

## **12 Key Recommendations from the CWU Submission to the BEIS Select Committee Inquiry**

1. The Government must urgently take a more interventionist approach to secure the sustainability of the Post Office network.
2. There must be an overhaul of governance and accountability in the Post Office, with new rights for workers through their unions to have more involvement and influence over how the Post Office is run, and a more rigorous process of accountability for POL.
3. An independent commission should be established to make recommendations on governance and accountability going forward.
4. There should be a review of whether the Government has fully exercised its oversight functions in relation to the Post Office, or whether those powers need to be significantly strengthened.
5. There should be an immediate moratorium on Post Office closures and franchising and a guarantee on the future of the Crown Office Network.
6. The Government and the Post Office should abandon the current Crown Office closure and franchising programme, the low cost PO Locals model and the 'white space' programme.
7. There must be a new strategy for the future based on investment, innovation, growth and decent employment standards. This includes the creation of a national Post Bank through the Post Office network and a re-commitment to making the Post Office a "genuine Front Office for Government".
8. The Government must publish where the money is coming from to fund POL legal costs and how potential liabilities, that could total hundreds of millions, will be met.
9. Subpostmasters should be granted worker status to reflect the reality of their employment relationship and to help address their current exploitation and lack of rights.
10. The CWU should be recognised by the Post Office for collective bargaining purposes on behalf of subpostmasters and Post Office employees who TUPE transfer to WH Smith under a franchising agreement.
11. Where franchising takes place, the Government should put measures in place to ensure that staff terms and conditions are preserved and that pay is not cut or skills lost and jobs downgraded.
12. If the private sector takes on Post Office services, there should be a contractual obligation on the private sector to meet the costs of ensuring that staff are treated fairly and that their terms and conditions are preserved.