



**STANDING ORDERS COMMITTEE  
REPORT No.3**

**POSTAL INDUSTRY CONFERENCE**

**Annual Conference 2018  
Bournemouth International Centre**

**24<sup>th</sup> – 26<sup>th</sup> APRIL**

## **1. EMERGENCY MOTIONS ADMITTED TO THE AGENDA**

**E1**

**This Conference is deeply concerned by the contents of LTB 200/18, which was issued on 6<sup>th</sup> April 2018. In particular, the abuse of the Conduct Code in the Post Office, and the breach of the Losses and Gains Procedure, as outlined in the Crown Office Staffing Agreement are issues that Conference believes cannot be tolerated. Whilst Conference accepts that there may be elements of the agreements that could be updated, Conference believes that this should happen by negotiation and agreement, and not by allowing breaches of these existing agreements that have served our members well for many years.**

**Therefore, Conference instructs the Postal Executive that it takes steps to ensure that:**

- 1. The Post Office reaffirms its commitment to, and abides by the Nationally Agreed procedures in the Conduct Code and the Losses and Gains Procedure until such time as they are renegotiated and any replacement or amended version is agreed.**
- 2. The £30 trigger contained in the Losses and Gains Procedure be updated to take into account inflation since the level was set in 2001.**
- 3. There is an amnesty for any disciplinary penalties that members have already received through this abuse of the Conduct Code, so they are expunged from their records.**

Glasgow and District Amal  
Plymouth and East Cornwall Amal

**To precede Motion 22, Section 3.1, page 37**

**E2**

**If carried E3 and E4 Fall**

**This Conference notes with concern the severe weather front known as ‘the beast from the east’ that occurred within the UK between 24 February and 4 March, and its effects on CWU members whilst travelling to and from work, and also on their health and safety whilst at work.**

**Conference also notes with concern the various contradictory versions of Royal Mail Group’s policies on severe weather, together with their inconsistent application by the employer, that resulted in members being asked to make lost time good; take annual leave; or lose pay altogether during this period.**

**Conference further notes the inconsistency between CWU policy and Royal Mail policy on this issue, and therefore instructs the PEC to seek agreement**

with Royal Mail Group on a jointly agreed severe weather policy and guidelines.

Any agreement shall include reference and guidance on the following issues prior to any potential loss of pay/making time good/taking annual leave:-

- Any relevant red/amber/yellow weather warnings in place at the time, and their geography
- Decision making levels on attendance to and from work, and also the outdoor area in which each individual works
- The underlying principle that each case is taken on its own merits
- This agreement would also cover the recent issues with Royal Mail which has seen members being penalised

This list is not exhaustive.

Cleveland Amal  
Newcastle Amal  
Plymouth and East Cornwall Amal  
Scotland No.2  
Western Counties

To precede Motion E3, Section 2.5, page 50

**E3**

This Conference is disgusted by the attitude of Royal Mail towards an official Red Alert (risk to life) weather warning on the week commencing of 26<sup>th</sup> February 2018 across the UK. Conference recognises that there is an anomaly in the Severe Weather Policy as it does not deal with present Red Alert (risk to life) requirements and allows Royal Mail to penalise our members in an intolerant atmosphere of their own making.

Conference was also disappointed in the lack of response and clarity from the officers concerned. Such an episode cannot be allowed to occur again.

Conference instructs the PEC to negotiate a policy specifically dealing with Red Alerts (risk to life) on weather conditions that are an Act of God.

This review must be completed and improvement made to the above policy by the end of September 2018.

Gwent Amal  
South East Wales Amal

To precede Motion E4, Section 2.5, page 50

**E4**

Conference instructs the PEC, with the assistance of Health and Safety Department, to urgently work with Royal Mail to carry out a full wide ranging

**review of the Severe Weather Risk Assessment Tool/Compliance Aid and its application in snow and ice and also all procedures in relation to snow and ice and how we jointly deal with this following the heavy snowfall from the week of 26<sup>th</sup> February across the UK, which created serious risks, dangers, concerns and problems to operating safely for Royal Mail and CWU members.**

**This full and wide ranging review must make urgent improvements to the existing risk control procedures, policies, systems, controls advice given and procedures followed by both Royal Mail Management and CWU members in dealing with Winter Weather.**

**This review must be completed and improvements made to the above by end of September 2018.**

Midland Health & Safety Committee  
South East Health & Safety Committee  
Midland No.7

**To precede Motion 53, Section 2.5, page 50**

#### **E5 “IN CAMERA”**

Conference notes that the Four Pillars of Security Agreement on Pay and Pensions contains a commitment from the Royal Mail Group to ‘rebuilding confidence and trust’ and ‘a joint aspiration to improve the culture’.

However, it appears that some maverick managers are still pursuing an agenda that is completely at odds with these joint commitments.

This is evidenced by an intention to pursue spurious conduct cases against CWU representatives, which has come to light following the closure of Conference Motions on 26<sup>th</sup> February 2018.

Conference urges the Postal Executive to support all actions by the membership to defend CWU Representatives from such trumped up charges, up to and including the authorisation of Rule 13 ballots.

Conference also urges the Postal Executive to meet with the business urgently to ask that these commitments are honoured.

The Postal Executive is instructed accordingly.

**Bristol & District Amal**

**To precede Motion 94, Section 2.8, page 67**

## **2. EMERGENCY MOTIONS NOT ADMITTED TO THE AGENDA**

### **E6**

Conference notes the announcement dated 26<sup>th</sup> March 2018 from Sue Whalley (MD Letters & Network) with regard to the reorganisation of the Royal Mail operational structure.

Conference also recognises the disproportional impact on the safety structure for the CWU Health and Safety community and how our safety representatives interface with the management structure.

These changes will make a number of safety committee meetings obsolete and many current agreed processes are defunct due to these changes.

The Postal Executive are therefore instructed to enter into urgent talks to ensure that all current agreed documentation is updated to reflect the new structure and safety committee meetings are reconstituted to replace meetings lost due to change.

The Postal Executive are also instructed to consult with safety representatives and their branches across RMG to gain the widest possible opinion on progressing this motion to ensure the best agreement for the future of Health and Safety in Royal Mail and for the membership of the CWU.

### **London Postal Engineering**

### **E7**

Conference notes the announcement dated 26<sup>th</sup> March 2018 from Sue Whalley (MD Letters & Network) with regard to the reorganisation of the Royal Mail operational structure.

Conference also recognises the disproportional impact on the safety structure for the CWU Health and Safety community and how our safety representatives interface with the management structure.

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The Postal Executive are therefore instructed to enter into urgent talks to ensure that all current agreed documentation is updated to reflect the new structure and safety committee meetings are reconstituted to replace meetings lost due to change.

The Postal Executive are also instructed to consult with safety representatives and their branches across RMG to gain the widest possible opinion on progressing this motion to ensure the best agreement for the future of Health and Safety in Royal Mail and for the membership of the CWU.

### **North East Health & Safety Committee**

## E8

Conference agrees to provide continued support for innovation and operational growth to enable diversification and generate new revenue sources. Conference further agrees that in order to sustain our current obligations, products and services, it is important to ensure that RMG continue to promote our core products, which in Royal Mail Fleet includes a continued focus to provide in-house maintenance for the internal Red Fleet. This approach will be supported by a robust maintenance policy that should be periodically reviewed and agreed to ensure compliance with all aspects of legislation and safety related initiatives.

**Western MT**

### **3. CHANGES TO SECTION ON CHAIR'S RULING UNDER STANDING ORDER 8. (VOTING PROCEDURE).**

In line with the above, Motion 40 has moved from Section 3b (Packages & Express) to Section 2 (Postal Industry General Issues). Therefore, Motion 40 will now precede Motion 100 in Section 2.9, page 70.

### **4. CHANGE TO PUBLISHED TIMETABLE.**

Delete item 24 and item 25 now commences at 11.40

### **5. ERRATA**

Page 68, Postal Industry General Issues Section should read 2.8.

### **6. CHANGES TO CONSEQUENTIAL RULINGS**

- i) Page 64, motion 89, due to a successful appeal to the SOC the following has been deleted:- **'if carried 92 falls'**.
- ii) Page 26, motion 2, due to a successful appeal to the SOC the following has been inserted: - **'if carried motion 6 falls'**.

### **7. WITHDRAWALS**

Page 47, motion 47 standing in the name of Newcastle Amal, has been withdrawn.

### **8. APPEALS PROCEDURE**

In line with Standing Order 10, Appeals must reach the Standing Orders Committee at [conferences@cwu.org](mailto:conferences@cwu.org) by midnight on 19<sup>th</sup> April 2018.

## **9. STANDING ORDERS COMMITTEE ROOM**

Should you wish to contact the Standing Orders Committee (Postal) between 24<sup>th</sup> – 26<sup>th</sup> April 2018 they are contactable as follows:

Email: [conferences@cwu.org](mailto:conferences@cwu.org)

Phone: 07966 463125 Chris Tapper

The Standing Orders Committee Room will be situated in Dressing Room A Backstage, Windsor Hall, BIC, Bournemouth from Sunday 22<sup>nd</sup> April to Thursday 26<sup>th</sup> April 2018.

During the hours of the Postal Group Conference all correspondence and communications should be directed to the Standing Orders Committee who will be situated on the floor of the Conference.

**Paddy Magill**

**Chair, Standing Orders Committee (Postal)**