL ISSUES**

**SECTION 3 : SECTIONAL ISSUES**

**SECTION 4 : POSTAL INDUSTRY ORGANISING**
TIMETABLE/PROGRAMME OF BUSINESS

TUESDAY 30TH APRIL 2019

09.00 – 17.45    POSTAL INDUSTRY CONFERENCE

WEDNESDAY 1ST MAY 2019

09.00 – 17.45    POSTAL INDUSTRY CONFERENCE

THURSDAY 2ND MAY 2019

09.00 – 16.00    POSTAL INDUSTRY CONFERENCE

POSTAL EXECUTIVE COUNCIL AND OFFICERS

EXECUTIVE COUNCIL

M ALI       S BANBURY       A BOUCH       D GLEBOCKI
S HALLIWELL A HOPPING       S JONES       M KAVANAGH
J LOFTUS    C MADEN         J MALONE      M MEADE
K QUIRKE    L SIMPSON       A TATE        B WEATHERALL
D WILSHIRE

OFFICERS

DEPUTY GENERAL SECRETARY : T PULLINGER

M BAULCH       R ELLIS       A FUREY       D ROBERTSON

DETAILS CORRECT AS OF MARCH 2018
## GENERAL ISSUES

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## ORGANISING

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## PAY AND RELATED ISSUES

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<td>Motion 39</td>
<td>09.21 – 09.44</td>
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#### SECTIONAL ISSUES

**Packages and Express**

- Comp Motion 40: Moved to Section 2.9 page 70

**Royal Mail Letters**

- Motion 41: Fell

**Postal Technical Services**

- Motion 42: Accepted

**Royal Mail Letters**

- Motion 43: 09.44 – 10.01, Not Carried
- Motion 44: 10.01 – 10.08, Withdrawn after debate

#### GENERAL ISSUES

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**Motion 24** 16.10 – 16.22 Card Vote 1 - Carried

Royal Mail Letters

- Motion 25: Withdrawn
- Motion 26: Accepted

Packages and Express

- Motion 27: Fell

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<td>10.33 – 10.37</td>
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<td>61</td>
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<td>64</td>
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### MINUTES

| Comp Motion 72 | 15.19 – 15.43 | Not Carried |
| Motion 73 | 15.43 - 15.50 | Carried |
| Motion 74 | | Accepted |
| Motion 75 | 15.51 – 16.00 | Carried |
| Motion 76 | 16.01 – 16.10 | Carried |
| Motion 77 | 16.11 – 16.19 | Carried |

### GENERAL ISSUES

| SECTION 2.6 | Wed 17.00-17.45 | POLICY |
| Comp Motion 78 | | Withdrawn |
| ‘In Camera’ | | |
| Motion 79 | 16.20 – 16.26 | Carried |
| Motion 80 | | Withdrawn |
| Motion 81 | 16.26 – 16.32 | Carried |
| Motion 82 | | Accepted |

### GENERAL ISSUES

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| SECTION 3.4 | Thurs 09.50-10.40 | POLICY |
| Royal Mail Letters | | |
| Motion 88 | 09.02 – 09.15 | Carried |
| Packages and Express | | |
| Comp Motion 89 | 09.15 – 09.22 | Carried |
| Royal Mail Letters | | |
| Motion 90 | | Accepted |
| Motion 91 | 09.22 – 09.26 | Carried |
| Packages and Express | | |
| Motion 92 | 09.27 – 09.38 | Carried |
| Postal Technical Services | | |
| Motion 93 | 09.38 – 09.44 | Carried |
## GENERAL ISSUES

### SECTION 2.8  Thurs 10.40-11.40  POLICY
- **Emergency Motion 5** 09.45 – 10.20 Carried
- **Motion 94** 10.21 – 10.38 Carried
- **Motion 95** 10.39 – 10.47 Carried
- **Motion 96** Accepted
- **Motion 97** Withdrawn
- **Motion 98** 10.49 – 10.55 Not Carried
- **Motion 99**

### SECTION 2.9  Thurs 11.55-12.45  POLICY
- **Motion 40 ‘IN CAMERA’** 10.58 – 11.29 Not Carried
- **Motion 100** 11.30 – 11.36 Carried
- **Motion 101** 11.36 – 11.47 Carried
- **Motion 102** 11.48 – 11.55 Carried
- **Motion 103** 11.56 – 12.01 Carried
- **Motion 104** Accepted

## PAY AND RELATED MATTERS

### SECTION 1.3  Thurs 14.00-14.40  POLICY
- **Comp Motion 105** 12.02 – 12.10 Carried
- **Motion 106** Accepted
- **Motion 107** Withdrawn
- **Motion 108** 12.10 – 12.16 Not Carried
- **Motion 109** 12.17 – 12.28 Not Carried
- **Motion 110** 12.29 – 12.37 Not Carried
- **Motion 111** Not Reached Cat C

### SECTION 1.4  Thurs 14.40-15.30  POLICY
- **Comp Motion 112** 12.37 – 12.47 Carried
- **Motion 113** 12.47 – 12.51 Carried
- **Motion 114** 12.51 – 13.00 Carried
- **Motion 115** 13.01 – 13.07 Carried
- **Motion 116** 13.08 – 13.16 Carried
- **Motion 117** 13.17 – 13.20 Carried
- **Motion 118** Withdrawn
Standing Orders of the Postal Industry Conference 2019

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 2018.
   (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 2019.
   (f) Terry Pullinger.
   (g) Motions.

2. **Prohibitions**
   Mobile phones or devices (smartphones, tablets and laptops) must be switched off or set to silent, while in the confines of the Conference Hall.
   During ‘In Camera’ debates recording and/or reporting of these debates shall be strictly prohibited.
   No documents, posters or banners shall be circulated, distributed or displayed within the Conference Hall without the permission of the Standing Orders Committee.

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).

(iii) Motions standing in the name of a Regional Health & Safety Forum must be moved by a nominee from that body (Rule 10.10.3 refers).

(iv) The Motion standing in the name of the Young Workers Conference must be moved by a nominee from the appropriate Conference (Rule 10.17.9 refers).

d) Single motions may be seconded by a Branch other than the Branch responsible for the motion at the specific request of the sponsoring Branch. The same provisions shall apply in the case of Officers of Regional/Business Co-ordinating Committees at the specific request of his/her Committee or of a Branch within that Committee.

e) Officers of Regional/Business Co-ordinating Committees may participate in a discussion at Conference on the specific request of a Branch within that Committee.

f) A Branch, Business Co-ordinating Committee, Equality Conference or Young Workers 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, Branch Co-ordinating Committee, Equality Conference or Young Workers 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, Branch Co-ordinating Committee, Equality Conference or Young Workers Conference.

p) Without interrupting a speaker, any delegate who has not spoken on the motion before Conference, may move ‘That the motion be put’ on the seconding of which the Chair shall, without discussion, put this motion to the vote. In the event of it being carried by a simple majority, Conference shall vote on the question itself subject to Standing Orders 5(g) and 5(l).

q) Any motion may be withdrawn from the agenda at any time by the sponsor, or in the case of a composite all sponsors that are contained within the composite.
However, once it has been moved and seconded, it shall not be withdrawn except with the consent of Conference agreeing by a simple majority.

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

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

   (i) That the speaker is using unparliamentary language.
   (ii) That the speaker is digressing from the subject of the motion.
   (iii) That the rules of the Union are being broken.
   (iv) That there is an infringement of the customary rules of debate.
   (v) That there is an infringement of the Standing Orders (which shall be referred to the Standing Orders Committee).

   (b) The Chair’s ruling on a point of order shall be final unless it is challenged. The correct method of challenging the ruling shall be to move: “I wish to challenge your ruling”. Such a motion shall be carried by a simple majority.

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

8. **Voting Procedure**
   (Rules 10.6.6.ii and 10.11 refer.)
   (a) Voting shall normally be by a show of hands, except in relation to motions in Section 3 Packages & Express, C&CH, PTS, which will automatically be a card vote where opposition has been shown.
   (b) A card vote may be called by the Chair or by a number of delegates on their feet calling for such, as 8(c) refers. When a card vote is taken it shall be based on Branch membership/Sectional membership as published in the agenda.
   (c) At the Postal Industry Conference the number of delegates required to be standing in their places to seek a card vote shall be 30 or more, in Section 3a(Royal Mail Letters) 20 or more delegates, otherwise 8(a) above applies.
   (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 14th April 2019. 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 30th April). Emergency motions submitted after midnight on 14th April 2019, may only be accepted where the subject of the emergency is such that the matter could not have been submitted by that date. Sponsors will be advised by the Standing Orders Committee, whether or not the emergency motion has been accepted for inclusion to the Agenda.
   (e) The Postal Executive will also be required to follow these procedures.

10. Appeals Procedure
   (a) Written notice of appeals against decisions of the Standing Orders Committee as published in the Agenda regarding:

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

   Appeals must reach the Standing Orders Committee at CWU Headquarters by midnight on 14th April 2019. 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 (excluding lunch periods). 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.

**APPENDIX (A) TIME ALLOCATIONS**

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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)
## PROGRAMME OF BUSINESS

**POSTAL INDUSTRY CONFERENCE**

### Tuesday 30th April 2019

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<td>Adoption of minutes of the Postal Industry Conferences 2017</td>
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<td>1c</td>
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<td>Adoption of Standing Orders of the Postal Industry Conferences</td>
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# Programme of Business

**Postal Industry Conference**

**Thursday 2nd May 2019**

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POSTAL INDUSTRY CONFERENCE

WINDSOR HALL

BOURNEMOUTH INTERNATIONAL CENTRE

CHAIR: JANE LOFTUS
VICE CHAIR: MICK KAVANAGH

STANDING ORDERS COMMITTEE:

PADDY MAGILL (CHAIR)
JOHN GABY (SECRETARY)
PHIL CALLAGHAN
BRIAN IRVINE
TONY SNEDDON
JULIA WEST
RICHARD WILKINS
### MEMBERSHIP OF BRANCHES ATTENDING POSTAL INDUSTRY CONFERENCE

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| TOTAL | 106,080 | 3,828 | 4,084 | 2,184 |
1 CATEGORY A: Given the social unacceptability of driving whilst under the influence of drink or drugs this Conference agrees that it is time to introduce a random drink and drugs test for Professional Drivers both LGV and MGV drivers.

The form of such tests, frequency and the method for administering them will be subject to a national agreement between the CWU and Royal Mail.

Any such agreement will have safeguards built into it that protects drivers from being persecuted due to managerial bias.

The Postal Executive is accordingly instructed.

Eastern No.5

2 CATEGORY A: Conference notes the age profile of Royal Mail staff and that we represent an aging workforce.

Conference believes that we should now push for all drivers within the business to be able to benefit from a 12 monthly medical check, in addition to the eyesight test. This would be a benefit to the business and our members and ensure they are fit to enough to carry out their daily duties.

The Postal Executive is instructed accordingly

Bristol and District Amal

3 CATEGORY A: Conference notes with concern the number of rollaway incidents in Royal Mail. This situation arises when a handbrake is not fully applied and the vehicle rolls away. This situation has the potential to adversely affect our members and potentially the public at large. Royal Mail dismisses our members for infringements where the handbrake has not been fully applied. They occupy the moral high ground on this issue by always saying “What if?” The consequences of such incidents are undeniable.

Conference instructs the Postal Executive to negotiate with Royal Mail that any future purchase/lease of vehicles should have an automatic handbrake fitted as standard.

North Wales and Marches

4 CATEGORY A: Conference notes the carriage of motion 58 at Postal Conference 2018. Conference also notes the complete lack of progress on this issue and asks that the motion is carried out in full. There has been no update on progress and no change in the business obstructive behaviour relating to the reporting of accidents particularly in Delivery.

The Postal Executive is instructed accordingly.

Wessex South Central
NOTE BY SOC

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

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

The brief should be given every 12 months.  

Wessex South Central

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5 **CATEGORY A:**  Conference agrees that the protection of postal workers against dog attacks is a priority for the outdoor membership.

An appropriate nationwide communication is required to all dog owners.

Conference instructs the Postal Executive to open discussions with Royal Mail for the employer to produce a national door to door posting, stressing the dog owners responsibilities.

Portsmouth and District Postal

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6 **CATEGORY A:**  If Carried 11 Falls

Conference instructs the Postal Executive to work closely for the implementation of previous postal conferences motions on the ‘Passport to work Scheme/Card’, the need for this by our disabled members is now, this must be achieved by Sept 2019.

North Staffordshire Postal

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7 **CATEGORY A:**  Conference notes that mandatory van checks by OPG’s are carried out inconsistently. In some areas they take place much less frequently than they should do, with risks for the health and safety of OPG’s and the general public as a result. Royal Mail managers have been complicit in this and often do not enforce the mandatory checks as they should.

Conference further notes that postal administrations in other parts of the world, for example Australia, carry out daily vehicle checks as a group. This leads to greater compliance with the vehicle checks, whilst also protecting daily workload.

The Postal Executive is instructed to enter discussions with Royal Mail to ensure that daily vehicle checks are carried out in every single Royal Mail unit where this is required. This should include discussion of group vehicle checks being carried out by OPG’s.

The Postal Executive is instructed accordingly.  

Bristol and District Amal
8 CATEGORY A:  Conference congratulates the Health and Safety Department on the recent developments in the ‘low letterbox’ campaign, with the 10 minute rule bill by Vicky Ford M.P in Parliament and the agreement with Bucknall Grange Development.

Conference agrees that the campaign should continue to seek letterbox height regulations as a priority issue.

In furtherance of the campaign Conference calls on the Postal Executive with the Health and Safety department to:

1. Agree a joint CWU/Royal Mail letter to be sent to all local authority planning departments and UK house builders requesting compliance with EU letterbox standard.

2. To produce a model letter that can be adapted by ASR’s to approach local council planning committees and housing developers to request mid door letterboxes in their plans, when house building schemes are first applied for.

The Postal Executive is instructed accordingly.

South East No.5

9 CATEGORY A:  Conference instructs the Postal Executive to reach an agreement that The Samaritans become a partner of RMG in the same way as Network Rail are with The Samaritans, this partnership should be further developed to increase awareness/information so that is available to all in every workplace so that no more members of staff suffer in silence.

North Staffordshire Postal

10 CATEGORY A:  This Conference instructs the Postal Executive, that non-recording of Erica’s that are in the escalation process shall have an auto-extension granted to the Royal Mail Benefit Scheme pending the outcome.

Newcastle Amal

11 CATEGORY A:  This Conference instructs the Postal Executive to achieve the agreed previous Postal Conference motions on the ‘Passport to Work Scheme/Card’; this must be achieved by January 2020.

York and District Amal
12 CATEGORY A: Conference notes that new entrants to Royal Mail do not receive any sick pay whatsoever until they have worked at Royal Mail for a full year.

Conference believes that staff should be entitled to full sick pay following the completion of their trial after six months service. This is when they are accepted as full members of Royal Mail and therefore they should receive the same sick pay benefits as other permanent employees.

The Postal Executive is instructed to make representations to this effect during the next round of pay negotiations for Royal Mail OPG’s.

Bristol and District Amal

13 CATEGORY A: COMPOSITE MOTION

The Postal Executive is instructed to meet with Royal Mail Group to review the revised Ill Health Retirement terms for employees who are assessed to be ‘incapable of working for at least the next 10 years’ as determined by the memorandum of understanding. The improvements that the Postal Executive should seek in the review are:

1. Employees who qualify for Ill Health Retirement on the above basis receive benefits comprising:
   - Up to 3 years income support assessed at 50% basic pensionable pay.
   - At the end of the 3-year period a lump sum dependent upon a fresh medical assessment.
   - Payment of all pre-April 2018 RMPP benefits unreduced and paid at the point of the Ill Health Retirement.

2. Employees who qualify for the above benefits are also offered the option of IHR with a 34-week lump sum payment as an alternative IHR package. An unbiased information guide will be produced to help individuals understand the true financial value of each option, and thereby make the right choice that best reflects their own personal circumstances.

3. Conference believes that the terms of the Unum insurance scheme offered by Royal Mail (ill health income benefit) must ensure that the benefits of the scheme are coupled to the employee’s actual pensionable pay at the time of their dismissal due to ill health incapacity.

4. Additionally, Conference believes it is in our members’ best interests that the 80% threshold cap on combined income is removed.

5. The scheme benefits directs that the insurer shall carry out reviews of an individual’s incapacity with regards to them being eligible for the scheme lump sum payments, an appeal provision
will be part of the process should the individual, based on medical
grounds, not concur with the decision of the insurer.

These improvements to be incorporated into the Ill Health Retirement
benefits for members of the Royal Mail Pension Plan (Cash Balance
Scheme) and members of the Royal Mail Defined Contribution Plan.

The Postal Executive is instructed accordingly.

Eastern No.3
Anglia Divisional Committee
Nottingham and District Amal
Eastern No.4
Colchester and District Amal

14 CATEGORY A: COMPOSITE MOTION

Conference notes that the Table of Success working groups in PFWW
have proved to be valuable in ensuring positive outcomes to business
developments.

Conference recognises the work carried out by the Customer Service
strand and applauds the CWU Representatives on this group in ensuring
that the jobs of over 200+ CWU graded roles were protected against the
desire of the business in relation to telephony employees. In securing
these roles it means that staff will be spending up to 8 hours on the
phones and in front of PC screens.

The Postal Executive is therefore instructed to seek the same
arrangement on break entitlements as those in our central teams such as
Wakefield, 1 x 30 minute and 2 x 15 minutes.

South Central Wales and West Regional Parcels Committee
South Central Postal

15 CATEGORY A: This Conference notes the carriage of Motion 111 at the
Postal Conference 2015.

Conference instructs the Postal Executive to achieve the following by spring 2020
for all employees:-

- Provision of sun care vouchers.
- Provision of sun glasses.
- Provision of water bottles.

This list is not exhaustive.

York and District Amal
Motion 111 (2015) Category A:  The Postal Executive is instructed to improve on our existing Hot Weather Procedures and negotiate an agreement with Royal Mail Group that includes the following improvements for our membership:

- The employers to provide Sun Care Vouchers for employees to purchase UV protection that is safe for an individual to use.

- All new uniform to have UV protection built in, to better protect our members if working outside.

This to be done by September 2015.

York and District Amal
16 CATEGORY A: This Conference instructs the Postal Executive to work with the Equality Department to improve or agree policies on domestic abuse/violence in the workplace, in the businesses where we have members. Furthermore, we must seek to campaign, promote and educate to have the following improvements made to existing policies or included in any new ones agreed.

- Recognise domestic abuse/violence as an equality and wellbeing issue in all workplaces.
- Develop policies in all workplaces that are clear, effective and easily accessible and that are joined up with other policies.
- Train up domestic violence champions in each workplace.
- Develop risk assessments on this issue to use in all workplaces.
- Develop partnerships with external support services such as refuges to raise awareness and offer mutual support.
- Display information or contact details in all workplaces.
- Develop ‘signposting’ and advice for Representatives and managers on ‘how to help’.
- All businesses to provide workplace adjustments to enable the employee to continue to work.
- Agree with our recognised employers the idea to develop ‘company restraining orders’.
- Adopt best practice behaviours such as domestic violence leave, which is available in Australia.
- Develop support networks for victims and survivors of domestic abuse and domestic violence.

The Postal Executive is instructed accordingly.  

York and District Amal

17 CATEGORY A: COMPOSITE MOTION

Conference congratulates the Postal Executive on the excellent work performed in carrying out the Train the Trainer programme, as directed by the carriage of composite Motion 9 agreed at Postal Conference 2018.

Conference now believes that the best way to coordinated Postal Industrial training, beyond the boundary of an individual Branch, is for the Postal and Education Departments to share with each Division the up-to-date records of the Representatives within their areas of responsibility that have attended the Train the Trainers’ sessions, along with the subjects they have been tutored on.

It is acknowledged that primarily, it is for individual Branch Secretaries to coordinate training needs within their own Branch.

Conference now agrees that the transfer of the Industrial Training coordination to each Division will allow for a holistic view on the training of CWU Reps to be adopted by working collaboratively with the new Redesign role of the Regional Lead (Education, Learning and Training). It will be the responsibility of this position to work with the CWU Education Department to share information of those that have been trained; this will support the need to have accurate central training records of CWU Postal Representatives.
This move will assist with support where there is a potential lack of trainers on any given subject within an individual Branch. It will also assist, where it may be deemed necessary, to hold shared training sessions across branch boundaries.

Also, Regional Leads (Education, Learning and Training) shall be provided with the course training content associated with each subject that has been part of the Train the Trainer programme.

The Postal Executive is instructed accordingly.

Anglia Divisional Committee
Eastern No.4
Colchester and District Amal

NOTE BY SOC

Motion 9 (2018) Category A; COMPOSITE MOTION

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

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

This list is not exhaustive.

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

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

The Postal Executive is instructed accordingly.

Cleveland Amal
North East Division
Durham County
Darlington Amal
Newcastle Amal
18 CATEGORY A: This Conference welcomes the increase of female staff being employed by Royal Mail, especially in Delivery Offices. We believe this is a positive move by Royal Mail at the encouragement of the CWU. However, there is a lack of understanding by Royal Mail managers of female issues and how to deal with them in their offices or shifts.

Conference instructs the Postal Executive, in conjunction with the Women’s Advisory Committee and assistance from the CWU Education Department to develop a One Day Course specifically on female issues in the workplace (i.e. maternity leave, pregnancy, issue with periods and menopause). Once a course has been developed this will be shared with Royal Mail by the CWU National Officer to try and agree to roll out joint training for Royal Mail (Shift & Unit) managers and our CWU local Representatives.

Women’s Conference

19 CATEGORY A: COMPOSITE MOTION

Conference agrees that the CWU Postal Industrial Training on Industrial Relations Framework, Resourcing, Conduct and Attendance that is being rolled out is in the best interests of the CWU. Conference agrees to ensure that this is a success the following is adopted and agreed by Branches / Divisions across the country:-

- All Branches develop a training plan for newly elected Reps that ensures they receive the above 4 workshops within 4 months of being elected. This plan to be shared with the Regional Secretary and Divisional Reps on an on-going basis.

- That further CWU Industrial Training on a range of subjects is developed on an as and when basis for all departments working in the Postal constituency.

- That a number of Reps are identified from each Region / Division to train the trainers to ensure a smooth roll out of Industrial Training for the future.

The Postal Executive is instructed accordingly.

North East Divisional Committee
Newcastle Amal

20 CATEGORY A This Conference instructs the Postal Executive to engage with the employer to provide Mental Health First Aid provision, in an adequate and appropriate manner within the workplace.
The requirement should build upon on the measures achieved in the carriage of Motion 14 at the 2018 Postal Conference. Thus ensuring a provision of mental health awareness and understanding is available to our members, if required, within their place of work.

The Postal Executive is instructed accordingly.

**Eastern No.4**

<table>
<thead>
<tr>
<th>NOTE BY SOC</th>
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<tbody>
<tr>
<td><strong>Motion 14 (2018) Category A:</strong> Conference recognises that there are current Royal Mail Managers who lack the appropriate experience and understanding of mental health cases, and disabilities under the Equality Act.</td>
</tr>
<tr>
<td>A retraining review as part of the joint RM/CWU mental health programme and understanding of the Equality Act is required. This will improve sick absence and promote tolerance to include:--</td>
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<tr>
<td>Joint mental health awareness workshop.</td>
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<tr>
<td>Equality Act awareness training.</td>
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<td>OHS referral guidance.</td>
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<td>Promote Feeling First Class.</td>
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<tr>
<td>This list is not exhaustive.</td>
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<tr>
<td>Conference instructs the Postal Executive to commence negotiations with Royal Mail on this matter at the earliest opportunity.</td>
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</tbody>
</table>

**Portsmouth and District**

**21 CATEGORY A: COMPOSITE MOTION**

This Conference instructs the Postal Executive to firstly commend the CWU Safety Department for its efforts to date, to lobby for a change to the Building Regulations, in the field of low letter boxes on all new build dwellings.

Low letter boxes have the potential to cause difficulty to our workers carrying out delivery duties, and we welcome an improvement to that.

However, in the few years since the introduction of Delivery Methods, which covered off a blanket ratio of low letter boxes being acceptable. We have ‘kerb appeal’.

We now have ultra low delivery points.

Changing DP standards by Building Regulations, is a way ahead for all future build, in the UK.

However, that does not address building work, modification to existing dwellings and home improvements.
Ultra low delivery points need to be recognised, as outside of any previous terms. ‘Mid lower leg height’ ** needs to be the accepted minimum ordinary standard for low letter boxes, anything below is no longer the norm, considering modern internal door furniture.

This needs to be addressed by Safety and Outdoor Departments, as these are currently causing injuries to our members, and will continue to do so. Statistically this may not be so many, but these injuries have the potential to permanently affect and push our injured members down the path to IHR.

That Conference entrusts the Postal Executive support our active ASR’s and to report back through our LTB’s before another winter comes, or end of November 2019.

The Postal Executive is instructed accordingly

** eg: INDG143(Rev3) [http://www.hse.gov.uk/pUbns/indg143.pdf](http://www.hse.gov.uk/pUbns/indg143.pdf)

Birmingham and District Amal
Durham County Amal
North Staffordshire Postal
22 CATEGORY A: Conference recognises that the availability of a defibrillator in the workplace can save the lives of our members. Conference further recognises that Royal Mails extensive geographical reach with its Delivery Office network provides Royal Mail with an excellent opportunity to provide a defibrillator in the community in which it serves.

The Postal Executive is therefore instructed to approach Royal Mail with the view to securing a national roll out of a defibrillator in every workplace and supported by an inclusive and comprehensive communication, education and training programme.

Gwent Amal

23 CATEGORY A: This Conference instructs the Postal Executive to develop and introduce a new Manual Handling SSOW specifically designed for new & expectant mothers, this should include maximum weight carrying/moving limits and safe MH working practices, with a further requirement to be included for Manual Handling re-training on this new SSOW for individuals during the 1st trimester of their pregnancy.

Greater Mersey and South West Lancs

24 CATEGORY A: If Carried 26, 27 and 38 Falls

COMPOSITE MOTION

The Postal Executive is instructed to work in conjunction with the Health and Safety Dept to seek improvements to the present PDA’s preferably before any increase in LAT /large packets/new delivery methods or products are put in place in order to protect our members in carrying out these tasks, these improvements to be in place at the earliest opportunity;

- Facility to input near misses onto PDA.
- Facility to report hazards & delete onto PDA.
- Facility to report /record an accident, injury or road traffic injury onto PDA.
- Facility to receive hazard warnings at the Delivery or Collection point onto PDA.

This list is not exhaustive.

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

25 CATEGORY A: Over the past year there have been a considerable amount of complaints raised over the decline in hygiene standards in relation to vermin within Mail Centres, MPU’s and DO’s. Pigeons have roosted in buildings and defecated on machines, placing staff at risk of psittacosis, whilst rodents have invaded and bred, posing the risk of leptospirosis or weil’s disease.
Conference instructs the Postal Executive to approach the business, who have a ‘duty of care’, to review the current Service Level Agreements to ensure an acceptably high level of hygiene is achieved and maintained with regard to vermin infestations.

**London Postal Engineering**

### 26 CATEGORY A: If Carried 27 Falls

The Postal Executive is instructed to negotiate with Royal Mail to research ways in which the technology that our members use on delivery, collection and LAT routes can be used to assist them in identifying hazards whilst on duty and also enable them to report near misses and accidents via this equipment.

**Eastern Regional Health and Safety Forum**

### 27 CATEGORY A: If Carried 32 and 33 Falls

Conference notes that dust in the workplace is a recognised cause of health problems such as respiratory problems, lung damage, lung disease and asthma.

Conference notes that the Health and Safety at Work Act 1974 places general duties on employers to ensure that people are not exposed to unnecessary risks to their health or safety arising from the employer’s work activities. In addition, the Control of Substances Hazardous to Health (COSHH) 2002 Regulations require employers to assess the risk to their employees, and to prevent or adequately control the exposure of employees to substances hazardous to health.

Conference believes that Royal Mail should control and minimise the exposure of our members to the health risks from dust, and that Royal Mail should therefore aim to provide a working environment which is as dust-free as possible.

A crucial part of this is performing High Level Cleans in offices and Mail Centres. However, the number of High Level Cleans performed has dropped drastically in recent years.

The Postal Executive is instructed to make representation to the business to ensure that it takes all necessary steps to prevent or adequately control exposure of our members to dust, and that at least one High Level Clean is performed bi-annually, i.e. at least once every 6 months.

**Bradford and District Amal**
29 CATEGORY A: This Conference recognises the importance of the Personal Digital Assistant (PDA) to not only our Delivery members but also our Parcelforce members within the business, both in retaining workload and securing new workload in an ever-changing digital communication landscape.

However, the poor waterproofing of the PDA is a major barrier in wet weather to both retaining and gaining workload, due to the impact on scanning and tracking performance when the PDA gets wet.

The Postal Executive is instructed to liaise with Royal Mail to look at cost effective solutions to eradicate this issue including watertight zip bags for the PDA and any other cost-effective measures that will protect the PDA’s performance in wet weather.

South West Wales Amal

30 CATEGORY A: Conference notes last summer’s high level of heat not only caused unpleasant conditions for OPG’s on delivery but can have life threatening consequences. Conference also notes that high levels of heat are expected to continue and get more extreme in the UK. Conference therefore instructs the Postal Executive to work with Royal Mail to negotiate an agreement away from the 'Severe Weather Tool' for when heat is forecast to reach an agreed high-level temperature.

Gloucestershire Amal

31 CATEGORY A: The Postal Executive is instructed to reach an agreement that where the temperature falls below 16 °c in an office, an automatic heating override kicks in. Furthermore, there is a facility in each office to manually override the system if it fails to kick in.

York and District Amal

32 CATEGORY A: If Carried 33 Falls

At present there is no business standard in relation to the frequency of High Level Cleans within Mail Centres, MPU’s and DO’s. These premises contain a considerable amount of paper dust which has accumulated over many years. Royal Mail’s solution is that as long as particles are not disturbed the environment is entirely safe is wholly unacceptable.

Conference instructs the Postal Executive to work in conjunction with Royal Mail to establish a standard frequency, in relation to High Level Cleans throughout the existing Mail Centres, MPU's and DO’s.

London Postal Engineering
33 CATEGORY A: This Conference instructs the Postal Executive to negotiate an agreement regarding a minimum standard of high level cleaning within Royal Mail.

Such an agreement shall take into account the difference in workplaces such as Mail Centres, CSS Offices, and Delivery Offices, and therefore different frequencies of cleaning are required.

Newcastle Amal
# Royal Mail Letters

### 34 CATEGORY A:  
This Conference instructs the Postal Executive to negotiate an agreement with Royal Mail whereby OPG’s with short term ailments, injuries or other substantive reasons which mean they cannot go out on delivery on a short term basis, are accommodated with appropriate indoor work.

Very often OPG’s in this situation are instructed to go sick when there is still indoor work to be done, usually while other OPG’s are being paid overtime to complete the indoor work.

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# Royal Mail Letters

### 35 CATEGORY A:  
This Conference instructs the Postal Executive that an adjustment(s) to a duty should be implemented to ensure the health, safety and wellbeing of individuals working in extreme weather conditions by establishing additional breaks for that particular day.

When establishing a workload, the following should be taken into account; allowing members to take extra grace breaks to shelter from challenging temperatures and weather conditions. Ensuring time for fluids/food to be purchased / located and consumed on the day.

This list is not exhaustive.

The health and safety of our members should be a particular priority at these times, with a duty during these periods designed to accommodate the impact of extreme weather conditions on members.

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# Packages and Express

### 36 CATEGORY A:  
**If Carried 41 Falls**

This Conference instructs the Postal Executive to ensure no agreement is given to either Zonal Route Balancing (ZRB) or any other routing system within Parcelforce, until the Conference policy on the CWU Regional Organiser’s pay has been achieved.

The Postal Executive shall ensure that any agreement reached on achieving the CWU Regional Organiser’s pay will see no reduction in the ability of the CWU to represent our members within Parcelforce.

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Wessex South Central

Eastern No.4

Kent Invicta
37 CATEGORY A: The Postal Executive instructed to seek the following improvements to the dog process, that a customer must put in writing what they are going to do to prevent any further attacks on our members when delivering to an address after a dog attack, unless it is in writing, a delivery will not recommence. This to be achieved by July 2019 using the Wirral delivery promise template as a guide:

- I will put the dog in another room when RM delivery people knock on the door.
- I will not let my dog snatch at mail & leaflets that come through the letter box and consider an external box or letter box cage if it’s a behavioral issue.
- I will understand that my ‘Postie’ is not allowed to pet or feed my dog.

One promise deserves another- If you promise us this, Royal Mail will give you our delivery promise in return and attempt to deliver your Royal Mail items.

The Postal Executive is instructed accordingly.

North Staffordshire Postal

38 CATEGORY A: This Conference instructs the Postal Executive that any agreement on the removal of RM2000 fittings (WRAP and hazards) must contain a technological solution referring to these safety measures via a PDA app.

Newcastle Amal

39 CATEGORY A: This Conference instructs the Postal Executive all future Network and Area Distribution revisions to have the full involvement of the Area Safety Rep, with an ASR sign off before going live

Newcastle Amal

40 CATEGORY A: Conference agrees that in order to apply the highest possible level of safety for the operation of Mobile Elevated Working Platforms (MEWP’s) by engineers around the Parcel Sorting Machines, the banks-person
(someone at floor level used to ensure other employees remain at a safe distance while the MEWP is operating) must also be a MEWP trained engineer.

The Postal Executive is instructed accordingly.

**Packages and Express**

**41 CATEGORY A:** This Conference agrees that any new Route Structure / Delivery Process must be developed through the Table of Success process. Any new ideas that are subject to trials must also be provided with a working trial budget and not just viewed as business as usual.

The Postal Executive is instructed accordingly.

**Greater Mersey and South West Lancs**
42 CATEGORY A: COMPOSITE MOTION

Conference agrees that Mental Health Awareness is quickly becoming a must for all CWU Reps. Conference applauds those Branches that have set up Mental Health Awareness Champions in the workplace with the assistance of Royal Mail.

As such the Postal Executive is instructed to achieve an agreement that the current unpaid leave arrangements for mental awareness training is changed to paid leave.

The Postal Executive are instructed accordingly.

North East Divisional Committee
Newcastle Amal

43 CATEGORY A: If Carried 62 Falls

This Conference notes the abuse of some agency workers working within Royal Mail with regards to how long they are held as agency workers despite working regular hours.

This Conference instructs the Postal Executive to work with the national Young Workers Committee to reach an appropriate agreement with Royal Mail on the conversion of agency workers to permanent contracts. The terms of this should be agreed between Royal Mail and the CWU.

Young Workers Conference

44 CATEGORY A: Conference applauds the Postal Executive in securing the recruitment drive in Network during 2018 to reduce agency reliance and give Career Path opportunities to our members. Conference notes that time is required to train/coach these new recruits from the established Advanced Driver Coaches (ADC’s). Conference believes that Advanced Driver Coaches (ADC’s) are an asset to our members in offering high quality and ongoing coaching.

Conference understands that ADC’s in some Vehicle Operating Centres (VOC’s) are used to assess the standard of prospective agency drivers when Royal Mail rely on external resourcing at peak periods, such as Christmas Pressure. Where the assessed agency driver is at a low standard, these individuals are rejected. The end result is that agency drivers employed are less likely to have accidents, cause damage or incur tachograph infringements.

Conference notes that during 2018, ADC’s at YDC VOC were prioritised to give coaching to newly recruited internal applicants. Consequently, agency staff were not assessed by the ADC’s.

Conference instructs the Postal Executive to seek an increase to ADCs (including Reserve ADC’s) at VOC’s and mini VOC’s, that takes into account workload variations.
The agreement should be negotiated as soon as practicably possible.

Leeds No.1 Amal

45 CATEGORY A: This Conference instructs the Postal Executive to seek formal union recognition for the agency Angard. They are instructed to secure an industrial relations structure and terms and conditions for the employees of Angard, to match those of Royal Mail employees.

Nottingham and District Amal

46 CATEGORY A: COMPOSITE MOTION

Conference recognises that the age profile/demographics of employees within the Royal Mail postal industry are disproportionately high. Conference also notes that there are no tangible agreements within the business that actively promote the recruitment of young workers.

With a breakdown 47.8% of our non-retired members being over 50, 28.2% over 55 and 11.7% over 60, we are simply not recruiting enough younger workers to replace the older generation as they retire. As it stands today the average age of a CWU member is 47.4 years old.

Against this backdrop, the Postal Executive are instructed to meet with Royal Mail to explore ways of promoting younger applicants into the postal industry and in particular to the OPG grade. This may include youth employment initiatives that compliment the CWU and Labours’ commitment for a ‘new deal for workers’.

Essex Amal
Plymouth and East Cornwall

47 CATEGORY A: Conference notes Motion 24 passed at Postal Conference 2016, yet we have not seen a change in the attitude of Royal Mail Group towards members dealing with the diverse nature of the menopause. Although we do acknowledge RMG have produced a policy to highlight awareness (and at times also accepting fault) we feel the policy is vague or not properly understood by RM managers. Conference instructs the Postal Executive to lobby Royal Mail to introduce a mandatory course to educate their managers in how to sympathetically deal with menopause related issues at work. A report of progress on this matter shall be produced before the next Postal Conference.

Gloucestershire Amal
### SOC NOTE

**Motion 24: (2016) 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.
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.

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**48 CATEGORY A:** This Conference instructs the Postal Executive to negotiate a new Postal Cadet scheme which would reach and serve underprivileged communities better than the current Modern Day Apprenticeship scheme.

The new Postal Cadet scheme would assist with school leavers who did not achieve academical success or who are not in a position to attend further education due to financial implications or other reasons.

**Warrington Mail Centre**

**49 CATEGORY A:** Conference applauds the Postal Executive for securing a recruitment drive of Professional Driver grades with Royal Mail in 2018. Conference agrees with the joint statement in filling these contracts, outlining the preference to filling available and agreed vacancies via Success Factors for internal candidates with the appropriate skill set first, before recruiting externally.

Conference notes that this process did not happen throughout the country. Therefore, Conference instructs the Postal Executive in future recruitment drives, to seek agreement with Royal Mail that prior to external contracts being offered for roles at Vehicle Operating Centres (VOC’s) and mini VOC’s, that the internal process of recruiting internal applicants has been fully exhausted first.

**Leeds No.1 Amal**
50 CATEGORY A: If Carried 53 Falls

Conference notes that employees on part time contracts often regularly work full time hours. Whilst regularly working full time hours they only receive a pro-rata payment of the Delivery Supplement and recruitment retention incentive scheme (RRIS). These members are being discriminated against and being exploited.

Conference instructs the Postal Executive to enter into negotiation with Royal Mail to incorporate an hourly equivalent to the Delivery Supplement and RRIS to be added to SSPR to bring about harmonisation of pay between part time and full time employees.

Wessex South Central

51 CATEGORY A: This Conference notes with concern Parcelforce’s inability or reluctance to both monitor and challenge some of the sharp practices of the Owner Drivers, which have a detrimental effect on the Depot First Time Delivery Bonus (FTD).

This Conference therefore instructs the Postal Executive to work closely with the CWU/PFWW JWG to ensure that any future changes to the current FTD or replacement bonus scheme should exclude the Owner Driver’s figures.

Scotland and Northern Ireland Regional Parcels Committee

52 CATEGORY A: This Conference instructs the Postal Executive to negotiate an agreement to ensure all part time staff who volunteer to go from part time to full time over the Christmas Pressure period will attract the full Christmas bonus payment paid to full time staff.

Warrington Mail Centre

53 CATEGORY A: Conference notes that Royal Mail increasingly employs part time staff to save money and then further penny-pinches by paying them a Delivery Supplement for D2D that is pro-rata, when part time members are actually prepping and delivering as many D2D as full time members.

The agreement covering the D2D now needs to be re-negotiated to ensure every delivery member receives the full payment.

The Postal Executive is instructed accordingly.

Leeds No.1 Amal

54 CATEGORY A: If Carried 56 Falls

Conference agrees that ‘delivery drivers’ have an extra responsibility within their duties.
Conference instructs the Postal Executive to commence negotiations with Royal Mail for an ‘equal payment’ driving allowance, in parity with those who receive grandfather rights payments under the Way Forward Agreement.

**Portsmouth and District Postal**

### 55 CATEGORY A:  
This Conference instructs the Postal Executive to negotiate that all Transport Designated Responsibility Persons (DRP’s) will be trained to hold a Certificate of Professional Competence (CPC) card and will attract the appropriate tier of the Drivers Allowance.

**South East No.5**

### 56 CATEGORY A:  
This Conference instructs the Postal Executive that due to the increased workload and responsibilities enforced on a driver of a Car Derived Van duty (CDV). Conference instructs the Postal Executive to seek a payment similar to the Delivery Supplement, payable when a member is performing a CDV duty.

**Glasgow and District Amal**
This Conference instructs the Postal Executive to note the changes in managerial structures within Royal Mail, especially the leadership at national level.

Conference further notes the business strategy to increase the parcel levels by 50% over the next 10 years and the impact this will have on our Mail Centre/Network and Delivery Offices.

To this end, Conference agrees the following as a strategy to protect our members in all functions should the new management structure fail to adhere to the following:

- No dilution of the terms of the Four Pillars Agreement, including current terms and conditions and national agreements to be protected and no movement from our current employment model.
- Legally binding agreement to be maintained.
- A review of delivery methods, taking account of the impact the parcel increase will have on delivery spans/vehicles and ways of working including the impact of delivery office capacity.
- Full review of our Mail Centre and Network structure, and the impact the parcel increase will have on the space and current buildings we have.
- A review of the automation strategy, including deployment of new pieces of kit.
- Comprehensive national agreement covering any variation from our current Mail Centre/Network structure.
- Urgent review of our inward and outward Mail Centre structure taking account of the Royal Mail business initiative, in line with the above point.
- Review of Royal Mail’s strategic purchases.

Whilst the above list is not exhaustive, any attempt by Royal Mail to implement any unagreed changes, or to alter any aspect of the nationally agreed Four Pillars Agreement, will be countered with a national campaign including a Ballot for industrial action.

South Yorkshire and District Amal

Conference notes that moving to a 35 hour working week has been a goal of this union for many years; with the challenges of the Fourth Industrial Revolution this is more necessary than ever. The Four Pillars Agreement has laid the foundations for this to be achieved by 2022. This will be a great achievement of our union.

Therefore, Conference believes that it is vital that the Four Pillars Agreement is honoured in full, including the hour off the working week due for October 2019.

Any attempt to renege on this agreement will not be tolerated by the CWU.
Conference instructs the Postal Executive to begin a ballot for industrial action of the Royal Mail Group membership under Rule 13 should there be any formal notification that Royal Mail do not intend to honour the hour off the working week in October 2019.

**Bristol and District Amal**

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**59 CATEGORY A: COMPOSITE MOTION “IN CAMERA”**

Conference, notes that within the Four Pillars 2018 Guiding Principle Agreement, Section 14 Strategic Review of the Operation Pipeline, specified that a Pipeline Forum would be created to undertake a joint fundamental review of the pipeline.

Conference is alarmed to learn that this Forum has not been set up in line with the terms of Section 14 and furthermore, that developments that were reported to the CWU Divisional Reps that Royal Mail has reverted to type and independently undertaken some of those tasks, which has meant formal proposals have been given to the CWU which states they are considering and/or are looking to trial work which is currently collected, transported, processed and delivered the next day on the Core USO Delivery, to an alternative workforce or to later in the day on the LAT afternoon model.

Conference notes that this will have the potential to fundamentally undermine the future sustainability of the USO and as such any plans to move products currently delivered on the Core USO delivery model will be opposed by all means at the CWU disposal.

**London Phoenix**

**East London Postal**

**Northern/North West London**

**London Divisional Committee**

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**60 CATEGORY A: If Carried 132 Falls**

Conference notes that within the Four Pillars 2018 Guiding Principle Agreement, Section 13, Shorter Working Week and Section 19, Future Job Design and Ways of Working, are the areas of which covered future reductions in the working week.

Conference further notes that the vast majority of members achieved the first hour reduction in line with the principles of the agreement in October 2018. However, there have been some instances, through no fault of CWU Reps and members where the reduction was not achieved on time. Conference agrees it cannot be acceptable for some groups of members to not receive agreed changes to terms and conditions from a national agreement.

Therefore, Conference agrees to ensure all CWU members achieve the subsequent reductions in line with the agreed timescales (1st October 2019).
Conference instructs the Postal Executive to reach an agreement with the employer, through the Shorter Working Week Forum, to have an agreed process detailing what the requirements are for achieving the next hours reduction. Ensuring at least 3 months’ notice so that adequate time is given to plan and achieve the reduction by the implementation date.

The Postal Executive is accordingly instructed.

**Plymouth and East Cornwall**

**61 CATEGORY A:** Conference notes that employees on part time contracts often regularly work full time hours, with this in mind when a 6 month review under 2.7.7 Agenda for Growth takes place and with the Four Pillars Agreement in mind does seniority still hold the field when an opportunity to increase their contracted hours arise?

Conference instructs the Postal Executive to clarify which national agreement is to be used regarding seniority when part time OPG’s have the opportunity to increase their contracted hours.

**Wessex South Central**

**62 CATEGORY A:** This Conference notes that within the Four Pillars Agreement agency workers should not normally be used longer than 12 weeks, but we continue to see abuse of some agency workers working within Royal Mail with regards to how long they are held as agency workers despite working regular hours. This Conference instructs the Postal Executive to reach an appropriate agreement with Royal Mail on the conversion of agency workers to permanent contracts. The terms of this should be agreed between Royal Mail and the CWU.

**Scotland No.2**

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

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

**Bradford and District Amal**
64 CATEGORY A: Conference agrees that death of an in-law or equivalent is a stressful and traumatic time for all concerned. Therefore the Special Leave bereavement entitlement should be increased as follows:

Up to three days with pay, with one of the days used to attend the funeral for parent-in-law or equivalent in civil partnership or long standing unmarried relationship, such as a common law partner.

The Postal Executive is instructed accordingly

Eastern No.4

65 CATEGORY A: If Carried 66 and 71 Falls

Conference recognises the continuing injustice where members lose pay when on annual leave due to the difference between contractual pay and average pay.

Conference notes the progress to date to resolve this issue especially since the carriage of Motion 60 in the name of Cheshire No. 1 Amal at Conference 2018.

This Conference instructs the Postal Executive to bring this matter to a conclusion as a matter of urgency and no later than March 2020.

York and District Amal

66 CATEGORY A: Conference notes the unanimous carriage and acceptance of Motion 60 at the 2018 Postal Conference. Conference also notes that despite the provenance of legal precedence established in Dudley Metropolitan Borough Council v Mr G. Willetts and the individual support given to members by the legal department in employment tribunal cases. That there continues to be no collective agreement or business guidance policy produced that satisfies the established legal position on voluntary overtime inclusion into holiday pay so that ‘normal remuneration’ is received when calculating holiday pay due.

Therefore Conference mandates the Postal Executive (with/via the legal department) to now move forward and support the maximum number of challenges on an individual level that meet the criteria as laid down in the binding legal decision for payment of overtime in members holiday pay.

Eastern No.4
**NOTE BY SOC**

**Motion 60 (2018) Category A:** This Conference instructs the Postal Executive to consult with Branches to find suitable cases of members who regularly work above their contracted hours but receive only contracted pay whilst on leave.

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

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

_Cheshire No.1 Amal_

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**67 CATEGORY A:** If Carried 70 Falls

Conference notes that there is still no progress to the longstanding policy of reaching agreement that allows members with 20 years’ service who receive 6 weeks annual leave the option to purchase extra leave.

Conference notes this policy was first agreed in 2006 and then further endorsed through Motion 53 at Conference 2009 and again at Motion 48 at Conference 2014.

Conference also recognises that such leave purchase arrangements already exist in certain parts of RMG.

This Conference instructs the Postal Executive to make immediate representations with the objective of bringing this matter to a successful conclusion.

_York and District Amal_

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**NOTE BY SOC**

**Motion 53 (2009) Category A:** This Conference instructs the incoming Postal Executive that to further maximise the choices available to people to improve their work life balance that agreement is reached which allows people with more than 20 years service to purchase extra leave over and above the six weeks maximum as agreed at Postal Conference 2006.

_York and District Amal_

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**NOTE BY SOC**

**Motion 48 (2014) Category A:** This Conference instructs the Postal Executive that all staff with 20 years or more service can buy additional weeks leave as per the facility afforded to staff with less than 20 years service, in line with motion 53 that was carried at Conference 2009.

_York and District Amal_
68 **CATEGORY A:** This Conference recognises the contribution that minor repairs volunteers make to the efficient maintenance of Royal Mail’s fleet. Conference also recognises that the savings realised through the saved man hours, road miles, hire charges etc. by completing minor repairs on site goes unrewarded for those carrying out such tasks.

Conference, therefore, instructs the Postal Executive to negotiate a method of financial reward for individuals that carry out minor repairs to reflect their contribution to the efficiency of their units and the business as a whole as well as the responsibility they have for their colleagues, and other road users, safety.

This may be by way of an assigned weekly allowance (in line with that paid to Workplace Coaches) or by a unit payment scaled to reflect the complexity of the different tasks undertaken.

The Postal Executive is instructed accordingly.

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**Eastern No.3**

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69 **CATEGORY A:** This Conference instructs the Postal Executive that all ad-hoc allowances including substitution to fall in line with average pay calculation whilst on annual leave

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**Newcastle Amal**

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70 **CATEGORY A:** This Conference instructs the Postal Executive to enter into negotiations with Royal Mail at the earliest opportunity with the specific aim of increasing the breadth and scope of the current ‘Leave Purchase Option Plan’. Furthermore we instruct the Postal Executive to report back to conference next year with a progress statement on the said negotiations. The Current arrangement is that all employees with less than 20 years’ service are able to purchase leave up to a maximum of 6 weeks A/L.

This Conference instructs the Postal Executive to increase to no less than 8 weeks the amount of A/L that can be purchased and scrap the ‘Less than 20 years service’ clause to enable all employees to benefit from this scheme regardless of length of service.

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**Southdowns, Weald and Rother**

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71 **CATEGORY A:** Conference notes that employees on part time contracts often regularly work full time hours. Whilst regularly working full time hours they only receive part time pay whilst on Annual Leave. Not only are these members being discriminated against, they are also being exploited.

Conference instructs the Postal Executive to enter into negotiations with Royal Mail to introduce an accrued Annual Leave supplement for part time employees working SSPR to bring about harmonisation of pay between part time and full time employees whilst on Annual Leave.

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**Wessex South Central**
**72 CATEGORY A: COMPOSITE MOTION**

Christmas Pressure 2018 saw Royal Mail attempt to enforce the European Working Time Directive (EWTD) of a maximum weekly working limit of 70 hours, and a 11 hour daily rest break and a 24 hour weekly break or 48 hours in two weeks. The last time there was a joint nationally agreed document on Christmas was Special Briefing 351/2001 which states:

1. Christmas 2001
   We agreed that the hours limit would be 80 gross hours for each of the two peak Christmas weeks, with a 9 hour break in each 24 hour period and no requirement for a weekly break. For the remaining two weeks, the limit will be 72 gross hours with the daily break flowing through from the year round position (10 hours if introduced by then, 9 hours if not). Again, with no mandatory requirement for a weekly 24 hour break.

The Postal Executive is instructed to negotiate with Royal Mail in preparation for Christmas 2019 a new jointly agreed working time directive for the Christmas pressure weeks which will include, the hours limit would be 80 gross hours for each of the two peak Christmas weeks, with an 11 hour daily rest break and no requirement for a weekly break. For the remaining two weeks, the limit will be 72 gross hours with an 11 hour daily rest break and no requirement for a weekly break.

This will be agreed and published in time for local negotiations for Christmas and New Year 2019

Nottingham and District Amal Eastern No.5

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**73 CATEGORY A: If Carried 98 Falls**

This Conference instructs the Postal Executive that this Conference agrees there should be no barrier to members in RMP&FSL being allowed to apply for jobs within Royal Mail as an internal application, not treated as an outside employee.

London Postal Engineering

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**74 CATEGORY A:** Conference notes that a new entrant upon starting with the Royal Mail is placed on a minimum 6 month probationary period. Upon achieving the criteria outlined in the probationary review period (the required absence level) the new entrant is entitled to permanent attendance terms etc.

However new entrants are often unaware of their successful completion date and the improved terms that they are entitled to on completion of the probationary period.
Therefore the Postal Executive is instructed to reach agreement with the Royal Mail that enables a notification and confirmation of completion of the new entrant trial period to the new entrant.

Eastern No.4

75 CATEGORY A: Conference notes the national skill shortages for Professional Drivers and that the acquired rights (grandfather rights) to 7.5t level of skill is diminishing year on year.

Conference applauds the Career Path initiative and that the recent exercise which has upskilled a number of our members up to LGV 1 is welcomed and is addressing the national skill shortages of Professional Driving in Network.

Conference recognises that in the Area Distribution function, agency resource is becoming more prominent each year due to the lack of Royal Mail staff now holding the relevant licence and that the Career Path initiative, is in effect bypassing this unique and essential part of the Royal Mail pipeline, therefore, the need to have a constant supply of Royal Mail trained driver resource of the 7.5t entitlement is essential.

Conference instructs the Postal Executive to negotiate a national training programme available to all frontline staff to progress to the 7.5t entitlement.

Leeds No.1 Amal

76 CATEGORY A: COMPOSITE MOTION

The Way Forward states that Scheduled Attendances will be limited to no more than 12 hours per employee in any week.

Scheduled Attendances can be introduced on a seasonal basis and therefore are sometimes difficult to resource against whilst a limit is in place.

The Postal Executive is instructed to negotiate with Royal Mail the removal of a limit to how many Scheduled Attendance hours an employee can hold in any week providing they adhere to the European Working Time Directive.

Nottingham and District Amal
Eastern No.5

77 CATEGORY A: Conference notes that there is no transfer agreement in the national Logistics, with the driver career path and vacancies being resourced through the ‘Success Factors’, it is virtually impossible to arrange a transfer between logistic units and any transfer is at the whim of the local logistics management.
The Postal Executive is instructed to negotiate as a matter of urgency a robust, fair and consistent transfer agreement that meets the aspirations of members wishing to transfer within the national Logistics function.

Nottingham and District Amal

78 CATEGORY A: This Conference instructs the Postal Executive to enter discussions with Royal Mail around the current business policy of rest days falling on Bank Holidays. The aim of these discussions will be to secure a joint statement that will stop the current situation of Royal Mail managers trying to avoid allowing staff the option of O/T and defaulting straight to giving lieu days as the only option.

The joint statement must achieve clear clarification on the following:-

- If a different day off cannot be given in the same working week then it is the employees choice as to whether they take option 1) A lieu day or option 2) O/T paid at Monday to Saturday rate for the scheduled duty hours they were due to attend on that day.
- Clear clarification for those working on a week off in six, week off in five or week off in four attendance pattern that they default straight to having the choice of a lieu day or O/T if a Bank Holiday falls on their rest week as they cannot be given a different day off in that week.

This list is not exhaustive.

Portsmouth and District Postal
79 CATEGORY A: This Conference notes that equality issues are now raised on a more and more frequent basis by the membership and local reps across all sectors of the CWU be it BAME, LGBTQ, Disability, Women, age or general equality issues and as such we need to make sure our members receive the best possible representation and expertise we can provide and as such we instruct the Postal Executive to enter negotiations with the employers for an agreement for release time for our Equality Officers.

Scotland No.2

80 CATEGORY A: Conference agrees that all Postal Business Co-ordinating Committees shall be governed by a Model Constitution. The Constitution shall include:

- How many times the Business Co-ordinating Committee meets per year.
- Who should attend the Business Co-ordinating Committee meetings.
- Voting procedures on policy making shall be by consensus of all Branches covered by the Business Co-ordinating Committee.
- No Business Co-ordinating Committee shall amend or alter any terms of its Constitution without the approval of the Postal Executive.
- No Business Co-ordinating Committee may adopt any by-law or standing order at variance with the Constitution approved by the PEC or at variance with these Rules.
- The authority and functions of a Business Co-ordinating Committee shall be incorporated within the Constitution.
- Each appropriate Business Co-ordinating Committee shall be entitled to submit up to 4 motions to each section of the Postal Industry Conference and 4 motions to each of the Sectional Conferences where they have members.

This list is not exhaustive.

The Postal Executive is instructed accordingly.

Kent Invicta

81 CATEGORY A: COMPOSITE MOTION

Conference notes that despite a membership recruitment bounce resulting from the Four Pillars industrial action ballot there are still over 15,000 non CWU members out of the 128,982 workforce employed across RM group.

Conference further notes that the T&FS section of the CWU held a two-day organising / recruitment forum in Birmingham on 26th / 27th Feb to discuss their strategy for recruitment in the Telecommunications sector.

Therefore, the Postal Executive is instructed to produce a report/strategy on how it intends to recruit some of these 15,000 plus non-CWU members into the CWU.
In order to tackle this issue, there needs to be Postal Executive, Divisional, Area, Branch and Unit Rep co-ordination and involvement to achieve this aim.

The report, along with its recommendations, should be produced within 3 months of this Conference and suitable national / Divisional meetings should be set up to discuss on how the report is to be deployed.

The Postal Executive is instructed accordingly.

London Phoenix
East London Postal
Northern/North West London
London Divisional Committee

82 CATEGORY A: COMPOSITE MOTION

This Conference instructs the Postal Executive to produce a report on how the CWU intends to deal with the issue of pensions for its members employed in RM Groups and POL.

With an increasingly ageing workforce the CWU needs to develop its own strategy on current and future pension issues and how these issues should be tackled.

For too long the CWU’s pension strategy has been based on reacting to the employer’s next step.

Pension agreements are often bolted on to major industrial agreements. The Agenda for Growth Agreement saw the setting up of a pension governance board in 2013 but there appears to have been no progress in achieving this goal.

Whilst the setting up of the pensions working group in 2016 was a welcome move in the right direction the CWU needs to build on this in order to ensure that at national, Divisional, Area and Branch levels there is expertise and awareness of pension related issues in order for our members to make informed decisions on their rights and pension entitlements.

Conference agrees, that in truth, the CWU when requiring expert knowledge has been over reliant on trustees, or a small group of senior activists that are moving closer to retirement and there is nothing being built to replace this knowledge.

It’s clear that the CWU need to develop its own strategy on how best it deals with members’ pension issues going forward.
Therefore, the Postal Executive is instructed to produce a report on future strategy and structures to tackle pensions issues in the postal section of the CWU. This report should be published by no later than 6 months from this Conference.

London Phoenix
East London Postal
Northern/North West London
London Divisional Committee

83 CATEGORY A: Conference recognises the falling letter traffic stream and the possible further decrease over the coming years. This has the potential to have a very negative impact on the prospects for all our members within the Royal Mail Group across all functions. New and innovative ideas are needed to bring in new products and services to offset any losses of work caused by decreasing letter traffic.

Royal Mail currently has Watch and Win which seems to very often be a long laborious process to try and bring in new streams of work and doesn’t always take into account possible small-scale local solutions to potential new business opportunities.

The Postal Executive is instructed to liaise with the business into setting up joint groups nationally, divisionally and at branch level (equivalent Royal Mail structure) using our members, reps and managers to share ideas and opportunities at all levels to bring in innovative new ideas to win new business and protect both our members jobs, terms and conditions and the viability of the business going forward.

South West Wales Amal

84 CATEGORY A: This Conference agrees that elections for the CWU positions of Regional Function Representatives contained in the ‘Agreed Procedure for the Conduct of Industrial Relations in Parcelforce’ shall take place as soon as possible.

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The Postal Executive is instructed accordingly.

Kent Invicta
This Conference notes that the Four Pillars National Agreement brought many benefits for the membership of the CWU which was won after an excellent campaign by all sections of the union where we engaged excellently with the membership, one clear theme which came across was the culture in the workplace where our members are facing a culture of bullying and intimidation by management, where most if not all Branches will have seen misuse of the Conduct Code, Attendance Procedure, sick pay where we are facing members wages being stopped or threatened to be stopped by management as a tactic to force our members back to work.

We also recognise that a change in the culture was not going to happen overnight and the joint culture visits had to happen, but at the same time we have witnessed a large number of Units where the membership have been pushed so far that they have taken either unofficial or official industrial action or have requested a Rule 13 Ballot. To a point it can be argued that if anything culture has gone backwards.

We call upon the Postal Executive to consult Divisional Officers and Branches by end of September 2019 and if no significant movement has been reported a Policy Forum shall be called to debate our next steps up to and including a Rule 13 Ballot.

The Postal Executive is instructed accordingly.

Scotland No.2

Conference recognises the confusion that has been created with Royal Mail’s switch from days to hours when dealing with annual leave. As such Conference instructs the Postal Executive to address this issue by agreeing a Joint Statement along with clear guidance for Representatives and members. The content of each must include clear instructions on how entitlement differs from national agreement now that leave is dealt with in hours and not days. They must also outline the impact, if any, long and short attendances could have on leave entitlement.

South Central Postal

This Conference agrees that despite the Postal Executive having discussions with Royal Mail the difficulties with Annual Leave allocation and taking of Annual Leave still continue.

It is acknowledged that due to these difficulties there can be unnecessary sick absence and loss of pay on occasions. Any review outputs should include a mechanism built in to enable a number of days of a person’s allocation of Annual leave being taken at short notice when required.

A report on the progress on this issue is to be made to Branches by 31st July 2019.

The Postal Executive is instructed accordingly.

Greater Manchester
88 CATEGORY A:

If Carried 92 Falls

Conference agrees that when an employee is incorrectly taken off pay, measures need to be in place that ensures the individual will be reimbursed of any loss of earnings within the same week they were originally meant to be paid.

The Postal Executive is instructed to reach an agreement with the employer ensuring a suitable policy and process is in place.

South Central Postal

89 CATEGORY A: COMPOSITE MOTION

Conference is alarmed that industrial relations in too many offices are deteriorating.

Conference acknowledges that even at the same time as culture visits are taking place, we have seen a significant increase in balloted and un-balloted industrial action.

Conference believes that this increase in action is a clear signal by the business that they are hell bent on cutting costs regardless of the impact on employees.

Conference agrees that this led to managers introducing unagreed policies designed to pressure CWU members in the workplace. This includes such things as:-

- Taking individuals off pay if an individual declines a rehab duty due to health reasons.
- Forcing unacceptable and unrealistic absorption levels based on flawed PDA information.
- Unacceptable pressure on staff via the Contact Strategy.
- Bullying of staff due to managements forcing staff to work beyond their time to complete without remuneration.

This list is not exhaustive.

Conference recognises that industrial relations / employee relations in too many offices are in a similar state as when the independent Lord Sawyer Review took place and helped lay important improvements in offices.

Conference therefore calls for the CWU to demand an independent IR/ER review to resolve the bullying and unacceptable workplace pressure placed on CWU members in too many workplaces across the UK which is leading to both industrial unrest and unacceptable working conditions.

Conference instructs the Postal Executive to campaign nationally and at every level to pressure Royal Mail to agree to an independent enquiry.
Into the unacceptable bullying and unacceptable policies being pursued in too many offices in the UK which is leading to a decline in morale and culture in the workplace.

London Phoenix
East London Postal
Northern/North West London
London Divisional Committee

90 CATEGORY A: This Conference instructs the Postal Executive that due to changes in the way that HM Government Departments handle industrial injuries, this has had a consequential impact upon the contractual provision of extending full Royal Mail sick pay from 6 months to the 12 months following an accident at work.

Conference is aware that the process that used to operate by the individual registering the accident at work with the Department of Work and Pensions (DWP) as an industrial injury. In response, The DWP used to send a certificate back to the individual if they accepted the accident as an industrial injury.

It was upon the surrendering this certificate from the DWP to the employer that allowed for the extension of full sick pay to the 12 month limit.

Conference notes with concern that the changes by HM Government, which has led to the removal of the ability to register an industrial injury. This has now caused much uncertainty on the correct approach to use to ensure that the right to full sick pay is achieved following an accident at work.

Therefore, the Postal Executive is now instructed to deal with this matter as a matter of some urgency. There is a need for some clear communications to Branches to make sure that our members are aware of the process to now follow after sustaining an accident at work.

Eastern No.4

91 CATEGORY A: Conference is concerned that members are not receiving their full entitlement of enhanced holiday, bank holiday and festive bank holiday Scheduled Attendance payments. This is due to the system not being automated and based purely on the knowledge of the person inputting the data.

Conference therefore instructs the Postal Executive to reach an agreement with the employer that the system is automated for all holiday SA payments.

South Central Postal

92 CATEGORY A: This Conference instructs the Postal Executive enter into immediate discussions with Royal Mail to seek an agreement that ensures, where an employee is underpaid through no fault of their own, that the facility available.
to rectify this (CHAPS payment) is made available regardless of the individual’s financial circumstances.

Glasgow and District Amal

93 CATEGORY B: COMPOSITE MOTION

This Conference recognises that current RTA Agreement agreed in 2012 is being abrogated by Royal Mail on a regular basis. A blanket policy from Royal Mail is emerging whereby our members are arbitrarily being precautionary removed from driving on their first road traffic accident regardless of investigation or merit.

The RTA agreement is clear that ‘removal from driving may be appropriate in some instances; however this will be only be considered in line with the process contained within this agreement and on the basis that the intention is preventive rather than punitive’.

Against this background the Postal Executive is instructed to meet with Royal Mail to reaffirm the spirit and intent contained within the current RTA Agreement and include this in any new agreement reached with Royal Mail.

Essex Amal
Eastern No.4
Eastern No.5
Plymouth and East Cornwall
Postal Technical Services

94 CATEGORY A: This Conference agrees that negotiations should begin as a matter of urgency to fully implement the commitment given in the 2008 RoMec Attendance & Modernisation Agreement to assimilate broadband staff grade 6 into CWU represented grades.

The Postal Executive is instructed accordingly.

Greater Manchester

Royal Mail Letters

95 CATEGORY A: COMPOSITE MOTION

This Conference notes with extreme concern the high level of new entrants leaving within their first 12 months of employment in Royal Mail, this problem is acute in Deliveries. The vast majority of these leavers are mostly part timers who receive inadequate training and support and are constantly being moved around and are often placed in a position whereby they can’t complete their rounds, which subsequently leads them into conflict with managers. This cannot be allowed to continue and urgent action is needed to address the whole issue of new recruits, and the level of training and support given by the employer.

Conference, therefore, calls on the Postal Executive to enter into urgent negotiations with RM to re-energise and strengthen the terms of the New Entrant / Work Place Coach Agreements.

With an increasingly ageing workforce, action is needed immediately to ensure that new entrants, of which many will be new CWU members, have a fair chance to fully learn the job and subsequently progress in the company. Updates on progress will be published to branches via LTB’s.

The Postal Executive is instructed accordingly.

London Phoenix
East London Postal
Northern/North West London
London Divisional Committee

Packages and Express

96 CATEGORY A: This Conference instructs the Postal Executive to secure an agreement with Parcelforce that protects the job security of our admin CSP grades within our Depots.
This Conference agrees that the current proposals submitted by the business are not in the long term best interest of our Depot admin members and threatens the ethos of the CSP uni-grade (every member of staff can do any job for which they have been trained to do), by attempting to pigeon hole members into definitive roles.

The Postal Executive is therefore tasked to negotiate an agreement that offers the appropriate training to all admin grades which will lead to a more professional workforce within our Depot admin units.

**Scotland and Northern Ireland Regional Parcels Committee**

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**Royal Mail Letters**

**97 CATEGORY A:** This Conference instructs the Postal Executive to enter discussions with Royal Mail around the current process around the filling of specialist roles in line with The Way Forward Agreement in particular around paragraph 15.10 which states that ‘candidates will undergo an objective selection procedure designed to assess individual competences against the skills required for a particular job’.

We believe the objective selection process is now being abused and manipulated by Royal Mail with the involvement of HR so that their preferred candidate is being selected ignoring seniority as currently there is no agreement on what the selection process is.

We would like a nationally agreed selection process that is clear, transparent and relevant to the various roles covered as specialist duties, ideally with CWU involvement at local level to ensure the agreed process has been followed correctly and the consideration of an appeal process like the one that is contained in the selection process for Workplace Coaches.

The Postal Executive is instructed accordingly.

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**Portsmouth and District Postal**

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**Royal Mail Letters**

**98 CATEGORY A:** There is not an opportunity for RMP&FS cleaners to apply for Royal Mail internally advertised Mail Centre duties unless the applicant has applied for an external Royal Mail position and been successful in passing an aptitude test.

The Postal Executive is instructed to negotiate with Royal Mail and RMP&FS the opportunity for RMP&FS staff to take an aptitude test when applying for internally advertised Royal Mail duties.

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**Eastern No.5**
Packages and Express

99 CATEGORY A: Conference notes the principles of section 14.9 of the Way Forward 2000 Agreement are not contained in any agreement with PFWW.

Conference instructs the Postal Executive to secure agreement with PFWW to include the terms of 14.9 of the Way Forward 2000 in respect to the filling of non-specialist duties.

Central Regional Parcels Committee

Royal Mail Letters

100 CATEGORY A: Conference agrees that loaning new starters to other offices is detrimental to their learning experience and disrupts their opportunity to become familiar with the role. This issue is particularly prevalent in Delivery Offices but is not exclusive to them.

Conference therefore instructs Postal Executive to achieve an agreement with the employer that ensures trialists will not be loaned to another unit within the first three months of their employment.

The Postal Executive is instructed accordingly.

South Central Postal
101 CATEGORY A: “IN CAMERA” COMPOSITE MOTION

This Conference applauds our Four Pillars Agreement in Royal Mail which provides for a shorter working week for our full time members. The Agreement creates an improved work-life balance, which is paramount to our members’ wellbeing. The overall 4 hour reduction in the working week also benefits our part time members as they will receive higher pay by virtue of improved hourly rates which will occur with each hour’s reduction.

Conference also notes that the majority of full time Capita TVL members work a 37.5 hour net working week; however those members who TUPE’d across to Capita from the Post Office in 2002 already benefit from a 35 hour net working week as this was their contractual hours which transferred with their terms & conditions under TUPE. Due to this disparity, we should now be vigorously pursuing parity (at least) for all of our members on the TVL contract.

The Postal Executive is therefore instructed to instigate formal representations to Capita TVL, as part of the 1st January 2020 pay claim and negotiations in order to secure a reduction in working hours for our TVL members. We understand this may need to be implemented in incremental steps over a period of time and also could be linked to automation and efficiencies including a potential new commission scheme for our members working in the field.

If, through these negotiations, Capita refuses to agree to implement a shorter working week, the Postal Executive is instructed as appropriate to plan a high profile communications campaign prior to balloting members for industrial action in pursuit of an improved work-life balance for all Capita TVL members.

Glasgow and District Amal Darwen Capita

102 CATEGORY A: If Carried 104 Falls

Conference applauds the Postal Executive on the success of the Four Pillars Campaign and the subsequent agreement. Particularly the reduction in the working week to 35 hours without loss of pay.

There was a clear understanding that this would be a 35 hour working week with no loss of meal relief. However, the situation is once an attendance goes below 7 Hours and 1 min the meal relief is reduced from 40 min to 30 min.

Consequently, the potential for the final hour from 36 hours to 35 hours results in our members losing 50 minutes of meal relief per week. A net reduction in work of only 10 min.

The Postal Executive is instructed to re-negotiate the ‘Way Forward Agreement’ Meal Relief Section. They are further instructed to maintain the current level of
meal relief for full time employees per day, and to seek to improve the allocation for part time employees

North Wales and Marches

103 CATEGORY A: This Conference notes the content of LTB 014/19 ‘Four Pillars Agreement: OPG 35 Hour Full-Time Duty Deployment – RM/CWU Joint Communication’ issued on 15th January 2019 and congratulates the Postal Executive on achieving the terms of the attached joint communication which allows for individuals to have contract uplifts up to 38 hours where their allocated workload supports this.

However, this Conference also notes with concern that there will still be many current and future employees that will continue to be employed on the new 35 hour ‘full time’ contract in advance of achieving the full implementation of the 35 hour Shorter Working Week across the whole company, and that such individuals will remain designated as part time for the duration of the transition period.

Therefore, this Conference instructs the Postal Executive to reach agreement with the business that 35 hours will be considered as full time for all future annual and/or one-off bonus payments that may be subject to pro-rata payments for less than full-time employees. This will apply to Christmas Pay Supplement, New Incentive Arrangements June 2012 payment, SIP share allocation etc. (this list is not exhaustive), but will exclude weekly/monthly assigned or ad-hoc allowances such as shift payments, driving allowances, functional supplements etc. to ensure there is no differential in the hourly pay rates.

As a consequence of this, all qualifying pro-rata payments should be calculated using $\frac{1}{35}$ of the full payment for each contracted hour of less than full time employees.

Eastern No.3

104 CATEGORY A: COMPOSITE MOTION

Since the introduction of the Shorter Working Week (SWW) agreed in the nationally agreed Pay and Four Pillars Agreement some duty days have been reduced to a less than 7 hours 1 minute attendance. Royal Mail have been quick to react to these changes by enforcing the entitled meal relief from The Way Forward Agreement.

Therefore, a member who used to work a 8 hour attendance used to qualify for 1 hour break (40+20) whereas now a member working a 7 hour attendance qualifies for a 50 minute break (30+20) in effect reducing the SWW by 10 mins.

The Postal Executive is instructed to negotiate in any future pay deals a new meal relief structure which will not disadvantage our members when attendance times are shortened.

 Nottingham and District Amal
 Eastern No.5
PAY AND RELATED MATTERS
Section 1.5: Wednesday (17.15 – 17.45)

105 CATEGORY A: “IN CAMERA”

This Conference instructs the Postal Executive to negotiate a pay increase for Property Facilities and Solutions in line with the National Living Wage. This to be achieved by April 2020, if not achieved a national Rule 13 ballot will be instigated.

Wessex South Central

106 CATEGORY A: This Conference agrees that the current pay rates for under 18’s are both unfair and possibly at odds with policies of this union and as such the Postal Executive is instructed to enter into talks to raise the pay rates so any new starter regardless of age is on the same hourly rate, therefore abolishing youth pay.

Greater Mersey and South West Lancs

107 CATEGORY A: COMPOSITE MOTION

Conference recognises that Royal Mail’s direction of travel to judge an individuals performance/productivity/efficiency is based on real time recording such as PDA actuals, AHDC and other digital new technology.

Conference also notes that digital new technology such as the above is central to the employers drive for Final Mile Optimisation/ outdoor workload tool which are based on an individual’s actual time.

Conference is alarmed that this strategy being pursued by Royal Mail is similar to companies such as Amazon where these levels of tracking individuals will effectively result in the removal of collective negotiation and consultation around performance and improvements in terms and conditions and in reality adds to a culture of highly pressurised workplaces and the subsequent ill health issues that arise out of this type of work environment where manual adjustments are diluted or removed completely.

Conference therefore agrees that no agreement will be given to any productivity/efficiency/resourcing tool/revision activity based on outputs from PDA actuals/AHDC or other digital technology.

Conference also agrees that any future pay increases will not be linked to the introduction of new technology.

The Postal Executive is instructed accordingly.

London Phoenix
East London Postal
Northern/North West London
London Divisional Committee
108 CATEGORY A: This Conference instructs the Postal Executive to achieve the same Maternity and Paternity leave entitlements for all RMG employees as afforded to our colleagues in Quadrant.

York and District Amal
POL

109 CATEGORY A: Conference instructs the Postal Executive to achieve the same Maternity and Paternity leave entitlements for all POL employees as afforded to our colleagues in Quadrant.

York and District Amal

Packages and Express

110 CATEGORY A: This Conference agrees the Table of Success Wellbeing project has seen an increase of services now being used by members and as such Unit Reps now need training on Wellbeing Services and Mental Health Signposting.

The Postal Executive is instructed accordingly.

Greater Mersey and South West Lancs

Royal Mail Letters

111 CATEGORY A: Conference agrees that the consistently high levels of D2D’s being returned is placing the current D2D contracts at risk.

This Conference recognises that delivery managers are failing to ensure the D2D items are delivered and given Royal Mails failure to grow the D2D market, any further loss of contracts could impact on our CWU member’s job security.

Therefore, the Postal Executive shall seek an agreement with Royal Mail to ensure a robust and transparent reporting system is established to reflect the reasons why the managers are returning the D2D items.

Kent Invicta

Packages and Express

112 CATEGORY A: The Autumn Pressure remuneration agreement for Parcelforce members provides industry leading enhanced payments for additional attendances during the pressure period up to Christmas; this has provided welcome incentives to employees making an advanced commitment.

While the payment is dependent on fulfilling all of the commitments stated. The agreement wording should reflect that cases of non-attendance should be reviewed and any reduction of the enhanced rate to standard rate should be against a backdrop of an examination of the specific circumstances involving the employee failing to make the commitment.
The Postal Executive is instructed accordingly.

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

**Royal Mail Letters**

113 CATEGORY A: This Conference instructs the Postal Executive that any attendance on night shift operations on 26th December and 1st January shall be voluntary.

Newcastle Amal

**Royal Mail Letters**

114 CATEGORY A: Conference notes the increasing age profile of our membership, together with the increasing retirement ages within Royal Mail and the state pension age, and further notes that many of our members wish to pursue phased retirement within Royal Mail.

Conference therefore instructs the Postal Executive to investigate the potential for innovative duty structures such as job sharing, whilst at the same time understanding any impact on full time jobs.

Conference also instructs the Postal Executive to consult with Branches as part of the exercise and produce a final report to Branches by no later than the 31st January 2020.

Newcastle Amal

**Royal Mail Letters**

115 CATEGORY A: Conference notes the changing mail profile around Christmas which is seeing the increase in mail starting earlier, but not necessarily reaching the same peaks in December as it has historically. This has led to Royal Mail managers reducing annual leave availability in November whilst maintaining the block on annual leave during the Christmas pressure period.

The Postal Executive is instructed to negotiate a relaxation of the Christmas pressure ‘closed period’ to allow OPG’s to take leave during this period, dependent on workload.

The Postal Executive is instructed accordingly.

Bristol and District Amal
116 CATEGORY A: Conference notes that guidance is required in regards to the rise in popularity and use of video door bells. These can often lead to conflict with the owner when a request is made by the communicator to ‘doorstep’ or sign for an item, thus contradicting against a very clear and robust Royal Mail policy on door stepping and third party signatures.

A refusal to act on a customer’s instruction often leads to verbal conflict, which leaves the OPG in a very awkward position of trying to maintain customer satisfaction whilst following Royal mail standards. Therefore OPG’s will often have to disregard a customer’s verbal instructions and by default will be placed in a position of verbal conflict with the customer.

The Postal Executive is instructed to provide and publish a terms of reference in regards to this issue.

Eastern No.4
117 CATEGORY A: This Conference will note that under current agreements that when an employee is sick over a Public Holiday and is unable to receive it as a ‘day off’ that it is treated as an absence by the Attendance Procedure. However, the employee does not receive the absence as a day in lieu or paid the excess in overtime as he would if his ‘day off’ had fallen on the Public Holiday. Nor if it is treated as a sick absence are they allowed to accrue the day off as they would have if it had been a sick day that had occurred before the start of annual leave.

Thus the employee loses his ‘day off’ yet is penalised in the Attendance Procedure and does not receive the remuneration that would have happened for losing a day of annual leave.

So, agreement should be sought with Royal Mail to solve the discrepancy to the benefit of our members.

The Postal Executive is instructed accordingly. Highland Amal

118 CATEGORY A: COMPOSITE MOTION If Carried 122 Falls

Conference agrees that the current unagreed arrangements for voluntary Ill Health Retirement are not in the best interests of all our members and these arrangements leave a lot of our members vulnerable to abuse from the employer especially those with mental health issues.

Conference agrees that the following must take place as a minimum prior to anyone taking voluntary Ill Health Retirement if the individual is suffering with a mental health issue such as anxiety, depression, stress, or any other mental health issues.

- The business will make contact with the relevant Area Rep / senior official to discuss the case in line with our Attendance Agreement (understanding long term absence).
- There will be discussions between Royal Mail and the CWU to identify how best to maintain contact whilst the person is on long term sick. (How should long-term absence be supported).
- The business must look to see if the person needs or wants any other alternatives to Ill Health Retirement such as an adjustment to duty, phased return to work, redeployment etc. in line with our Attendance Agreement (Potential outcomes).
- If the individual does not feel they are fit enough to return to work and wishes to take voluntary Ill Health Retirement then prior to that decision being made then the following will apply:-

  a) Royal Mail should advise the CWU Area Rep / senior official of the individual's potential decision.
  b) The individual should be offered the entitlement to discuss their decision with their CWU Representative whilst the decision is in process and not at the end of it.
c) All of the above should be documented accordingly with the reason of Ill Health Retirement prior to a final decision being made.

This list is not exhaustive the Postal Executive is instructed accordingly.

North East Divisional Committee
London Phoenix
London Divisional Committee
East London Postal

119 CATEGORY A: Conference recognises that all too often members who have had time off work due to issues related to poor mental health are not getting the reason for their absence properly recognised in Attendance Procedure meetings. All too often the manager taking the meeting has had no training, or inadequate training on how to deal with members who have been absent due to poor mental health.

Conference instructs the Postal Executive to seek an agreement with the employer that allows members the opportunity to request attendance meetings are held with managers who been adequately trained to deal with poor mental health issues.

South Central Postal

120 CATEGORY A: Conference instructs the Postal Executive to reach agreement with all employers to have diagnosed work-related stress categorised as an accident on duty and to be discounted from the Attendance Procedures.

York and District Amal

121 CATEGORY A: This Conference instructs the Postal Executive to agree a joint statement with Royal Mail clarifying the specific part of the Attendance Procedure as follows.

Where an absence Review has taken place, and a Royal Mail manager has discounted an absence, the aforementioned absence cannot be resurrected to issue our members with Attendance Reviews in the future.

Wessex South Central
122 CATEGORY A: Conference agrees that the current Ill Health Retirement (IHR) scoping process is systematically being mismanaged as hardly any employees get redeployed, when they can no longer do the job they were employed to do, no matter what their length of service. Due to this mismanagement the only recourse for otherwise able bodied staff is Ill Health Retirement.

Between 2017/18 1284 staff members were ill health retired! 1024 from the Delivery function. We cannot allow this to continue as we are failing our members who, in the majority of cases, wish to remain employed but are victims of the physical repetitive nature of the job, especially in Delivery.

The Postal Executive is instructed to address this mismanagement by Royal Mail as a matter of urgency.

Wessex South Central

123 CATEGORY A: COMPOSITE MOTION

The Postal Executive is instructed to review with Royal Mail the information that is provided to an individual within the formal attendance review process of the Royal Mail Attendance Agreement (RMAA).

This review must focus upon the information included within the standard letters presented to individuals once an attendance review 2 has been awarded.

The information supplied to an individual after being awarded a Review 2 shall include:-

- The level of future absences that may prompt Consideration of Dismissal (2 absences or 10 days in the six months following the Review 2 being awarded).
- The level of future absences that would result in an individual being completely removed from the process (1 absence of 4 days or less in the six months following the Review 2 being awarded).
- The consequences of having one absence of more than four days but less than ten, this will revert the individual to a Review 1; they will remain on Review 1 standards for the next six months.

Conference notes that currently the third bullet point does not appear in any formal individual employee communications as part of RMAA.

Conference believes it is extremely important that our members should be supplied all of the information relating to RMAA, so they understand at all times, their own position inside RMAA.
124 CATEGORY A: Conference notes that since the Royal Mail Group Attendance Agreement was signed in 2015, there have been numerous instances reported where Royal Mail managers have either stopped members’ sick pay, or threatened to do so, outside of and contrary to the terms of that national agreement.

Conference notes that this practice continues, despite the issuing of two Joint Statements on the Contact Strategy in the Attendance Procedure, in 2016 and 2019.

Conference also notes that in many instances, Royal Mail managers have justified these actions by reference to their policy document entitled Sick Pay and Sick Pay Conditions Policy. This policy has not been agreed by the CWU and is not one of the policy documents which were explicitly agreed by the CWU at the same time as the Attendance Agreement. Specifically, managers have referred to the section of that policy document subtitled ‘Conditions on which sick Pay is payable’, which states:

‘Entitlement to sick pay is always subject to strict observance of the following conditions:–

- Self-certificates or medical certificates, including ‘fit notes’, must be received by the business for all sick absences.

- The business must be satisfied that an employee’s absence is necessary and due to genuine illness.

- The business has the right to refuse sick pay if an absence is due to, or is aggravated by, causes within the employee’s control, or if the employee has neglected instructions given by a doctor.

- An absent employee shall remain at their normal home address (other than to receive in-patient treatment) unless they have consent of their line or local personnel manager.

- Employees who are sick immediately before they are due to go on holiday must confirm to their manager that they are going on holiday on the due date (unless sick absence continues and the employee remains at home).’

Conference notes that this policy document contradicts the terms of the Attendance Agreement, which explicitly states that:

‘All sickness absences are assumed to be genuine’
(Introducing the new Attendance Agreement handbook, page 5).
Under the terms of the Attendance Agreement, the only conditions which members must comply with for their sick absence to be recognised as such are:

- ‘Employees will advise of their absence before the commencement of the shift’ (Introducing the new Attendance Agreement handbook, page 5).
- ‘Employees need to provide a self-certificate for the first seven days of absence and a medical certificate for any absence over seven days’ (page 6).

Provided that members comply with these two conditions, they are entitled to sick pay under the terms of the Attendance Agreement.

Conference notes, however, that managers try to justify stopping our members’ sick pay on the grounds that they have failed to comply with one or more of the five bullet point conditions listed above in their Sick Pay and Sick Pay Conditions Policy, and when challenged they assert that this policy is referred to in the Attendance Policy document, which was itself agreed at the same time as the Attendance Agreement. That Attendance Policy document states:

‘Employees who are absent due to illness will receive sick pay in line with the provisions set out in the Sick Pay and Sick Pay Conditions Policy’ (Introducing the new Attendance Agreement handbook, page 19).

However, this wording is different from the wording in the bullet point in the actual Attendance Agreement, which is:

‘Employees will receive sick pay in line with the provisions set out in the Sick Pay Policy’ (Introducing the new Attendance Agreement handbook, page 5).

Conference notes that there is no mention here of the Sick Pay and Sick Pay Conditions Policy. But there is something else that the Attendance Policy document does state:

‘In the event of any inconsistency between this policy, the attendance guides and the Attendance Agreement, the terms of the Attendance Agreement takes precedence.’ (Introducing the new Attendance Agreement handbook, page 18).

Conference notes that there is indeed an inconsistency between that Royal Mail policy document and the words that are actually in the national agreement. The wording of the national agreement makes no mention of the Sick Pay and Sick Pay Conditions Policy, and so that policy does not form part of that agreement.

Conference therefore instructs the Postal Executive to negotiate a further Joint Statement, to specify those conditions which members must comply with in order to receive sick pay, and to specifically and explicitly clarify that the Sick Pay and Sick Pay Conditions Policy has not been agreed as part of the Attendance Agreement and does not apply to sick absences.

Bradford and District Amal
125 CATEGORY A: This Conference recognises the increased use of social media in our everyday lives however, with this increase in use comes pitfalls.

While both the CWU and Royal Mail actively encourage the use of platforms such as Facebook, Twitter and WhatsApp, it should be noted that many of our members see these groups as somewhere to air their moans and groans without realising the potential consequences.

This Conference agrees therefore agrees that there needs to be clear lines of when someone is voicing their own opinion and views and when they are representing Royal Mail.

Posts on social media can be misconstrued and taken out of context therefore a more sympathetic approach is required when dealing with issues that arise.

There needs to be clear lines of when an individual is representing the business and when they are voicing their own opinion or beliefs.

The Postal Executive is therefore instructed to seek to achieve an agreement on clearer guidelines that provide proper protections to our members.

Glasgow and District Amal

126 CATEGORY A: Conference instructs the Postal Executive to negotiate with Royal Mail to add the numbers of ‘First Class Support’ and the Royal Mail ‘Independent Bullying and Harassment Helpline’ onto the Postal Digital Assistants (PDA’s) in order for users to call the numbers from the devices.

Gloucestershire Amal

127 CATEGORY A: Following the carriage of motion 30 at Postal Conference 2018, this Conference believes that all Occupational Health referrals should be reinstated as per the detail and spirit of the Attendance Agreement.

Royal Mail continues to issue Attendance Reviews to members covered under the Equality Act and are actively treating these individuals less favourably by not making reasonable adjustments in terms of discounted allowances under the procedure.

Branches are having to use the grievance policy in order to support these members and this is proving stressful for those individuals.

Royal Mail should concentrate on the welfare of their staff by confirming Equality Act status and supporting disabled members within this industry, by reinstating these referrals at Attendance Review prompts and where members request this, and therefore the Postal Executive must pursue this with Royal Mail as a matter of urgency.
The Postal Executive is instructed accordingly.

Bournemouth and Dorset Amal

NOTE BY SOC

**Motion 30 (2018) Category A:** This Conference instructs the Postal Executive to enter into urgent discussions with Royal Mail over the changes made to Occupational Health Services in April 2017.

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

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

Conference requests a report back at the earliest opportunity.

Portsmouth and District

**128 CATEGORY A:** The Postal Executive is instructed to reach an agreement that where rehabilitation duties or adjusted duties are to be put in place, then the manager must offer to the employee, the assistance and help of the Unit Rep, Area Rep, WSR and ASR to facilitate their return to work.

York and District Amal
129 CATEGORY A: “IN CAMERA”

This Conference agrees with the development of the Final Mile Optimisation (FMO) tool there is a great need to be proactive to achieve a national agreement that protects OPG’s, in particular the new data that is produced ‘should have taken time based on actual traffic’.

The Postal Executive is instructed to safeguard OPG’s from this data being used as an individual performance procedure/standard. This will be achieved by using all means necessary, including and up to a Rule 13 Ballot if required.

Eastern No.4

130 CATEGORY A: This Conference instructs the Postal Executive to negotiate an amendment to the (prior to commencement of delivery) section and all associated agreements/joint statements in the Conduct Code.

If lapsing / absorption is rolled out, without agreement locally with the CWU, and not detailed on WRM notes for the previous week, and there is a dispute as to whether the extra work can be completed within duty time between OPG’s and managers, in these circumstances staff have the option to leave the unagreed lapsing in the Office and complete it if they have time when they return to the office after they have completed their own delivery.

Wessex South Central

131 CATEGORY A: This Conference agrees that the current route utilisation system isn’t being deployed in the spirit of project Apollo or with any adherence to the Depot Blueprint Agreement. As such the following should now take place in depots:

1. Under the roof time allocated.
2. Late Arrival time.
3. REX conformance time.
4. Joint CWU / Management Route Utilisation sessions to be held Nationally or Regionally.

Until as such time the Depot Blueprint Agreement is re-negotiated or replaced...
the principles set out will remain in place.

The Postal Executive is instructed accordingly.

**Greater Mersey and South West Lancs**

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<tr>
<td><strong>132</strong></td>
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<tr>
<td>This Conference instructs the Postal Executive to reach agreement with Royal Mail that the 2019 Shorter Working Week (SWW) will be agreed locally, and the main objective for the removal of the hour from the full time working week would be locally identified, unproductive time within the delivery operation using nationally agreed resourcing or planning tools.</td>
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**Wessex South Central**

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<td><strong>133</strong></td>
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<td>This Conference instructs the Postal Executive to enter into negotiations to seek an agreement that will lead to an increase of facility time available, built into Unit Reps daily duties within Parcelforce Depots. This time will be used specifically to monitor the use and conformance of REX within their Depots.</td>
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**Scotland and Northern Ireland Regional Parcels Committee**

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<td><strong>134</strong></td>
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<td>This Conference instructs the Postal Executive to enter into immediate discussions with Parcelforce Worldwide, with a view of reaching an agreement for the introduction of an agreed tool which will allow both CWU Reps and management to have a better understanding of how utilisation and BSI is applied in all functions within our Depots. This tool would be used to assist our Reps when carrying out their daily Depot walk round, helping them to balance the routes more evenly and within the constraints of all our current and relevant national agreements.</td>
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**Scotland and Northern Ireland Regional Parcels Committee**
**Royal Mail Letters**

**135 CATEGORY A:** Conference notes that much time and effort has been, and is being, spent on trialling new and different ways and methods of handling and delivering letters which is a declining product.

Conference agrees that it is long overdue that such time and effort should be spent on producing ideas for different ways and methods of handling and delivering parcels which is a growing product.

Conference instructs the Postal Executive to agree an approach which utilises the breadth of experience that exists within all parts of the CWU to develop new ideas that can be developed to assist with maintaining and growing this parcel product.

York and District Amal

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**Royal Mail Letters**

**136 CATEGORY A:** This Conference notes the carriage of motion 80 at Postal Conference 2017 and also notes no report back or update has been made. Conference instructs the Postal Executive to address this as a matter of urgency.

Wessex South Central

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**NOTE BY SOC**

**Motion 80 (2017) Category A:** This Conference instructs the Postal Executive to negotiate a file for PSP that records and keeps updates on part time overtime levels and the type of overtime on a six monthly basis that can be easily accessible with figures and delivery office name similar to the auto IWT format, to aid Reps in any future 2.7.7 Agenda for Growth review.

Wessex South Central
137 CATEGORY A: If Carried 138, 140 and 141 Falls

This Conference fully recognizes the Postal Executive's efforts and progress, made over many years, to secure a decent basic wage for OPG's and reduce a reliance on overtime.

It also applauds the work done to include a holiday pay entitlement for those performing Scheduled Attendances.

However, it is becoming increasingly clear that the current 3 tier overtime rate structure (SA, first 10 hrs, over 10 hours) is no longer fit for purpose, nor fair for our members, and is being abused by Royal Mail as it seeks a much more 'flexible' workforce and minimised fixed costs.

This Conference believes that ‘all’ overtime rates should now reflect the efforts made by our members and therefore instructs the Postal Executive to include the following key points in any pay negotiations going forward.

- A minimum hourly rate of at least 1.25 x basic hourly pay on all overtime hours performed.
- A minimum hourly rate of at least 1.25 x basic hourly pay on all Scheduled Attendance hours performed.

The Postal Executive is instructed accordingly.

South Central Postal

138 CATEGORY A: If Carried 140 and 141 Falls

Conference welcomes the fact that the CWU has significantly improved basic pay over a number of years.

However with the introduction of the SWW Conference accepts that the rate of pay for Scheduled Attendance and overtime now need to be significantly increased.

Wessex South Central

139 CATEGORY A: This Conference instructs the Postal Executive that from the date the business utilise Christmas outhouses and Christmas casuals in the Processing function then Scheduled Attendance should be paid on all overtime from that date until the date the Christmas outhouses and Christmas casuals are no longer required.

Newcastle Amal
140 CATEGORY B: COMPOSITE MOTION

If Carried 141 Falls

This Conference instructs the Postal Executive to enter into negotiations with Royal Mail to rebalance the overtime rates for all CWU represented grades, where the rates have fallen below the grades normal hourly rate. Any increase agreed to rectify the situation should also flow through to premium overtime rates and allowances.

Meridian
North East Divisional Committee
South Yorkshire
Greater Manchester
Northern Ireland Telecoms

141 CATEGORY B: COMPOSITE MOTION

Conference congratulates the Postal Executive on the excellent work performed in securing membership benefits as part the Shorter Working Week (SWW) of 2018.

Conference also notes that SWW changes were deployed between two annual pay round dates. Whilst contractual change correctly enhanced the hourly rate of pay for all employees, it had the consequential effect of taking the lowest hourly overtime pay rate below that of the standard contractual hourly pay rate.

To prevent a reoccurrence of this anomaly, the Postal Executive is instructed to reach an agreement with the employer on the principle that the lowest hourly rate of overtime pay shall never be set at a rate below that of the standard contractual hourly pay rate. This is to be achieved as part of the next planned reduction to the working week.

Anglia Divisional Committee
Eastern No.4
Colchester and District Amal
PAY AND RELATED MATTERS
Section 1.7 : Thursday (14.50 – 15.30)

142 CATEGORY A: Conference notes that it cannot be assumed that pension rights are applied equally across the board to all couples, whether in heterosexual or same sex relationships. It is a concern that some of the existing pensions which members have accrued may not pay out to a specified partner in a same sex relationship, despite it being clearly stated in an ‘Expression of Wishes’ form to the pension trustees, as the trustees are not legally bound to enact these wishes.

Conference instructs the Postal Executive working with the LGBTAC to ensure that all members regardless of the nature of their relationships have their beneficiary wishes respected and enacted as a point of principle to ensure complete parity for all our members.

This directive is to include the proposed CDC pension currently in development, or any variant thereof.

LGBT Conference

143 CATEGORY A: COMPOSITE MOTION

Conference notes that at the time of writing this motion that RM have until 31 March to agree and decide along with the pension trustees of RMPP on what will happen to the £180 million, which was RM last 6 months of pension contributions that was agreed by RM, CWU and the Trustee board to be paid into an Escrow account.

Should this money end up being paid directly into the scheme then the Postal Executive must secure an agreement that the monies in the scheme are used for the benefit of the members of the scheme. The CWU must ensure that it’s involved at the earliest stage going forward on all issues concerning members’ monies and the future use of it in years to come.

Therefore, the Postal Executive is instructed to secure the best possible solution for those members that are in the scheme. Regular updates will be produced on the discussions, and on any potential agreement reached must be published to Branches.

The Postal Executive is instructed accordingly.

East London Postal
Northern/North West London
London Divisional Committee

144 CATEGORY A: Conference notes that due to the recent pension changes members aged between 55-64, who are members of the plans, who opt to take Voluntary Redundancy, no longer have the benefit of taking immediate payment of pension benefits.

Against this background the Postal Executive is instructed to meet with Royal Mail to reach an agreement which restores the principles of immediate payment of pension enhanced in line with [former] paragraphs 2.4.1 & 2.4.2 of the MTSF agreement.

A meeting should take place with Royal Mail as soon as possible after the close of Postal Conference 2019.
PAY AND RELATED MATTERS
Section 1.7 : Thursday (14.50 – 15.30)

A report to Branches on these negotiations will be timely using LTB as the publication plan.

The Postal Executive is instructed accordingly.  

Essex Amal

145 CATEGORY A: This Conference instructs the Postal Executive that when a member of the CWU takes their occupational pension from their company of employment. They should have the opportunity to pay to the Union their membership contribution through their pension provider, rather than through their employer payroll system.

This payment arrangement will be reduced to the contribution of retired membership when the member formally retires from paid employment.

The Postal Executive is instructed to enter discussions with the relevant employer and pension providers to meet this objective.

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