



Postal  
Constituencies  
Conference  
**Agenda 2010**

25–27 May Bournemouth International Centre



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# POSTAL CONFERENCES

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**25<sup>th</sup> – 27<sup>th</sup> May 2010**  
**Bournemouth International Centre**

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## **Instructions to Delegates**

### **ADMISSION TO CONFERENCE**

Before leaving home make sure you have your Membership Card, Credential Cards 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 hand cards. Hold your hands high in order to avoid mistakes. Each branch should have a card vote book.

### **ADDRESSING CONFERENCE**

Position yourself 15 cms from the microphone and speak normally.

### **NOISE LEVEL DURING CONFERENCE**

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

### **LUGGAGE**

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

### **PROHIBITIONS**

The terms of Standing Order 3 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.

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# POSTAL CONFERENCES

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## STATEMENT

Dear Colleagues,

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

In the preparation of this year's Agenda, the Standing Orders Committee has sought to build on the successes of the previous six years' motion based Conferences.

In constructing the Standing Orders and Procedures for Conference, in accordance with the new rules, we have attempted to adopt best practice from other CWU Conferences whilst retaining those aspects of the Postal Industry Conference we considered beneficial to Postal delegates.

The Agenda is split into half day sessions and each session is split into sections with a time slot. In respect of this, and being mindful of minority grades, we have attempted to prioritise the agenda and set it out in such a way that will allow for debates on all the major issues affecting all our members.

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

Yours fraternally,

### **Members of the Postal Standing Orders Committee**

Neil Robinson (Chair)  
Ronnie Fitzsimmons (Secretary)

Phil Callaghan  
Des Carney  
John Gaby  
Brian Irvine  
Paddy Magill  
Angela Mulcahy  
Tony Sneddon

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## **TIMETABLE**

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### **TIMETABLE/PROGRAMME OF BUSINESS**

#### **TUESDAY 25<sup>TH</sup> MAY 2010**

09.00 – 18.00 POSTAL GROUP CONFERENCE

#### **WEDNESDAY 26<sup>TH</sup> MAY 2010**

09.00 – 18.00 POSTAL GROUP CONFERENCE

#### **THURSDAY 27<sup>TH</sup> MAY 2010**

09.00 – 12.45 ROYAL MAIL CONFERENCE

09.00 – 12.45 CLERICAL AND CASH HANDLING CONFERENCE

09.00 – 12.45 PACKAGES AND EXPRESS CONFERENCE

09.00 – 12.45 POSTAL TECHNICAL SERVICES CONFERENCE

### **POSTAL EXECUTIVE COUNCIL AND OFFICERS**

#### **EXECUTIVE COUNCIL**

M BAULCH  
S JONES  
C MADEN  
K QUIRKE  
D WARREN

P BROWNE  
M KAVANAGH  
N MCLEAN  
D ROBERTSON

P DONAGHY  
P KEENLYSIDE  
L MCLEAN  
B STEEL

J FARNAN  
J LOFTUS  
J MALONE  
I WARD

#### **OFFICERS**

##### **DEPUTY GENERAL SECRETARY : D WARD**

M COLLINS  
T PULLINGER

R ELLIS

A FUREY

B GIBSON

**MINUTES POSTAL CONFERENCES 2009**

**POSTAL GROUP - TUESDAY 9<sup>TH</sup> JUNE**

<b>PAY AND RELATED ISSUES</b>		
<b>SECTION</b>	<b>TIME</b>	<b>RESULT</b>
<b>SECTION 1A</b>	<b>10:00 – 11:05</b>	
Motion 1	-	Accepted
Motion 2	10:46	Carried
Motion 3	10:55	Withdrawn after Debate
Motion 4	-	Withdrawn
Motion 5	-	Withdrawn
Motion 6	11:03	Carried
E2	12:33	Carried
E3	15:50	Carried
E6	16:55	Not Carried - Card Vote 1
E7	-	Fell to E3
Motion 100	-	Carried
<b>SECTION 1B</b>	<b>11:05 – 12:05</b>	
Motion 7	-	Fell to E3
Motion 8	11:14	Carried
Motion 9	-	Fell to E3
Motion 10	-	Fell to E3
Motion 12	-	Fell to E3
Motion 13	-	Fell to E3
Motion 14	-	Fell to E3
Motion 15	-	Fell to E3
Motion 16	-	Fell to E3
<b>SECTION 1C</b>	<b>12:05 – 12:45</b>	
Motion 17	-	Fell to E3
Motion 18	-	Fell to E3
Motion 19	-	Fell to E3
Motion 20	-	Fell to E3
Motion 21	-	Withdrawn
Motion 22	-	Fell to E3
Motion 23	-	Fell to E3
Motion 24	-	Fell to E3
Motion 25	-	Fell to E3
<b>SECTION 1D</b>	<b>14:00 – 15:05</b>	
Motion 27	-	Withdrawn
Motion 28	-	Withdrawn
Motion 29	-	Fell to E3
Motion 30	-	Accepted
Motion 31	-	Accepted
Motion 32	-	Fell to E3
<b>GENERAL ISSUES</b>		
<b>SECTION 2A</b>	<b>15:05 – 16:25</b>	
Motion 33	-	Fell to E2
Motion 35	-	Withdrawn
Motion 36	-	Fell to E2

# MINUTES

Motion 37	-	Fell to E2
Motion 38	-	Fell to E2
Motion 39	-	Fell to E2
Motion 40	-	Withdrawn
<b>SECTION 2B</b>		
	<b>16:25 – 18:00</b>	
Motion 41	-	Accepted
Motion 42	-	Accepted
Motion 43	-	Withdrawn

## POSTAL GROUP CONTINUED – WEDNESDAY 10<sup>TH</sup> JUNE

<b>PAY AND RELATED ISSUES</b>		
<b>SECTION 1B</b>		
Motion 11	09:10	Carried
<b>SECTION 1D</b>		
Motion 26	09:22	Carried
<b>GENERAL ISSUES</b>		
<b>SECTION 2A</b>		
Motion 34	09:46	Carried
<b>SECTION 2C</b>		
Composite Motion 44	10:03	Carried
Motion 45	10:10	Carried
Motion 46	10:19	Carried
Composite Motion 47	10:30	Carried
Motion 48	10:46	Carried
Motion 49	-	Fell to 48
<b>SECTION 2D</b>		
Motion 173	11:06	Carried
Motion 50	-	Accepted
Motion 51	-	Fell to E3
Motion 52	-	Fell to E2
Motion 53	11:11	Carried
Motion 54	-	Fell to E2
Motion 55	11:15	Carried
Motion 56	-	Fell to E2
Motion 57	-	Withdrawn
<b>SECTION 2E</b>		
Motion 58	11:30	Withdrawn after debate
Motion 59	11:37	Carried
Composite Motion 60	11:42	Carried
Composite Motion 61	-	Accepted
Motion 62	-	Accepted
<b>SECTION 2F</b>		

# MINUTES

Composite Motion 63	12:20	Carried
Composite Motion 64	12:29	Carried
Motion 65	-	Withdrawn
Motion 66	-	Withdrawn
Motion 67	-	Carried
<b>SECTION 2G</b>		
Motion 68	-	Withdrawn
Motion 69	14:20	Carried
Motion 70	14:25	Carried
Motion 71	-	Withdrawn
Motion 72	14:47	Not Carried
Motion 73	14:50	Carried
<b>SECTION 2H</b>		
Composite Motion 81	15:16	Carried
Motion 74	15:22	Carried
Composite Motion 75	-	Withdrawn
Motion 76	-	Withdrawn
Motion 77	-	Fell to E2
Motion 78	-	Fell to E2
Motion 79	15:33	Withdrawn after debate
Composite Motion 80	15:43	Carried

## PACKAGES & EXPRESS - THURSDAY 11<sup>TH</sup> JUNE

<b>SECTION 3A</b>		
Motion 82	09:10	Carried
Motion 83	-	Fell to E2
Motion 84	-	Fell to E2
Motion 85	09:25	Carried
Motion 86	09:35	Carried
Motion 87	09:50	Carried
<b>SECTION 3B</b>		
Composite Motion 88	09:56	Carried
Motion 89	10:20	Carried
Motion 90	10:25	Carried
Motion 91	-	Accepted
<b>SECTION 3C</b>		
Motion 92	10:40	Not Carried
Motion 93	11:00	Carried
Motion 94	11:10	Withdrawn after Debate
Motion 95	11:35	Carried
<b>SECTION 3D</b>		
Motion 96	-	Accepted
Motion 97	11:50	Withdrawn after debate
Motion 98	12:01	Carried
Motion 99	12:15	Carried

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## MINUTES

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### CLERICAL & CASH HANDLING - THURSDAY 11<sup>TH</sup> JUNE

<b>SECTION 4A</b>		
Composite Motion 100	-	Carried at Postal Group Conference 9.6.09
Motion 101	-	Accepted
<b>SECTION 4B</b>		
Composite Motion 102	09:38	Carried
Motion 103	-	Fell to E2 and E3
Motion 104	09:58	Not Carried
Motion 105	10:12	Not Carried
Motion 106	10:35	Not Carried
<b>SECTION 4C</b>		
Motion 107	10:53	Not Carried
Motion 108	11:15	Carried
<b>SECTION 4D</b>		
Motion 109	11:40	Carried
Motion 110	12:00	Withdrawn
Composite Motion 111	12:04	Carried
<b>SECTION 4E</b>		
Motion 112	12:30	Not Carried
Motion 113	-	Accepted
<b>SECTION 4F</b>		
Motion 114	12:55	Not Carried
Motion 115	13:00	Carried
Motion 116	13:24	Carried
<b>SECTION 4G</b>		
Motion 117	-	Fell to E2 and E3
Motion 118	13:36	Carried
Motion 119	13:55	Carried
Motion 120	14:03	Carried
Motion 121		Fell to E2 and E3

### ROYAL MAIL OUTDOOR AND INDOOR - THURSDAY 11<sup>TH</sup> JUNE

<b>SECTION 5A</b>		
Motion 122	-	Fell to E3
Motion 123	-	Fell to E2
Composite Motion 124	09:17	Carried
Motion 125	09:20	Carried
Motion 126	-	Withdrawn
<b>SECTION 5B</b>		
Composite Motion 127	-	Fell to E2 and E3
Motion 128	-	Fell to E2 and E3

## MINUTES

Motion 129	-	Fell to E2 and E3
Motion 130	-	Withdrawn
Motion 131	-	Fell to E2 and E3
Motion 132	-	Fell to E2 and E3
Motion 133	-	Fell
<b>SECTION 5C</b>		
Motion 134	09:26	Carried
Motion 182	09:46	Carried
Composite Motion 135	09:57	Carried
Motion 136	-	Fell to E2 and E3
Motion 137	-	Withdrawn
Motion 138	-	Fell to E2 and E3
<b>SECTION 5D</b>		
Motion 139	10:13	Not Carried
Motion 140	-	Withdrawn
Motion 141	-	Fell to E2 and E3
Motion 142	-	Withdrawn
Motion 143	-	Fell to E2 and E3

## POSTAL TECHNICAL SERVICES

<b>SECTION 6</b>		
Motion 144	10:38	Not Carried
Motion 145	-	Fell to E2 and E3
Composite Motion E1	-	Fell to E2
Motion 146	-	Fell to E2 and E3
Motion 147	10:58	Carried
Motion 148	-	Accepted
Motion 149	-	Fell to E2
Motion 150	-	Fell to E2
Motion 151	-	Fell to E2
Motion 152	-	Fell to E2
Motion 153	11:14	Withdrawn after Debate
Motion 154	11:25	Carried
Motion 155	-	Fell to E2 and E3
Motion 156	-	Fell to E2 and E3
Motion 157	-	Fell to E2 and E3
Motion 158	11:40	Carried
Motion 159	-	Fell to E2
Motion 160	11:50	Carried
Motion 161	-	Accepted
Motion 162	-	Accepted
Motion 163	-	Accepted
Motion 164	12:11	Not Carried
Motion 165	12:22	Carried

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# STANDING ORDERS (POSTAL) REPORT NO.1

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## Standing Orders of the Postal Industry and Section Conferences 2010

### 1. Post Office Industry Conference – Order of Business

- (a) The Chair formally opens Conference and welcomes delegates.
- (b) Adoption of the minutes of Postal Conference 2009.
- (c) Any correspondence, communication, or other business specially brought forward by direction of the Chair.
- (d) Adoption of Standing Orders Committee Report(s) and appeals against SOC decisions.
- (e) Adoption of Standing Orders of the Postal and Section Conferences 2010 (SO.11A(v) refers).
- (f) Dave Ward.
- (g) Motions.

### 2. Section Conferences – Order of Business

- (a) The Chair formally opens Conference and welcomes delegates.
- (b) Any correspondence, communication, or other business specially brought forward by direction of the Chair.
- (c) Motions.

### 3. Prohibitions

The use of mobile telephones are prohibited anywhere within the confines of the Conference Hall.

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

### 4. Timetable & Categorisation of Motions

- (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 of Category A motions.
- (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.
- (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.

### 5. Conference Items Referred to the Postal Executive Council

- (a) All matters on the agenda not reached at the conclusion of the appropriate Conference shall be referred to the Postal Executive.

### 6. Order of Debate

- (a) A delegate when speaking shall address the Chair and if two or more members 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) Motions in the name of a Branch/Co-ordinating Committee must be moved by a delegate of the Branch/Co-ordinating Committee, 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. Officers of Regional/Business Co-ordinating Committees may participate in a discussion at Conference on the specific request of a Branch within that Committee.
- (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) A Branch or Business Co-ordinating Committee 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 that such intention has been placed with the Chair of the Standing Orders Committee.
- (f) Proposers of motions and speakers replying to a debate as provided by Standing Order 6(i) are governed by the time allocation laid down in Appendix "A".
- (g) 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 "B".
- (h) Appeals against decision of the Standing Orders Committee.  
All appeals will be formally seconded and no discussion allowed. No extension of time shall be permitted to any speaker on appeals against SOC decisions, as laid down in the Matrix of Standing Order 6(f) produced in Appendix "C".

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# STANDING ORDERS (POSTAL) REPORT NO.1

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- (i) With the exception of formal motions, the mover of a motion may reply to the debate, only if there has been opposition. In their reply they shall confine themselves to answering previous speakers and shall not introduce any new matter into the debate.
- (j) No other person/Branch shall be heard a second time on any motion.
- (k) The views of the Postal Executive Council will be heard on all items under discussion at the Postal Conferences. A PEC member when speaking on a motion sponsored by the Postal Executive/Branch/Co-ordinating Committee will do so immediately prior to the mover exercising his/her right of reply to the debate, unless the terms of 6(l) apply.
- (l) At the discretion of the Chair and subject to Standing Order 6(f) and Appendix "A" and 6(j) a member of the PEC 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.
- (m) A Statement Seeking Acceptance of a motion under discussion shall only be allowed when a PEC member wishes to make a point to Conference, which must be of a positive nature, in pursuance of the original motion.
- (n) No extension of time shall be permitted to any PEC member when entering a debate to make a Statement Seeking Acceptance of a motion, which has been moved by a Branch/Co-ordinating Committee.
- (o) 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 6(f) and 6(k).
- (p) Any motion may be withdrawn from the agenda at any time by the sponsor or in the case of a composite "all Branches 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.
- (q) The Standing Orders Committee shall have the right to enter debate on all matters affecting the decisions and role of the Committee.

## 7. 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 Chairperson shall immediately give a ruling or refer the matter to the Standing orders Committee for a decision. Any person raising points of order must seek to prove one or more of the following:-
  - (i) That the speaker is using unparliamentary language.
  - (ii) That the speaker is digressing from the subject of the motion.
  - (iii) That the rules of the Union are being broken.
  - (iv) That there is an infringement of the customary rules of debate.
  - (v) That there is an infringement of the Standing Orders (which shall be referred to the Standing Orders Committee).
- (b) The Chairperson's ruling on a point of order shall be final unless it is challenged. The correct method of challenging the ruling shall be to move: "I wish to challenge your ruling". Such a motion shall be carried by a simple majority.

## 8. Debates in Camera

Any motion submitted to any delegate Conference by Branch/Co-ordinating Committee or the Postal Executive which in its wording recommends consideration of industrial action shall be debated in camera, and any other issue deemed necessary by the Chair.

## 9. Voting Procedure

- (a) Voting shall normally be by a show of hands.
- (b) A card vote may be called by the Chair or by a number of delegates on their feet calling for such, as 9 (c) refers. When a card vote is taken it shall be based on Branch membership as published.
- (c) At the Industry and Section Conferences the number of delegates required to be standing in their places to seek a card vote shall be 30 at the Industry Conference, 20 at the Letters Section Conference, 10 at the Counters, Parcels, Postal Technical Services Section Conferences.
- (d) The counting of votes shall be undertaken by the appointed independent scrutineer. 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 (Rule 10.15.3 refers).
- (e) DURING A CARD VOTE ALL DELEGATES MUST REMAIN IN THEIR SEATS AND NO PERSON SHALL ENTER OR LEAVE THE FLOOR OF CONFERENCE.

## 10. Procedure for Emergency Motions

- (a) Emergency motions may only be submitted for inclusion in the Agenda if they refer to a matter which (because of the circumstances giving rise to them) could not possibly have been submitted by the published closing date for motions. Such emergency motions will only be accepted by the SOC if they constitute a significant and important matter, which requires a decision by Conference.
- (b) Emergency motions must reach the Standing Orders Committee at CWU Headquarters by midday

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# STANDING ORDERS (POSTAL) REPORT NO.1

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on **11<sup>th</sup> May 2010**. Branches, Co-ordinating Committees and the Postal Executive will be advised by the SOC whether or not the emergency motion has been accepted for inclusion to the Agenda prior to the commencement of 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 the penultimate session of the Group Conference. Emergency motions submitted after **11<sup>th</sup> May 2010**, may only be accepted where the subject of the emergency is such that the matter could not have been submitted by that date. Branches, Co-ordinating Committees and the PEC will be advised by the SOC whether or not the emergency motion has been accepted for inclusion to the agenda as a matter of urgency.
- (d) When submitting emergency motions, Sectional Conferences shall not discuss items of common policy which are proper to the Postal Industry Conference.
- (e) A decision taken by Conference shall not be open to the emergency procedure at the same Conference.
- (f) The Postal Executive will also be required to follow these procedures.

## 11. 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

must reach the Standing Orders Committee at CWU Headquarters by midday on **11<sup>th</sup> May 2010**. Such written notice must advise of the intention to appeal to alter the published agenda with details and reasons for doing so (SO 1(d) refers).

- (b) Failing agreement any appeals, and provided that the terms of such appeals do not constitute a breach of the Rules of the Union, shall come before Conference as an entitlement if the Branch or Business Co-ordinating Committee which submitted the proposal gives written notice to the SOC to that effect by **21<sup>st</sup> May 2010**. The appeals machinery will also be open to Branches or Business Co-ordinating Committees when each Standing Orders Committee Report is put to Conference for adoption.
- (c) The Postal Executive will also be required to follow these procedures.

## 12. Suspension of Standing Orders

- (a) Motions to suspend Standing Orders shall only be allowed to deal with business or circumstances that could not have been foreseen when the Timetable/Programme of business was adopted.
- (b) The Chairperson may accept a motion for the suspension of Standing Orders provided no motion is on the floor being debated. Any such motion must state the Standing Order(s) involved and also state the nature and urgency of the business as to why the suspension is required. The Chairperson 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 unless it is suggested by the Chair. No subsequent motion for 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.

## 13. Postal Executive Acceptance

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

## 14. Section Conferences

The above Standing Orders, Paragraphs 2 to 14, apply to the Section Conferences.

# STANDING ORDERS (POSTAL) REPORT NO.1

**APPENDIX "A"**  
**SPEECHES: TIME ALLOCATIONS**

Subject: Motion	Time Allowed (minutes)	Right of Reply (subject to Standing Order 6(i))
Proposer/Mover	5	3
Secunder	3	
Others	3	
PEC Statement Accept	3	

**APPENDIX "B"**  
**SPEECHES: EXTENSIONS**

To be granted only if Conference clearly elects and only to the following categories (subject to Standing Order 6(f))

Subject:		Extension of Time Allowed (minutes)
Motion by Branch	(a) Branch/Co-ord Committee in moving and/or replying	2
Co-ord Comm	(b) One PEC Member	2
Motion by PEC	(a) PEC in moving and/or replying	2

**APPENDIX "C"**  
**SPEECHES: TIME ALLOCATIONS**

Subject:	Time Allowed (minutes)	Other	Right of Reply	Time Allowed (minutes)
Appeals against decisions of the Standing Orders Committee	3	NONE	SOC	3

**Note by SOC**

*Categorisation*

*THE POSTAL CONFERENCE SOC SHALL BE RESPONSIBLE FOR THE ADMISSION, COMPOSTING, PLACEMENT, AND PUBLICATION OF MOTIONS AND EMERGENCY MOTIONS. ADDITIONALLY THE SOC 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 SOC 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 10.18.1 refers)*

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## STANDING ORDERS (POSTAL) REPORT NO.2

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### PROGRAMME OF BUSINESS POSTAL INDUSTRY CONFERENCE

#### Tuesday 25<sup>th</sup> May 2010

Time	Item	Subject		
09.00	1a	Ms J Loftus opens conference and welcomes delegates		
	1b	Adoption of minutes of the Postal Industry Conferences 2009		
	1c	Correspondence, communications or other business specifically brought forward by directions of the Chair		
09.10	1d	Adoption of Standing Orders report and appeals against SOC decisions		
	1e	Adoption of Standing Orders of the Postal Industry Conferences		
09.40	2	Dave Ward, Deputy General Secretary		
10.00	3	Section 2A	Motion	39
10.30	4	Section 1A	Motions	1-3
11.00	5	Section 1B	Motions	4-15
12.45	6	Conference Adjourns for Lunch		
14.00	7	Section 1C	Motions	16-19
14.30	8	Section 1D	Motions	20-26
15.35	9	Section 1E	Motions	27-33
16.30	10	Section 1F	Motions	34-38
17.15	11	Section 2F	Motions	61-65
18.00	12	Conference Adjourns		

#### Wednesday 26<sup>th</sup> May 2010

09.00	13	Section 2B	Motions	40-46
10.20	14	Section 2C	Motions	47-49
10.50	15	Section 2D	Motions	50-57
12.00	16	Section 2E	Motions	58-60
12.45	17	Conference Adjourns for Lunch		
14.00	18	Section 2G	Motions	66-73
15.10	19	Section 2H	Motions	74-78
16.05	20	Section 2I	Motions	79-83
17.00	21	Section 2J	Motions	84-89
17.45	22	Fraternal Exchanges		
18.00	23	Conference Closes		

**PROGRAMME OF BUSINESS  
SECTION 3  
PACKAGES AND EXPRESS CONFERENCE**

**Thursday 27<sup>th</sup> May 2010**

Time	Item	Subject
09.00	1a	The Chair, K Quirke opens conference
	1b	The Chair welcomes delegates
	1c	Correspondence, communications or other business specifically brought forward by directions of the Chair
09.10	2	Section 3A Motions 90-91
09.35	3	Section 3B Motions 92-95
10.25	4	Section 3C Motions 96-97
10.50	5	Section 3D Motions 98-101
11.40	6	Section 3E Motions 102-105
12.10	7	Section 3F Motions 106-107
12.30	8	Fraternal Exchanges
12.45	9	Conference Closes

**PROGRAMME OF BUSINESS  
SECTION 4  
CLERICAL AND CASH HANDLING CONFERENCE**

**Thursday 27<sup>th</sup> May 2010**

Time	Item	Subject
09.00	1a	The Chair, L McLean opens conference
	1b	The Chair welcomes delegates
	1c	Correspondence, communications or other business specifically brought forward by directions of the Chair
09.10	2	Section 4                      Motions                      108-116
12.30	3	Fraternal Exchanges
12.45	4	Conference Closes

**PROGRAMME OF BUSINESS  
SECTION 5  
ROYAL MAIL (OUTDOOR AND INDOOR) CONFERENCE**

**Thursday 27<sup>th</sup> May 2010**

Time	Item	Subject
09.00	1a	The Chair, J Farnan opens conference
	1b	The Chair welcomes delegates
	1c	Correspondence, communications or other business specifically brought forward by directions of the Chair
09.10	2	Section 5A Motions 117-120
10.30	3	Section 5B Motions 121-124
11.30	4	Section 5C Motions 125-127
12.30	5	Fraternal Exchanges
12.45	6	Conference Closes

**PROGRAMME OF BUSINESS  
SECTION 6  
POSTAL TECHNICAL SERVICES CONFERENCE**

**Thursday 27<sup>th</sup> May 2010**

Time	Item	Subject
09.00	1a	The Chair, P O'Donaghy opens conference
	1b	The Chair welcomes delegates
	1c	Correspondence, communications or other business specifically brought forward by directions of the Chair
09.10	2	Section 6 Motions 128-142
12.30	3	Fraternal Exchanges
12.45	4	Conference Closes

# **POSTAL INDUSTRY CONFERENCE**

**WINDSOR HALL**

**BOURNEMOUTH  
INTERNATIONAL CENTRE**

**CHAIR: JANE LOFTUS**

**VICE CHAIR: PETER DONAGHY**

**STANDING ORDERS COMMITTEE:**

**NEIL ROBINSON (CHAIR)**

**RONNIE FITZSIMMONS (SECRETARY)**

**PHIL CALLAGHAN**

**DES CARNEY**

**JOHN GABY**

**BRIAN IRVINE**

**PADDY MAGILL**

**ANGIE MULCAHY**

**TONY SNEDDON**



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## VOTING STRENGTHS

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### MEMBERSHIP OF BRANCHES ATTENDING POSTAL GROUP CONFERENCE

REF	BRANCH	
01/001	Essex Amal	2725
01/002	Colchester and District Amal	653
01/003	Eastern No.3	1483
01/004	Eastern No.4	1567
01/005	Eastern No.5	1869
01/006	Eastern No.6	1766
01/008	Suffolk Amal	880
01/009	South Central No.1	1830
02/001	Birmingham District Amal	3059
02/002	Coventry Area	2280
02/003	Leicestershire Amal	1758
02/004	Northamptonshire Amal	1856
02/005	Wolverhampton District Amal	2293
02/006	Derbyshire Amal	1064
02/007	Midland No.7	1261
02/008	Nottingham District Amal	2417
03/001	Doncaster and District Amal	1895
03/002	South Yorkshire and District Amal	2734
03/003	Bradford and District Amal	1605
03/005	Leeds No.1 Amal	3404
03/006	York and District Amal	1304
03/007	Hull and East Ridings Amal	629
03/008	Newcastle Amal	2655
03/009	Darlington Amal	646
03/010	Cleveland Amal	1093
03/011	Durham County Amal	445
03/012	North East Coastal Amal	422
04/001	Northern Ireland Combined	1612
04/002	Northern Ireland East	430
04/003	Northern Ireland West	828
05/001	Merseyside Amal	2399
05/002	Isle of Man	256
05/003	Cheshire No.1 Amal	880
05/004	North West Central Amal	2419
05/006	Greater Manchester Amal	3375

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## VOTING STRENGTHS

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<b>REF</b>	<b>BRANCH</b>	
05/007	Wigan Amal	432
05/008	Bolton and Bury	861
05/009	Oldham and Rochdale Amal	531
05/010	East Lancs Amal	600
05/011	North Lancs and Cumbria	3223
06/001	Glasgow and District Amal	4571
06/002	Scotland No.2	3323
06/003	Grampian and Shetland Amal	845
06/005	Scotland No.5	828
06/006	Clyde Valley Amal	473
06/007	Orkney	58
06/008	Highland Amal	413
07/001	Southdowns Amal SE No.1	1143
07/002	Portsmouth and District Amal	1350
07/003	South East No.3	1442
07/004	Kent Invicta	2149
07/005	South East No.5	5865
08/001	Western Counties	2921
08/002	Plymouth and East Cornwall Amal	1681
08/003	Bournemouth and Dorset Amal	1321
08/004	Wessex South Central	1576
08/005	Bristol and District Amal	3277
08/006	Gloucestershire Amal	1216
08/007	South West No.7	1662
08/009	Jersey	266
08/010	Guernsey	208
08/011	Worcester and Hereford Amal	879
08/012	Cornwall Amal	617
08/013	Swindon Supplies	80
09/001	North Wales and Marches	1834
09/002	Shropshire and Mid Wales	1133
09/003	South East Wales Amal	1766
09/004	South West Wales Amal	1521
09/005	Gwent Amal	891
10/002	Mount Pleasant	1971
10/004	London West End Amal	619
10/006	London North Western C&C	419
10/007	London 7	383
10/008	Watford No.1	762

<b>REF</b>	<b>BRANCH</b>	
10/009	Northern Home Counties Postal	1106
10/011	London Parcels and Stations Amal	599
10/012	Northern/North West London	2074
10/013	East London Postal	1597
10/015	West London Postal	689
10/016	South East London Postal and Counters	1726
10/017	London South West	2509
10/018	Kingston Area	753
10/019	Romford Amal	1476
10/020	Harrow and District Amal	1771
10/021	South and East Thames Amal	1402
10/022	Croydon and Sutton Amal	1211
10/023	South West Middlesex Amal	1298
21/006	South Central MT	128
21/066	Cambridge	10
21/819	Central Counties Combined	120
21/827	South East Anglia	31
21/831	North Anglia	34
22/032	Birmingham	99
22/238	Leicester and Midshires	63
22/239	East Midlands MT	125
22/803	East Midlands	49
22/809	Coventry	50
22/832	North Midlands	16
23/404	South Yorkshire	74
23/808	North East	106
23/830	West Yorkshire	135
24/024	Northern Ireland Engineering	70
25/414	Merseyside and SW Lancs	134
25/821	Central and West Lancs	40
26/156	Glasgow and Motherwell	56
26/157	Scotland MT	128
26/825	Edinburgh, Dundee and Borders	80
27/805	Meridian	96
28/021	South West Engineering	78
28/053	Western MT	108
28/350	South Devon and Cornwall	30
28/459	Devon and Somerset	23
28/828	Solent	73

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## VOTING STRENGTHS

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<b>REF</b>	<b>BRANCH</b>	
29/424	The Welsh Valleys	12
29/807	Mid Wales, The Marches and N.Staffs	10
29/823	South Wales	39
30/122	London Regional MT	183
30/255	London Postal Engineering	401
30/285	North East London	1
	<b>TOTAL</b>	<b>133,715</b>

**1 CATEGORY A:** This Conference notes with concern that the structure for management of engineering elements within Mail Centres could lead to an additional workload for MTL's. Conference therefore instructs the PEC to enter into discussions with Royal Mail to ensure that any enhanced workload is properly remunerated.

**Meridian**

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**2 CATEGORY A:** This Conference agrees that the current Quadrant Productivity Bonus is now failing to deliver the kind of financial rewards which was expected on its introduction, therefore Conference agrees that an immediate review of the Quadrant Productivity Bonus scheme must take place.

The Postal Executive is instructed accordingly.

**Kent Invicta**

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**3 CATEGORY C:**

**"IN CAMERA"**

This Conference instructs the incoming Postal Executive to seek an agreement on Quadrant Pay on the following lines:-

- 1 Obtain the maximum pay increase possible.
- 2 Increase in the London Weighting payment.
- 3 Any pay increase shall flow through to all overtime and allowances.
- 4 Reduction of the working week to 35 net working hours.
- 5 All increases to be fully Pensionable.
- 6 Increase Full Paid Maternity Leave from 40 weeks to 1 Year.
- 7 Continue to progress policy on child care, carers, and family friendly provisions as part of the pay agreement.
- 8 The introduction of a Healthcare package for Quadrant Members.

This list is not exhaustive.

If negotiations are not completed by 1<sup>st</sup> July 2011 the Postal Executive shall consider implementing a ballot of the membership under National Rule 13.

**Kent Invicta**

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## **PAY AND RELATED ISSUES**

### **SECTION 1B : Tuesday (11.00 – 12.45)**

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**4 CATEGORY A:** This Conference agrees that the Parcelforce Special Responsibility Allowance should be paid for fifty two weeks per year and that this policy will be pursued during future pay negotiations.

The Postal Executive is instructed accordingly.

**Bristol and District Amal**

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**5 CATEGORY A:** This Conference notes that it is a prerequisite to employment at Bangor Customer Service Centre, for individuals to be fluent in Welsh and English.

This means that all CWU graded employees at Bangor are required to be more skilled before employment, than their colleagues at other call centres.

This higher skill has to be recognised.

Therefore Conference instructs the incoming Postal Executive to secure the payment of a language allowance for all CWU employees at Bangor Customer Service Centre by the end of September 2010.

**North Wales and Marches**

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**6 CATEGORY A:** This Conference instructs the incoming Postal Executive to negotiate with Parcelforce Worldwide the introduction of a Special Responsibility Allowance payment for the AIG duties, this is due to the increased responsibility being placed upon that duty since the introduction of the GX product range.

**Glasgow and District Amal**

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**7 CATEGORY A:** This Conference instructs the incoming Postal Executive to negotiate an agreement with Fleet & Maintenance Services that introduces a daily allowance for Technicians that work predominately on trailers or vehicles over 7.5 tonnes.

**Scotland MT**

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**8 CATEGORY A:** This Conference instructs the incoming Postal Executive to negotiate with Parcelforce the following for all Parcelforce Worldwide grades:-

- 1) An attendance allowance for good attendance.
- 2) To seek the re-introduction of improved holiday payments.

**Glasgow and District Amal**

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**9 CATEGORY A:**

*If carried 12 Falls*

This Conference instructs the incoming Postal Executive that Conference agrees that because of the forthcoming changes to the Saturday Attendances it is now imperative that the PEC begin negotiations for the introduction of a Saturday Attendance Allowance.

**Scotland No.2**

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**10 CATEGORY A:** This Conference instructs the incoming Postal Executive to secure an agreement that Parcelforce employees retain the payment of allowances when absent due to a non-culpable accident on duty or dog attack.

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

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**11 CATEGORY A:** This Conference instructs the incoming Postal Executive to negotiate with Parcelforce Worldwide an increase in both levels of driving allowance, this increase should also take into account that drivers may be requested to attend at weekends therefore, any increase achieved should be reflected in the daily allowance.

**Glasgow and District Amal**

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**12 CATEGORY A:** This Conference instructs the incoming Postal Executive that with Royal Mail's proposals for Saturday attendances to be consistent with weekday attendances, a Saturday allowance should be negotiated to compensate members due to the impact this would have on their family lives.

**Merseyside Amal**

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**13 CATEGORY A:** This Conference instructs the incoming Postal Executive to negotiate an agreement around special payments (in line with previous Valentines Day & Mothers Day Agreements) for weekends where there are traditionally higher levels of traffic than normal.

**Scotland & N.Ireland Regional Parcels Committee**

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**14 CATEGORY A:** This Conference instructs the incoming Postal Executive to secure an agreement that Parcelforce employees with less than twelve months service, that are involved in a non-culpable accident on duty or dog attack receive full sick pay and allowances should they have to be absent from work as a result.

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

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**PAY AND RELATED ISSUES**  
**SECTION 1B : Tuesday (11.00 – 12.45)**

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**15** **CATEGORY A:** That this Conference agrees that the current Parcelforce Worldwide Pay Directive relating to the frequency of the payment of the 7.5t driving allowance to the reserve drivers of these vehicles is not in the best interests of those reserve drivers.

This Conference therefore, instructs the National Officer to enter into negotiations with Parcelforce Worldwide to have the 7.5t weekly driving allowance made payable to the 7.5t reserve drivers for as long as they remain 7.5t reserve drivers or for the remainder of the reference period of the time, whichever is greater.

The Postal Executive is instructed accordingly.

**Scotland & N.Ireland Regional Parcels Committee**

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**16 CATEGORY A:** This Conference agrees to actively promote equality of pensions within Royal Mail group.

Conference notes that the CWU membership rejected, by consultative ballot, all changes by Executive Action taken by Royal Mail to the Pension Scheme.

Conference notes that pensions for all members are deteriorating and are not comparable to the pension of senior postmen and women. Conference also notes that this is divisive and not in the best interest of all members old and young.

Conference deplores the fact that Royal Mail have made changes by Executive Action and that there has been a complete lack of leadership and fight against these changes from the CWU.

Conference instructs PEC to use all means at their disposal, including the use of media such as the CWU websites, literature, courses, WTL's to allow massive publicity and to motivate the CWU membership in fighting for equal pensions.

Conference therefore instructs PEC to fight for a final salary pension scheme for all.

**South Central No.1**

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**17 CATEGORY A:** This Conference agrees that the CWU will not agree to the principle of 'winners and losers' with respect to pay and conditions in any future agreements.

The Postal Executive is instructed accordingly.

**Bristol and District Amal**

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**18 CATEGORY A:** This Conference instructs the incoming Postal Executive that any National Agreement on a Shorter Working Week in Royal Mail must include:

1. Achievement of the goal of a 35 hour gross Shorter Working Week, or;
2. Gross Shorter Working Week of less than 40 hours as movement towards this goal.

This must be on the basis of:

1. No loss of pay and;
2. The retention of fully paid Meal Relief breaks.

**Bradford and District Amal**

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**19 CATEGORY A:** This Conference agrees that any further reduction in the working week shall not reduce any MDEC allowances.

The Postal Executive is instructed accordingly.

**North West Central Amal**

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## **PAY AND RELATED ISSUES**

### **SECTION 1D : Tuesday (14.30 – 15.35)**

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#### **20** CATEGORY A: *If Carried 21,22, 23, Comp 25 and 26 Falls*

This Conference instructs the incoming Postal Executive that where ever possible any future agreements reached between the Union and the respective Businesses will avoid the use of pro-rata payments for less than full time members of the Union. This is to ensure that whatever financial benefits that may be negotiated do not, by default, disadvantage part time members.

**Shropshire and Mid Wales**

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#### **21** CATEGORY A: *If Carried 24 and 26 Falls*

This Conference agrees that there is now an urgent need to address ourselves to the issue of pay and conditions for part time members in Royal Mail.

For too long the pro-rata argument has been used by Royal Mail as an excuse to exploit part time workers in Royal Mail. Conference notes that this is not the position in all Royal Mail Group Businesses and in Post Office Limited for instance, part time employees broadly speaking get bonus and annual leave commensurate with the average of hours worked in a reference period.

Conference therefore agrees that the principle of applying bonus and annual leave payments etc being based on average hours worked will now be the policy of the CWU and must be factored into any further talks with Royal Mail on pay and reward.

The Postal Executive is instructed accordingly.

**Western Counties**

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#### **22** CATEGORY A: *If Carried 23 Falls*

This Conference agrees that our part-time members are still being discriminated against because shift payments and TPM money are still being paid to them on a pro-rata basis.

A part-time worker who works from 18.00 to 22.00 on the late shift still works the same number of unsociable hours as a full time worker who works 14.00 to 22.00, but only receives half the shift payment, under the old NDA scheme both part time and full time workers would have received the same payment.

The same is true of the TPM allowance; a full time worker who performs a 40 minute meal relief on an IMP would receive the full TPM allowance while a part time worker who works a full four hour shift on the IMP would only receive half of the TPM payment.

We call upon the PEC to look into this imbalance and redress this inequality with the employer.

The Postal Executive is instructed accordingly.

**Greater Manchester**

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**23 CATEGORY A:** This Conference agrees that the payment of pro-rata allowances to part time employees is not in the best interests of our part time members.

Therefore Conference instructs the Postal Executive to achieve the equalisation of allowance payments in all cases where the trigger for payment is equal to that of their full time counterparts e.g. attendance criteria and work load requirement.

**Eastern No.3**

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**24 CATEGORY A:** This Conference instructs the incoming Postal Executive that part time employees are continually disadvantaged by regularly working more than their contracted hours, whilst receiving no subsequent recompense in improved holiday pay.

Conference therefore instructs the PEC to negotiate an agreement that rewards part time employees with improved holiday pay based on average earnings.

Conference further instructs the PEC to explore every possible avenue of achieving the aims and objectives of this motion, whilst taking into account the complex legal issues involved.

**Durham County Amal**

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**25 CATEGORY A: COMPOSITE MOTION**

**This Conference instructs the incoming Postal Executive that all future pro-rata lump sums for part time members be based on the average number of hours worked over a defined period.**

**Newcastle Amal**  
**Durham County Amal**

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**26 CATEGORY A:** This Conference instructs the incoming Postal Executive that in any subsequent Pay & Conditions talks to replace the pro-rata bonus payments for staff, to one that gives equal bonus payments to all e.g. if a F/T gets £400 a part timer will receive the same.

**York and District Amal**

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## **PAY AND RELATED ISSUES**

### **SECTION 1E : Tuesday (15.35 – 16.30)**

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#### **27 CATEGORY A:**

*If Carried 29 Falls*

This Conference instructs the incoming Postal Executive to improve the holiday entitlements of all grades by 2014, using the following formula:-

1. On entry to 10 years service- 5 weeks paid holiday & all Bank Holidays.
2. 10-20 years service- 6 weeks paid holiday & all Bank Holidays.
3. 20 or more years service- 7 weeks paid holiday & all Bank Holidays.

**York and District Amal**

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**28 CATEGORY A:** This Conference notes that our members employed by Romec as cleaning grades have difficulties in acquiring additional leave which would then allow them the same level of annual leave as their colleagues employed by Royal Mail.

Therefore Conference instructs the incoming Postal Executive to negotiate the availability for our members employed by Romec to purchase additional annual leave up to the current leave entitlement to that of our members employed by Royal Mail as postal grade staff.

**Eastern No.5**

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**29 CATEGORY A:** This Conference instructs the incoming Postal Executive that Conference notes there has been no increase to Royal Mail Annual Leave since April 2000.

In April 2009 the Legal Minimum Statutory leave increased from 4.8 weeks (24 days) to 5.6 weeks (28 days).

Conference therefore calls on the PEC to negotiate an increase in the Annual Leave in line with at least the percentage increase in the Legal Statutory Leave. This policy should flow through to all Postal Group Businesses.

**Scotland No.2**

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#### **30 CATEGORY A:**

*If Carried 33 Falls*

This Conference instructs the incoming Postal Executive to actively secure an agreement for the increases of rates of pay for all overtime. Rates of pay for all overtime has increased only minimally for a number of years and are now only slightly higher than basic pay. With possible changes under European Legislation to the amount of overtime that can be performed by the membership to the amount of overtime that can be performed by the membership, an increase is essential to protect our peoples take home pay, i.e. Scheduled Attendance, bank holiday and pressure.

This list is not exhaustive.

**Merseyside Amal**

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**31** CATEGORY A:

*If Carried 84 Falls*

This Conference instructs the incoming Postal Executive to negotiate an agreement that compensates members for rest days that coincides with non service days.

**Newcastle Amal**

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**32** CATEGORY A: This Conference recognises that under the Professional Drivers Agreement, Network Drivers are required to work Bank Holidays as a normal attendance. Currently a driver that is required to attend on a Bank Holiday will have a days annual leave credited to their entitlement.

This motion instructs the National Officer to seek negotiations with Network Management to secure the following:

- Future Bank Holiday attendances made by Network Drivers will have the additional choice of the hours attended to be paid at an enhanced rate for LGV grades.
- The priority must be to seek this additional choice for the Christmas & New Year Bank Holiday attendances at a minimum.

**Northamptonshire Amal**

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**33** CATEGORY C: This Conference instructs the incoming Postal Executive that all overtime worked after the full time hourage has been reached will be paid at a rate not less than the basic hourly rate for that grade.

**Cheshire No.1 Amal**

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## **PAY AND RELATED ISSUES**

### **SECTION 1F : Tuesday (16.30 – 17.15)**

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**34 CATEGORY A:** This Conference instructs the incoming Postal Executive to renegotiate PILON (Pay in Lieu of Notice) to include shift payments. The level of which will be up to a maximum of eight (8) weeks in line with the shift allowance section of the Way Forward Agreement.

**Eastern No.5**

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**35 CATEGORY A:** This Conference instructs the incoming Postal Executive to negotiate with Royal Mail Group a system where employees can have a free health check on a regular basis if they so wish, this service to be free and in company time, this is being submitted in an effort to have a more wellbeing workforce and the benefits that this achieves to all, by alerting employees to potential health dangers.

**York and District Amal**

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**36 CATEGORY A:** This Conference instructs the incoming Postal Executive to negotiate a formula for an exit package for staff between sixty four and a half and sixty five for those individuals who wish to voluntarily leave Royal Mail prior to their sixty fifth birthday. The terms being similar to PILON (Pay in Lieu of Notice) terms.

**Eastern No.5**

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**37 CATEGORY A:** This Conference instructs the incoming Postal Executive to negotiate a deal with the business that incorporates the MGV Substitution paid to occasional drivers (as part of the Area Distribution Professional Drivers Agreement) into MTSF pay protection under any future duty revisions.

**York and District Amal**

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**38 CATEGORY A:** This Conference instructs the incoming Postal Executive that in light of the fact that Royal Mail are moving to fewer Units, that when office closures are announced staff who voluntarily take an exit package shall be financially assisted by the business through paid release and/or funded courses. The Postal Executive is therefore instructed to negotiate an agreement that creates a framework to assist such individuals.

**Eastern No.5**

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**39** CATEGORY A:

**“IN CAMERA”**

This Conference agrees that a vote of no confidence be placed upon CWU National Officer Martin Collins in respect of his lack of leadership and reports to affected Branches currently engaged in the Mail Centre Rationalisation program.

**Merseyside Amal**

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**40 CATEGORY A:****"IN CAMERA"**

This Conference notes that Royal Mail are using an un-agreed method to persecute our members when they are on sick leave i.e. nuisance phone calls daily, 1<sup>st</sup> day letters, 1<sup>st</sup> week letters and stopping of members pay. This list is not exhaustive.

Therefore Conference instructs the incoming Postal Executive to reach a fair and practicable strategy to deal with sick absence with the aim of removing the tactics that Royal Mail use to bully our members back to work, if no agreement can be reached by October 2010, then a National Ballot will be called for up to and including strike action.

**Merseyside Amal**

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**41 CATEGORY A: COMPOSITE MOTION**

**This Conference notes that return to work interviews under the Royal Mail Attendance Procedure are now assuming increasing importance in the decision making processes, especially at Stage 3.**

**Conference therefore instructs the PEC to negotiate that members have a right to representation at such interviews.**

**South Wales/South West Division  
Western Counties**

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**42 CATEGORY A:** This Conference instructs the incoming Postal Executive that the Royal Mail Attendance Procedure needs improving in the following ways:

1. The terminology used for different stages needs to be changed, in order to bring home the seriousness of falling below acceptable standards. In particular, the PEC shall secure agreement that the words 'Formal Stage' will replace 'Stage One', 'Final Stage' will replace 'Stage Two', and 'Dismissal Stage' will replace 'Stage Three'.
2. Currently there is no appeal process until the Dismissal Stage within the Royal Mail Attendance Procedure. It must be a priority of the PEC to gain agreement that employees will have the right to appeal against decisions at all stages of the Attendance Procedure.

**Bradford and District Amal**

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**43 CATEGORY A:** This Conference instructs the incoming Postal Executive that the stress and anxiety caused by members being given awards against DDA related absences which would 'normally be discounted' needs to be addressed.

The Royal Mail Attendance Procedure needs to be amended to include a mandatory medical referral at both stage one and stage two of the procedure. In many cases members who fall under the DDA are not having this taken into account until stage three of the procedure when an appeal facility is available.

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**GENERAL ISSUES**  
**SECTION 2B : Wednesday (09.00 – 10.20)**

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Therefore the Royal Mail Attendance Procedure should be amended to include a mandatory medical report at stage one and stage two of the procedure in order to avoid this iniquitous position.

**North Lancs and Cumbria**

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**44 CATEGORY A:** This Conference instructs the incoming Postal Executive that any future agreement covering Attendance within the Postal Industry shall include the following paragraph:

'Any absence due to an illness recognised as either an epidemic or pandemic shall not be counted toward the issuing of any stage warning under the procedure'.

**Eastern No.5**

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**45 CATEGORY A:** This Conference instructs the incoming Postal Executive to recognise the concern that exists about the introduction of the 'fit to work' certificate and therefore to ensure through negotiations with the business that the role of the Rehabilitation Officer is properly recognised and they are given the opportunity to be fully involved in all cases where a doctor indicates that an individual should be returning to work on anything other than full duties.

**South East Divisional Committee**

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**46 CATEGORY C:** This Conference instructs the incoming Postal Executive that the Royal Mail Attendance Procedure needs improving in the following way.

Currently there is no appeal process at stage 1 and stage 2 of the Attendance Procedure, only during stage 3 of the Attendance Procedure, when it is normally too late, is there an appeal process.

It must be an absolute priority that the incoming Postal Executive gain an agreement that all employees covered under this Attendance Procedure shall have the right to appeal at all stages of this Attendance Procedure.

At all levels of appeal the appeal must be held out of line.

**South Central No.1**

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## GENERAL ISSUES

### SECTION 2C : Wednesday (10.20 – 10.50)

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**47** **CATEGORY A:** This Conference agrees that Conference policy concerning a review of the roles and responsibilities of the Postal Executive has still to be implemented. Conference therefore agrees that a full review is urgently held after this Conference in line with the previous policy.

The Postal Executive is instructed accordingly.

**Bristol and District Amal**

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**48** **CATEGORY A:** This Conference agrees that where an elected position covers more than one Branch e.g. Area Reps, that in addition to the issue of biographical details a 300 word election address will be distributed to all members within that voting constituency. This is in line with current practices for Divisional and EC elections.

**Birmingham District Amal**

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**49** **CATEGORY A:** This Conference instructs the incoming Postal Executive that the period of office for cross-branch Area Reps shall be two years, the Area Substitute shall be elected at the first meeting called by the Area Rep. This to commence from the next election.

**South Yorkshire and District**

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*If Carried 51, Comp 52, 55, 56, 57 and 96 Falls*

## **50** CATEGORY A: COMPOSITE MOTION

This Conference instructs the incoming Postal Executive to enter negotiations with Royal Mail Group concerning the unfair treatment of our members who are unable to attend for work during severe weather conditions and as a result suffer loss of pay or annual leave.

To this end the Postal Executive shall seek to negotiate an agreement to provide for payment of wages to be the default position in the event of inability to attend, due to severe weather.

Conference however recognises that the businesses will seek to examine whether such failure to attend is genuine and therefore agrees that any process for such examination must ensure that each case is dealt with on its own merits. Within such a process the businesses will be required to demonstrate why a person has not made any effort to get to work before any deduction of pay or annual leave can be considered.

This process must include an ability for the individual to attend an interview with an appropriate independent manager for consideration of the case at which the individual must have the right of CWU representation.

**Meridian**  
**South East Divisional Committee**

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## **51** CATEGORY A: *If carried Comp 52, 55, 56, 57 and 96 Falls*

This Conference deplores Royal Mail Group for its inclement weather policy which forces members through no fault of their own to take annual leave, work their time back or lose pay if they are unable to attend for work. Further recognising that this policy compromises members Health & Safety and Royal Mail Group's duty of care. The PEC is therefore instructed to negotiate an agreement, which covers attending for work during severe weather conditions that takes into account individual circumstances and does not place the cost of bad weather entirely on the shoulders of members.

**South Wales/South West Division**

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## **52** CATEGORY A: COMPOSITE MOTION *If carried 55, 56 and 57 Falls*

This Conference instructs the PEC to secure an agreement with Royal Mail covering attendance during Severe Weather Conditions.

This must include agreement that where Severe Weather Conditions lead to either:

1. Deliveries or Collections being cancelled or;
2. Members being unable to attend work, despite making reasonable attempts to attend their own workplace, or an alternative nearby office, under the terms of the 'Attendance in a Transport Emergency' Postal Instruction. (see Manual Rules 5G IV)

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## **GENERAL ISSUES**

### **SECTION 2D : Wednesday (10.50 – 12.00)**

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**Then those members affected will not be penalised financially, nor will they be required to take annual leave, unpaid Special Leave 'C', or work any 'lost' hours back at a later date under any 'claw back' or 'banking of hours' arrangements.**

**Bradford and District Amal  
South Central No1**

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**53 CATEGORY A:** This Conference agrees that Britain has experienced an increase in extreme weather conditions in the past year this has led to some of our Quadrant members being unable to attend work safely.

Whilst Quadrant operates a Severe Weather Policy to deal with these circumstances, Conference agrees this is not in best interests of our members, therefore the Postal Executive is instructed to seek agreement with Quadrant on a joint policy going forward to deal with such circumstances in the future.

**Kent Invicta**

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**54 CATEGORY A:** This Conference instructs the incoming Postal Executive to reach agreement with Royal Mail on improved communications during severe weather situations.

This will be achieved by the production and workplace display by the site operator, clearly setting out what is the Safe Systems Of Work (SSOW) is for that particular day.

A workplace file will then hold legacy SSOW for reference and consistency.

**Eastern No.4**

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**55 CATEGORY A:**

***If carried 56 and 57***

This Conference deplores Royal Mail Letters for its inclement weather policy which forces members through no fault of their own to take annual leave, work their time back or lose pay if they are unable to attend for work. Conference further recognising, that this policy compromises our member's Health & Safety and Royal Mail's duty of care. The PEC is therefore instructed to negotiate an agreement, which covers attending for work during severe weather conditions that takes into account individual circumstances and does not place the cost of bad weather on the shoulders of members.

**South East Wales Amal**

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**56** CATEGORY A:

*If Carried 57 Falls*

Conference agrees that Britain has experienced an increase in extreme weather conditions in the past year this has led to some of our Royal Mail members being unable to attend work safely.

Royal Mail operates an un-agreed Severe Weather Policy to deal with these circumstances, Conference agrees this is not in best interests of our members, therefore the Postal Executive is instructed to seek agreement with Royal Mail on a joint policy going forward to deal with such circumstances in the future.

**Kent Invicta**

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**57** CATEGORY A: This Conference notes the fact that the severe weather this winter caused difficulties to our members. In some areas problems were caused by Royal Mail applying different policies. The PEC is instructed to carry out a survey including input from branches, following this, discussions to be sought with the employer with the aim of achieving an agreed national cold weather policy that is applied consistently across the country.

**South East No.5**

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## GENERAL ISSUES

### SECTION 2E : Wednesday (12.00 – 12.45)

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**58** **CATEGORY A:** This Conference instructs the incoming Postal Executive to establish a clear process as to when a preference exercise can be deployed in a work location. The principle must establish that the MTSF Agreement must act as a subordinate to the Industrial Relations Framework Agreement.

The Postal Executive is instructed accordingly.

**Eastern No.4**

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**59** **CATEGORY A:** That this Conference agrees that the current MTSF Agreement in relation to surplus administration staff is flawed. Some business units such as HR have dedicated PCAs (People Change Advisors) to manage their surplus staff, whilst other business units still work to their previous line manager. In order to see fair and equitable treatment for all it would be in the best interests of all our surplus administration members to have a dedicated PCA per region covering all business units.

The Postal Executive is instructed accordingly.

**Birmingham District Amal**

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**60** **CATEGORY C:** This Conference is appalled that despite previous assurances from CWU HQ there are still ex-Safenet members who have still not been given their first preference when transferring to other business units and some monetary issues are still to be resolved. This is against both the terms of the National Agreement and nothing appears to have been done by CWU HQ to rectify the situation following the exhaustion of local negotiations. The Postal Executive is therefore instructed to pursue these cases nationally with management to ensure that all individuals are given their preference.

**Bristol and District Amal**

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**61 CATEGORY A:** This Conference instructs the incoming Postal Executive that there is a need for a joint review of the current containerisation of mails arrangement throughout the network, mail centre and delivery operations.

This review should include all aspects of mail containerisation including:-

1. suitability of containers for the employee and work
2. Impact of walk sequencing.
3. Increase levels of containerised mail being moved by vehicle.
4. Weight restrictions of containers.
5. Space requirements for using equipment.
6. Maintenance and repair process.
7. Environmental waste management of broken and unserviceable equipment.
8. SSOW training and refresher training.

The findings of the review should form the basis of a safe and healthy process for the containerisation of mail throughout the operation.

**Newcastle Amal**

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**62 CATEGORY A:** This Conference is instructed that no agreement be given to any changes in the Royal Mail Area Safety Representatives (ASR) structure which;

- a) Undermines the right for each Branch to elect at least one Area Safety Representative.
- b) Undermines the ASR position of being recognised as the accredited trade union safety representative under the Safety Representatives and Safety Committee Regulations 1977.
- c) Undermines the employer's duty to consult with ASR's in line with the above regulations.

Furthermore, any changes to our current representative agreement should be subject to consultation and agreement with branches prior to any changes being agreed.

The PEC is instructed accordingly.

**Northern Home Counties Postal**

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**63 CATEGORY A:** This Conference agrees that cleaning levels in Royal Mail Group represented by the CWU falls below the standards required by Health, Safety and Welfare Regulations.

Therefore, the PEC is instructed to immediately review all agreed cleaning specifications to ensure that cleaning contracts meet with their full responsibilities under the legislation.

With the likelihood of the cleaning contract being re-negotiated it would be the appropriate opportunity for the CWU to propose returning all cleaning services back in-house.

**Greater Manchester**

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## GENERAL ISSUES

### SECTION 2F : Tuesday (17.15 – 18.00)

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**64** **CATEGORY A:** This Conference instructs the incoming Postal Executive to further instruct the National Health & Safety Officer to engage in negotiations as soon as possible with the employer to ensure that all Royal Mail ASRs within RMG are all afforded the same 'tools for the job'.

This should include, as a minimum, personal laptop/desktop, personal mobile/phones, readily accessible transport, imprest accounts, business e-mail accounts and access to relevant business data bases.

This list is not exhaustive.

**Glasgow and District Amal**

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**65** **CATEGORY A:** This Conference instructs the incoming Postal Executive to reach an agreement whereby all 600 CF vehicle floors will be treated with a suitable anti-slip surface.

**Cheshire No.1 Amal**

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**66 CATEGORY A:** This Conference instructs the incoming Postal Executive that any agreement covering HR procedures such as Conduct Code, Sick Absence Procedure, Grievance Procedure, Ill Health Retirement, Bullying and Harassment Procedures must ensure:-

- That they are at least in line with ACAS best practice and guidelines, if not better.
- Improve on and remove current trigger points and standards for sick absence for any member across the postal industry.
- That remedial action is the key focus on conduct matters.
- That timescales are adhered to for grievance cases.
- That there is regular updates and meetings with Senior Field Officials whilst negotiations are ongoing.
- That joint training is performed when such procedures are agreed and is rolled out across the country.
- That any agreement is subject to an individual member ballot.

**North East Division**

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**67 CATEGORY A:** This Conference instructs the incoming Postal Executive that any review of Appendix 4 of the Conduct Code (including the National Appeal Panel) will ensure that there is proper protection for representatives so that they can feel confident that they will not face management targeting them for their actions in their role as representatives. Furthermore any changes to the National Appeal Panel will ensure that representatives are fully protected within the procedures and there will be an improvement to the processes to that end.

**South East Divisional Committee**

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**68 CATEGORY A:** This Conference notes that the management in Royal Mail has demonstrated an increasingly cavalier attitude to the application of the Royal Mail Conduct Code and Attendance Procedure; particularly at first line manager level. This has resulted in many cases progressing with serious procedural flaws much to the detriment of our members.

Conference therefore instructs the Postal Executive to reach agreement with the employer that where an attendance/conduct case is proven to have been progressed outside of the terms of the nationally agreed procedures and in breach of the rights of the employee, then that case should be considered as void.

In the event of a case being declared void, no further management action may be taken in relation to the alleged incident that initiated the original proceedings.

**Eastern No.3**

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**69** **CATEGORY A:** Conference deplores the decision taken by Royal Mail to extend the timescales for decisions to be made by Appeals Managers when members have appealed against dismissal.

Royal Mail policy is now that it is stated within the appeal hearings that the timeframe for reaching a decision will be 90 days/3 months from the date of the original decision. This unagreed policy is clearly outside of the current procedure, however the fact remains that this is not in the interests of our members who face an uncertain future whilst awaiting these decisions.

Therefore the Postal Executive is instructed to reaffirm an agreed timescale that is of benefit to our members and states that, as a minimum, appeals shall be concluded within 28 days from the date of the hearing. In extreme circumstances when this timescale is unavoidable then the member will be advised in writing as soon as possible with reasons as to why this cannot be adhered to and given an indication as to when a decision will be reached.

**Plymouth and East Cornwall Amal**

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**70** **CATEGORY A:** This Conference views with great concern Royal Mails attempts to bring Bullying and Harassment and Conduct Code charges against CWU members through comments made on social networking websites, therefore the Postal Executive shall seek agreement with Royal Mail Group, Quadrant and Romec that addresses the issue and sets out a joint Code of Practice for each Business which includes safeguards for all our members across the Postal Constituencies.

The Postal Executive is instructed accordingly.

**Kent Invicta**

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**71** **CATEGORY A:** This Conference instructs the incoming Postal Executive to clearly define and establish with the employer the status of WTL&L in respect to the conduct code.

Does evidence that an individual has attended a WTL&L session where various topics are covered. The judgement is to determine whether is it reasonable for management to refer to this in any subsequent discipline case (*excluding Mails Integrity - reference LTB's 105/10 and 541/06*)

If the conclusion of those discussions that it is, then the following need to be formally agreed: -

- The shelf-life of a topic covered in a WTL&L session, when would it become time expired?
- Each individual to be provided with a written WTL&L brief for the session attended, these will need to be signed for and a record kept.
- An individual folder provided to retain copies of each WTL&L session written brief attended.
- This list is not exhaustive.

However, if the decision reached concludes that it is not reasonable, then a joint statement will be produced declaring this position.

**Eastern No.4**

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**72 CATEGORY A:** This Conference instructs the incoming Postal Executive to note that the definition on wilful delay in Royal Mail's Conduct Code differs in spirit and letter to that set out in the relevant statute.

The law refers to someone who 'intentionally delays or opens a postal packet' whereas the Conduct Code says 'deliberate action taken by an employee that causes mail to be delayed'.

Notwithstanding this important difference, Royal Mail and the Conduct Code refer to its terms being synonymous with the legal definition and implies an equivalence which should not be applied.

The PEC is therefore instructed to draw attention to the distinction and to seek amendment to the Conduct Code so that Wilful Delay as defined in law is separated and treated differently from action which incidentally and non deliberately causes delay or damage to mail. Accordingly this will lead to a widening of the scope of the processes for dealing with delay to mail where it is not wilful delay, which already exists within the Conduct Code.

**South East Divisional Committee**

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**73 CATEGORY C:** This Conference expresses its disappointment on the lack of progress made on Motion 85 carried at the Postal Conference 2008, therefore Conference reaffirms the terms of the motion and instructs the Postal Executive to enter into negotiations with Royal Mail to achieve the terms of the motion.

'Motion 85. This Conference instructs the incoming Postal Executive to seek agreement with Royal Mail which addresses their failure to adhere to the spirit and intent contained within section 5 paragraph; 2 of the Royal Mail Conduct Code Agreement. Their failure has meant that the remedial approach by Management contained within the agreement is being replaced on almost every occasion by punitive action.'

Therefore the Postal Executive shall seek agreement with Royal Mail that ensures that the spirit of the agreement is adhered to and where Management move straight to the Conduct Code they must at the interview stage provide written reasons why remedial action at the time was not considered appropriate.

The Postal Executive is instructed accordingly.

**Kent Invicta**

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## GENERAL ISSUES

### SECTION 2H : Wednesday (15.10 – 16.05)

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#### **74** CATEGORY A:

**"IN CAMERA"**

This Conference instructs the incoming Postal Executive that once a request for a ballot is received by CWU HQ and sanctioned, that ballot will not be stopped unless the Branch who asked for it agrees.

**Cheshire No.1 Amal**

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**75** CATEGORY A: This Conference instructs the incoming Postal Executive that any change to the current Royal Mail Industrial Relations Framework will be subject to ratification via a Branch Ballot.

**North East Division**

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**76** CATEGORY A: This Conference instructs the incoming Postal Executive that any new simplified IR structure retains specialist representation.

**London Postal Engineering**

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**77** CATEGORY A: This Conference instructs the PEC to secure paid facilities for all Branch Equality Officers employed within the Postal Sector. The Branch Equality Officer must also be given recognition rights to deal with IR based matters where appropriate, or requested to do so by the member or the Branch. The priority must be to secure paid release time for the Branch Equality Officer to effectively carry out their role and deal with all equality related issues by no later than CWU Annual Conference 2011.

**Northamptonshire Amal**

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**78** CATEGORY A: This Conference instructs the incoming Postal Executive that as a part of building improved trust and relationships with management, that CWU representatives will be given unrestricted access to the online Personnel Framework, Pay Directives, and Business Polices.

The primary aim will be provided by the Office Manager identifying which computer is the nominated one for this provision. Accessing these subjects will be available during duty time, without the need to provide any explanation to the reason or purpose of the subject being referenced, no reasonable request will be denied.

In addition to the above the production of a compact disc that holds the above information, with updated periodic versions will be supplied on an ongoing basis to Area Representatives.

**Eastern No.4**

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**79** **CATEGORY A:** his Conference agrees that the current Grievance Procedure is being misused by management.

Therefore, the PEC is instructed to re-negotiate the current Grievance Procedure so that it is fair and transparent at all stages.

**Greater Manchester**

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**80** **CATEGORY A:** This Conference records its concern that the Royal Mail Bullying and Harassment Procedure allows for all stages of a case to be dealt with by Managers from within the same postcode area as the member raising the complaint. Conference agrees that this can result in unsatisfactory outcomes and leads to members feeling that there is no independence when dealing with cases. Conference therefore instructs the PEC to negotiate a change to the procedure whereby all cases where the member wishes to take the issue to the final formal appeal stage are dealt with by a Manager from outside the postcode area where the original complaint was raised.

**South East No.5**

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**81** **CATEGORY A:** This Conference instructs the incoming Postal Executive that all grievances that are against a manager, will be heard by a manager of a higher grade than the one the grievance is against.

**Cheshire No.1 Amal**

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**82** **CATEGORY A:** This Conference instructs the incoming Postal Executive that under the Bullying and Harassment Procedure, where the author of the complaint is found to have been coerced into carrying on the complaint formally against their wishes, the manager responsible for this action will be investigated under the Conduct Code.

**Cheshire No.1 Amal**

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**83** **CATEGORY A:** This Conference agrees that all grievance forms and the H1 forms must have a pre-printed space for the date to be entered by the member.

The Postal Executive is instructed accordingly.

**Western Counties**

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## GENERAL ISSUES

### SECTION 2J : Wednesday (17.00 – 17.45)

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#### **84** CATEGORY A:

**"IN CAMERA"**

This Conference agrees that the Royal Mail Christmas arrangements agreement for 2009 was not in the best interests of the membership. Members who were scheduled to Saturday 26<sup>th</sup> December 09 as their day off have been treated differently to those who were scheduled a day off between and including Monday 21<sup>st</sup> December 09 and Friday 25<sup>th</sup> December 09 in that those scheduled to a day off other than Saturday 26<sup>th</sup> December 09 actually enjoyed a day off or were awarded a 1 day annual leave credit for Friday 25<sup>th</sup> December 09. Members who were scheduled their day off as Saturday 26<sup>th</sup> December 09 did not receive a day off or indeed a 1 day annual leave credit.

This is clearly a case of 'clawback' and if allowed to continue will endorse that process. Therefore, urgent negotiations need to take place to secure an agreement which ensures that 'clawback' in this or any other form does not occur again. Failure to achieve agreement on this as part of the Royal Mail 2010 Christmas arrangements will result in the Postal Executive considering an Industrial Action Ballot for all members affected.

The Postal Executive is instructed accordingly.

**Bristol and District Amal**

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**85** CATEGORY A: This Conference supports the continuation of all admin grades within Royal Mail and will resist the continuing movement by management of this grade's work to supplement managerial duties.

The Postal Executive is instructed accordingly.

**Birmingham District Amal**

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**86** CATEGORY A: This Conference agrees that part of any agreements on future security strategies must include the right of the CWU rep to be involved in any risk assessments that take place within the workplace. Furthermore if any risk assessments take place outside or on third party premises the CWU rep will also be involved.

The Postal Executive is instructed accordingly.

**Northern Regional Parcels Committee**

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**87** CATEGORY A: This Conference recognises the harrowing ordeals faced by CWU members who are victims of domestic violence and the often unsympathetic and misunderstood approach of various employers in dealing with such sensitive issues.

In light of that Conference instructs the PEC in all industries and companies that recognise the CWU in the Postal Constituencies that a Domestic Violence Policy should be pursued with each employer to protect workers who are victims of such abuse.

**Northamptonshire Amal**

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**88** **CATEGORY C:** This Conference agrees that members in CIT who are unable to carry on their duties because of attacks or injuries sustained through bandit attacks are able to transfer to other roles with Royal Mail Group.

This Conference deplores the actions of Royal Mail, who fail to re-employ individuals back within the business.

Conference therefore instructs Postal Executive to deliver Conference policy to support our members in CIT.

**Greater Manchester**

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**89** **CATEGORY C:** This Conference agrees that the current Occupational Health Referral Guidelines agreed in 2004 are no longer in the best interests of our members.

Therefore the relevant officer is instructed to renegotiate the agreement to include the facility for CWU Representatives to provide representation to members at OHS appointments, if requested by the member.

**Northern Home Counties Postal**

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# **PACKAGES AND EXPRESS CONFERENCE**

**PURBECK LOUNGE**

**BOURNEMOUTH  
INTERNATIONAL CENTRE**

**CHAIR: KATRINA QUIRKE**

**VICE CHAIR: MICK KAVANAGH**

**SOC MEMBERS:**

**PHIL CALLAGHAN**

**BRIAN IRVINE**



**MEMBERSHIP OF BRANCHES ATTENDING  
PACKAGES & EXPRESS CONFERENCE**

<b>REF</b>	<b>BRANCH</b>	
01/001	Essex Amal	29
01/003	Eastern No.3	108
01/005	Eastern No.5	8
01/006	Eastern No.6	44
01/009	South Central No.1	40
02/001	Birmingham District Amal	78
02/002	Coventry Area	479
02/003	Leicestershire Amal	47
02/007	Midland No.7	39
02/008	Nottingham District Amal	60
03/001	Doncaster and District Amal	39
03/002	South Yorkshire and District Amal	38
03/005	Leeds No.1 Amal	123
03/006	York and District Amal	35
03/008	Newcastle Amal	68
03/010	Cleveland Amal	50
04/001	Northern Ireland Combined	68
04/003	Northern Ireland West	27
05/001	Merseyside Amal	62
05/006	Greater Manchester Amal	62
05/011	North Lancs and Cumbria	76
06/001	Glasgow and District Amal	95
06/002	Scotland No.2	81
06/003	Grampian and Shetland Amal	19
06/005	Scotland No.5	30
06/008	Highland Amal	23
07/003	South East No.3	21
07/004	Kent Invicta	73
07/005	South East No.5	77
08/001	Western Counties	73
08/002	Plymouth and East Cornwall Amal	65
08/003	Bournemouth and Dorset Amal	51
08/004	Wessex South Central	62
08/005	Bristol and District Amal	78
08/011	Worcester and Hereford Amal	7

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## VOTING STRENGTHS

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<b>REF</b>	<b>BRANCH</b>	
09/001	North Wales and Marches	38
09/002	Shropshire and Mid Wales	40
09/003	South East Wales Amal	1
09/004	South West Wales Amal	45
09/005	Gwent Amal	34
10/011	London Parcels and Stations Amal	165
10/019	Romford Amal	48
10/021	South and East Thames Amal	201
22/809	Coventry	29
25/414	Merseyside and SW Lancs	1
<b>TOTAL</b>		<b>2937</b>

**90** **CATEGORY A:** This Conference recognises, that the current Parcelforce Worldwide First Time Delivery Bonus Scheme is being adversely effected by the Post Office Limited Exceptions List and the increase in larger items, therefore the Postal Executive is instructed in line with the 2008 pay agreement to ensure a joint review of the Scheme takes place to assess the effectiveness of the Scheme in terms of improvements to the delivery performance and the aspirations of rewards to our members.

**London and South East Parcel Committee**

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**91** **CATEGORY A:** This Conference instructs the incoming Postal Executive to examine the use and operation of specialised equipment in Parcelforce Units i.e. forklifts and mechanised lifting equipment, and to assess whether the use of such equipment given the skills and training required, justifies a claim for a skills payment commensurate with the responsibilities of the role.

**South, Central Wales and West Regional Parcel Committee**

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**92 CATEGORY A:** This Conference instructs the incoming Postal Executive to set up a JWP to look into the viability of Parcelforce Worldwide's continued involvement of the LAYGO (Learn As You Go) programme. The JWP should look into such things as what is in it for our members, both financially and in personal development. What are the impacts on the depot, in staffing, productivity and Q of S when members are away on these courses and can the costs attributed to LAYGO be directed in making the depots more efficient.

Finally the JWP should produce a report with its findings, to be presented to the National Officer and the People's Strand of The Table Of Success for further action as required/necessary.

**Scotland and N.Ireland Regional Parcels Committee**

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**93 CATEGORY A:** This Conference instructs the incoming Postal Executive to acknowledge the modern approach to the industrial relations interface provided by the 'Table of Success' approach to Strategic Involvement. Since its inception it has been proven to provide a mutual interest concept that Conference believes can be further enhanced to the benefit of CWU members and the Business

- That the existing groups are continued and mechanisms are established to devolve the concept to Regional/Area joint forums.
- The aim will be to have a National forum of all stakeholders on at least an annual basis to share progress and best practice across National & Regional/Area groups.

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

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**94 CATEGORY A:** This Conference instructs the incoming Postal Executive to seek urgent discussions with Parcelforce Worldwide to seek their views on and commitment to the Table of Success. Despite the various strands having their meetings which are both useful and successful for information sharing, it would seem that Parcelforce Worldwide believe that this is were the working together ends, as they then go off and try to do as they wish without CWU involvement at National/Regional level.

**Scotland & N.Ireland Regional Parcels Committee**

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**95 CATEGORY A:** This Conference agrees that the Table of Success initiative started by the CWU is a great success and should be continued and allowed to develop. The success of the initiative unfortunately is not as widely known by the membership as we would like and as such the National Officer is instructed to highlight the success and initiative gained through the various channels open to him.

The Postal Executive is instructed accordingly

**Northern Regional Parcels Committee**

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**96 CATEGORY A :** Conference agrees that Britain has experienced an increase in extreme weather conditions in the past year this has led to some of our Parcelforce Worldwide members being unable to attend work safely.

Parcelforce Worldwide operates an un-agreed severe weather policy to deal with these circumstances, Conference agrees this is not in best interests of our members, therefore the Postal Executive is instructed to seek agreement with Parcelforce Worldwide on a joint policy going forward to deal with such circumstances in the future.

**London and South East Parcel Committee**

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**97 CATEGORY A :** This Conference agrees that with the new Screwfix contract and the growth in other heavy and large contracts Parcelforce are bringing in, that all staff should receive regular and updated manual handling training. This training should be given to any driver, owner-driver, loaders, unloaders and callers staff; if agency staff, owner-driver substitutes are used they should be vetted for all relevant training. Furthermore all new entrants should be given this training before handling any parcels.

The Postal Executive is instructed accordingly.

**Merseyside Amal**

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## **PACKAGES AND EXPRESS**

### **SECTION 3D : Thursday (10.50 – 11.40)**

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**98** **CATEGORY A:** This Conference instructs the incoming Postal Executive to set up a JWP to examine the ever increasing use of third party couriers, such as UK Express, by Parcelforce Worldwide. These third party couriers are not only being used to carry out C&D work but are being used to perform work that is traditionally carried out by our Network colleagues.

The JWP should examine such things as why Parcelforce continue to use these Couriers when they are clearly breaking the law by driving vehicles that are overweight, breaking the speed limits and are not adhering to any drivers hours (either domestic, EU or even the RTD) and what Parcelforce's legal liabilities are regarding these couriers, bearing in mind they set out the time windows the couriers have to work to.

The ultimate aim of the JWP should be to get as much of the work being carried out by couriers back to in-house to be carried out legally by our own members.

**Scotland & N.Ireland Regional Parcels Committee**

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**99** **CATEGORY A:** This Conference recognises that recruitment of C&D drivers within Parcelforce Worldwide in certain areas of the Country remains a difficulty. The lack of recruitment is leading to the continuing problem of external resources filling CWU jobs. Therefore the Postal Executive is instructed to jointly seek a long term solution to the recruitment issue within Parcelforce Worldwide.

**Kent Invicta**

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**100** **CATEGORY A:** This Conference recognises, that Parcelforce Worldwide are placing a greater emphasise on security at Depot and Hub level, therefore the Postal Executive is instructed to reach agreement on a Code of Practice as soon as possible.

**Kent Invicta**

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**101** **CATEGORY A:** This Conference instructs the incoming Postal Executive to instruct the National Officer to enter into negotiations with Parcelforce Worldwide with a view of seeking an agreement that all C&D work, either current or future, carried out by Royal Mail on behalf of Parcelforce Worldwide be included in the 25% outsourcing figure as contained within the Mixed Resourcing Agreement.

**Scotland & N.Ireland Regional Parcels Committee**

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**102** **CATEGORY A:** This Conference agrees that Parcelforce are now experiencing their best ever quality figures for both delivery and customer services. As part of that process we have been working towards reducing our reliance on outside sources by bringing work back in-house by utilising new technology and capacity. The National Officer is instructed to reach an agreement to bring further work back in-house primarily in our customer services and contact centres to safeguard both quality and jobs.

The Postal Executive is instructed accordingly.

**Northern Regional Parcels Committee**

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**103** **CATEGORY A:** This Conference agrees that most Parcelforce policies currently being used in depots across the UK are outside of any National Agreements and as such are not recognised by the CWU. The National Officer is instructed to enter into urgent talks to reach suitable changes on those policy statements to fall in line with our current National Agreements or negotiate new agreements to cover off those that can't.

The Postal Executive is instructed accordingly.

**Merseyside Amal**

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**104** **CATEGORY A:** Conference agrees that the role of Debriefers in Parcelforce as been changed by the introduction of the Exceptions Reporting System, these changes are not benefiting our members or the business, therefore the Postal Executive is instructed to seek agreement with Parcelforce on defining the role of the depot de-briefer.

**Kent Invicta**

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**105** **CATEGORY C:** This Conference agrees that the financial climate should not be allowed to undermine the agreed natural progression of new entrants into the parcels business. The National Officer is instructed to enter into talks to reaffirm the current CWU policy; furthermore the Unit Reps and Regional Organisers are also instructed to enter into talks with their respective managers on the issue.

The Postal Executive is instructed accordingly.

**Merseyside Amal**

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**PACKAGES AND EXPRESS**  
**SECTION 3F : Thursday (12.10 – 12.30)**

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**106** **CATEGORY A:** This Conference agrees that as part of the reps role under the Blueprint Agreement it is important the rep has the confidence to do the role, it is important that the National Officer at the earliest opportunity provides suitable training to all new reps and refresher training to those reps that might need it before the autumn pressure period.

The Postal Executive is instructed accordingly.

**Northern Regional Parcels Committee**

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**107** **CATEGORY A:** This Conference agrees that the training of CWU Representatives within Parcelforce Worldwide must be a priority to ensure our representatives are fully equipped to perform their roles. The Training must be specifically tailored around agreements within Parcelforce any training must include the ability for the Parcelforce Regional Organisers to be active in its delivery.

The Postal Executive is instructed accordingly.

**London & South East Parcel Committee**

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# **CLERICAL AND CASH HANDLING CONFERENCE**

**TREGONWELL HALL MAIN**

**BOURNEMOUTH  
INTERNATIONAL CENTRE**

**CHAIR: LESLEY MCLEAN  
VICE CHAIR: CARL MADEN**

**SOC MEMBERS:**

**JOHN GABY  
TONY SNEDDON**



**MEMBERSHIP OF BRANCHES ATTENDING  
CLERICAL & CASH HANDLING CONFERENCE**

<b>REF</b>	<b>BRANCH</b>	
01/003	Eastern No.3	28
01/004	Eastern No.4	287
01/005	Eastern No.5	15
01/006	Eastern No.6	41
01/009	South Central No.1	37
02/001	Birmingham District Amal	281
02/002	Coventry Area	21
02/003	Leicestershire Amal	2
02/004	Northamptonshire Amal	16
02/005	Wolverhampton District Amal	70
02/007	Midland No.7	166
02/008	Nottingham District Amal	78
03/001	Doncaster and District Amal	45
03/002	South Yorkshire and District Amal	416
03/005	Leeds No.1 Amal	262
03/006	York and District Amal	52
03/007	Hull and East Ridings Amal	33
03/008	Newcastle Amal	333
03/009	Darlington Amal	18
03/010	Cleveland Amal	50
03/011	Durham County Amal	34
04/001	Northern Ireland Combined	114
04/002	Northern Ireland East	42
04/003	Northern Ireland West	9
05/001	Merseyside Amal	95
05/004	North West Central Amal	2
05/006	Greater Manchester Amal	570
05/008	Bolton and Bury	71
05/011	North Lancs and Cumbria	100
06/001	Glasgow and District Amal	421
06/002	Scotland No.2	176
06/003	Grampian and Shetland Amal	15
06/005	Scotland No.5	27
06/007	Orkney	4

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## VOTING STRENGTHS

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<b>REF</b>	<b>BRANCH</b>	
06/008	Highland Amal	15
07/001	Southdowns Amal SE No.1	55
07/002	Portsmouth and District Amal	82
07/003	South East No.3	62
07/004	Kent Invicta	53
07/005	South East No.5	147
08/001	Western Counties	102
08/002	Plymouth and East Cornwall Amal	220
08/003	Bournemouth and Dorset Amal	32
08/004	Wessex South Central	22
08/005	Bristol and District Amal	586
08/006	Gloucestershire Amal	47
08/007	South West No.7	16
08/011	Worcester and Hereford Amal	17
08/012	Cornwall Amal	47
08/013	Swindon Supplies	80
09/001	North Wales and Marches	116
09/002	Shropshire and Mid Wales	24
09/004	South West Wales Amal	77
09/005	Gwent Amal	93
10/002	Mount Pleasant	3
10/006	London North Western C&C	402
10/007	London 7	321
10/011	London Parcels and Stations Amal	1
10/012	Northern/North West London	172
10/013	East London Postal	65
10/016	South East London Postal and Counters	400
10/017	London South West	68
10/019	Romford Amal	124
10/021	South and East Thames Amal	27
22/809	Coventry	6
	<b>TOTAL</b>	<b>7413</b>

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## CLERICAL AND CASH HANDLING SECTION 4 : Thursday (09.10 – 12.30)

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**108** **CATEGORY A:** This Conference notes with disappointment that the terms of motion 119 submitted to Conference last year were not adhered to. It appears that the motion has been ignored by the Clerical and Cash Handling Department. No meeting of National HR Service Reps has taken place and no recruitment campaign has taken place to date.

Conference agrees that an immediate recruitment drive will take place in HR Services and that a national meeting of Reps at these sites will be called to kick start this campaign. The National meeting must take place before 27/08/2010.

The Postal Executive is instructed accordingly.

**Bristol and District Amal**

NOTE BY SOC
<p><i>Motion 119 (2009)</i></p> <p><i>Conference agrees that an immediate recruitment drive will take place in HR Services and that a national meeting of the Reps at these sites will be called to kick-start this campaign.</i></p> <p><i>The Postal Executive is instructed accordingly.</i></p>

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## **109** **CATEGORY A: COMPOSITE MOTION**

**This Conference agrees that the Union needs a comprehensive strategy and policy to ensure a sustainable future for the Crown Office Network beyond the expiry of the guarantee in 2011.**

**Further, Conference recognises that a sustainable future and, therefore, job security can only be achieved through an increase of revenue from government services and sales, the growth of new financial products, and a Network of Crown Office that will be able to deliver these priorities in the 21<sup>st</sup> Century.**

**Conference also supports a policy whereby the workforce is continually upskilled including FSA accreditation to support the development of new financial services with appropriate reward.**

**However, it is recognised that not all members have been able or willing to keep pace with the scale of changes that have occurred therefore a policy of development, coaching and support remains a cornerstone of Union policy to assist members.**

**Taking into account the above, the Executive Council is required to open negotiations with POL on the following:**

- **Full CWU involvement in the development of the next Business Plan.**
- **An agreement on the size, reach and shape of a Crown Office Network that will be relevant to the social and economic needs of Britain whilst maximising the protection of jobs throughout the country. Such an agreement will be underpinned by a 5 year guarantee of stability.**

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## **CLERICAL AND CASH HANDLING**

### **SECTION 4 : Thursday (09.10 – 12.30)**

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- **Whilst the Union remains opposed to franchising – any attempt by the business to franchise Crown Offices will be resisted and TUPE must apply to protect jobs and terms and conditions.**
- **A long term job security agreement’.**
- **The development of new financial services.**
- **The expansion of local and national government services, including developing the applications of AEI.**
- **Career development for all employees including further up-skilling, and wherever appropriate, accreditation with appropriate remuneration.**
- **A sympathetic voluntary exit strategy with financial support that allows for members that do not wish to remain in the role to leave the Business with dignity.**

**The Postal Executive Council is instructed accordingly.**

**Greater Manchester  
Birmingham District Amal  
Plymouth and East Cornwall Amal**

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**110 CATEGORY A:** This Conference agrees that the recent Industrial Relations Framework will provide a strong foundation to ensure first class representation to all POL members in the coming years.

Conference also agrees the importance of recruiting and retaining representatives to ensure that this first class representation will continue well into the future.

Conference therefore asks the National Officer to enter discussions with POL with the aim to develop the role of the Deputy Area Rep to include substituting for the Area Rep when the AR is absent for 3 days or more e.g. when on annual leave or sick absence.

**Greater Manchester**

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**111 CATEGORY A:** This Conference acknowledges the completion of the National Permanent Duty Review Agreement programme, but also notes that, in many offices, agreed duties cannot be operated adequately owing to staffing shortages (e.g. vacancies, sick absence, maternity leave etc.) and budgetary restrictions on recruitment and overtime.

The PEC is therefore instructed to pursue these issues with POL management as a matter of urgency, in order to secure the extra resources necessary to meet the Business duty of care towards its staff and provide acceptable service standards to the public.

**London North Western C&C**

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## **CLERICAL AND CASH HANDLING**

### **SECTION 4 : Thursday (09.10 – 12.30)**

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**112** **CATEGORY A:** This Conference agrees that whenever a part time staff member increases his or her hours, then that individual shall be given a new permanent contract by POL from the agreed start date of any duty review.

Additionally, this policy shall also apply to any individual who increases hours when a colleague has agreed to reduce hours correspondingly.

The Postal Executive is instructed accordingly.

**London North Western C&C**

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**113** **CATEGORY A:** The Postal Executive is instructed to work jointly with Post Office Limited, to maintain an acceptable level of protection for staff from customer allegations. A joint statement is to be issued to this effect before Annual Conference 2011.

**Kent Invicta**

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**114** **CATEGORY A:** *If Carried Comp 115 Falls*

This Conference notes that, following the National Agreement on the Upskilling of Postshop Staff reached in 2008 between CWU and POL, several of our Branch Offices have experienced difficulties in moving to all-purpose team working, because of the following issues have not been adequately addressed following the completion of the CORP programme:

Failure to install teller machines; late fitment of AEI; lack of provision of QMS system for Postshop positions; no facility for processing EMS transactions and isolation of Postshop units from main counter and queue system.

Conference further notes that it has been frequently necessary to close down Postshop positions and services in order to staff the main counter instead. The CWU shall therefore enter into urgent negotiations with POL to resolve these problems satisfactorily.

Additionally, there shall be a full security review of all Postshops in the light of the move towards all purpose working.

The Postal Executive is instructed accordingly.

**London North Western C&C**

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**115** **CATEGORY A: COMPOSITE MOTION**

**This Conference congratulates the National Officer on reaching the Agreement for the Upskilling and Transition of Postshop Retail Sales Consultants to Customer Service Consultants and the consolidation of this agreement by the Agreement for the Integration of Retail Sales Hours into All Purpose Working. These agreements have enabled the creation of one grade and one set of all purpose working duties in Crown Offices with retail counters, resulting in potential upskilling and**

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## **CLERICAL AND CASH HANDLING**

### **SECTION 4 : Thursday (09.10 – 12.30)**

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significant improvements in grade and pay for ex-postshop members.

However, Conference notes the failure of POL to provide the necessary security and operational equipment in more than one in five of ex-postshops. This is acting as an impediment to progression for ex-retail members, is undermining the full deployment of all purpose working and in may cases is exposing our members to unacceptable security and safety risks.

The Postal Executive is instructed to seek meetings with POL management with a view to achieving as a matter of urgency the necessary equipment in ex postshops to enable the full implementation of the terms of these agreements.

**Greater Manchester  
Eastern Territory Counters Co-ordinating Committee**

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**116** **CATEGORY A:** Bearing in mind the adverse impact on members' potential bonus earnings, Conference agrees that the CWU shall consult with POL to review sales targets in those offices where the templated Financial Specialist post remains long term vacant; and when there is one ATM or more in place.

The Postal Executive is instructed accordingly.

**London North Western C&C**

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**ROYAL MAIL  
(OUTDOOR AND INDOOR)  
CONFERENCE**

**WINDSOR HALL**

**BOURNEMOUTH  
INTERNATIONAL CENTRE**

**CHAIR: JOHN FARNAN  
VICE CHAIR: JOE MALONE**

**SOC MEMBERS:**

**DES CARNEY  
PADDY MAGILL**



**MEMBERSHIP OF BRANCHES ATTENDING  
ROYAL MAIL LETTERS CONFERENCE**

<b>REF</b>	<b>BRANCH</b>	
01/001	Essex Amal	2502
01/002	Colchester and District Amal	644
01/003	Eastern No.3	1319
01/004	Eastern No.4	1271
01/005	Eastern No.5	1736
01/006	Eastern No.6	1636
01/008	Suffolk Amal	868
01/009	South Central No.1	1736
02/001	Birmingham District Amal	2565
02/002	Coventry Area	1556
02/003	Leicestershire Amal	1653
02/004	Northamptonshire Amal	1261
02/005	Wolverhampton District Amal	2167
02/006	Derbyshire Amal	1053
02/007	Midland No.7	992
02/008	Nottingham District Amal	2184
03/001	Doncaster and District Amal	1800
03/002	South Yorkshire and District Amal	2239
03/003	Bradford and District Amal	1600
03/005	Leeds No.1 Amal	2578
03/006	York and District Amal	1209
03/007	Hull and East Ridings Amal	595
03/008	Newcastle Amal	2168
03/009	Darlington Amal	626
03/010	Cleveland Amal	985
03/011	Durham County Amal	410
03/012	North East Coastal Amal	420
04/001	Northern Ireland Combined	1395
04/002	Northern Ireland East	388
04/003	Northern Ireland West	786
05/001	Merseyside Amal	2221
05/003	Cheshire No.1 Amal	871
05/004	North West Central Amal	1761
05/006	Greater Manchester Amal	2540
05/007	Wigan Amal	430

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## VOTING STRENGTHS

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<b>REF</b>	<b>BRANCH</b>	
05/008	Bolton and Bury	778
05/009	Oldham and Rochdale Amal	526
05/010	East Lancs Amal	598
05/011	North Lancs and Cumbria	2987
06/001	Glasgow and District Amal	3811
06/002	Scotland No.2	2984
06/003	Grampian and Shetland Amal	794
06/005	Scotland No.5	765
06/006	Clyde Valley Amal	472
06/007	Orkney	54
06/008	Highland Amal	372
07/001	Southdowns Amal SE No.1	1083
07/002	Portsmouth and District Amal	1248
07/003	South East No.3	1354
07/004	Kent Invicta	1875
07/005	South East No.5	5383
08/001	Western Counties	2694
08/002	Plymouth and East Cornwall Amal	1152
08/003	Bournemouth and Dorset Amal	1219
08/004	Wessex South Central	1423
08/005	Bristol and District Amal	2276
08/006	Gloucestershire Amal	1142
08/007	South West No.7	1566
08/011	Worcester and Hereford Amal	849
08/012	Cornwall Amal	561
09/001	North Wales and Marches	1672
09/002	Shropshire and Mid Wales	1055
09/003	South East Wales Amal	1659
09/004	South West Wales Amal	1388
09/005	Gwent Amal	757
10/002	Mount Pleasant	1943
10/004	London West End Amal	606
10/006	London North Western C&C	9
10/007	London 7	53
10/008	Watford No.1	754
10/009	Northern Home Counties Postal	810
10/011	London Parcels and Stations Amal	17
10/012	Northern/North West London	1881
10/013	East London Postal	1512

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## VOTING STRENGTHS

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<b>REF</b>	<b>BRANCH</b>	
10/015	West London Postal	658
10/016	South East London Postal and Counters	1307
10/017	London South West	2409
10/018	Kingston Area	730
10/019	Romford Amal	1256
10/020	Harrow and District Amal	1746
10/021	South and East Thames Amal	1151
10/022	Croydon and Sutton Amal	1185
10/023	South West Middlesex Amal	1288
21/006	South Central MT	1
21/066	Cambridge	10
21/819	Central Counties Combined	92
21/827	South East Anglia	29
21/831	North Anglia	9
22/032	Birmingham	52
22/238	Leicester and Midshires	32
22/803	East Midlands	26
22/809	Coventry	12
23/404	South Yorkshire	24
23/808	North East	39
23/830	West Yorkshire	29
24/024	Northern Ireland Engineering	18
25/414	Merseyside and SW Lancs	48
25/821	Central and West Lancs	19
26/156	Glasgow and Motherwell	22
26/825	Edinburgh, Dundee and Borders	34
27/805	Meridian	61
28/021	South West Engineering	26
28/350	South Devon and Cornwall	15
28/459	Devon and Somerset	10
28/828	Solent	37
29/424	The Welsh Valleys	7
29/807	Mid Wales, The Marches and N.Staffs	7
29/823	South Wales	17
30/255	London Postal Engineering	164
	<b>TOTAL</b>	<b>114,817</b>

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## **ROYAL MAIL OUTDOOR AND INDOOR SECTION 5A : Thursday (09.10 – 10.30)**

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**117** **CATEGORY A:** This Conference instructs the PEC that any agreement on delivery duty revision procedures must ensure that workloads are fair and manageable. To achieve this, workload must be planned using realistic and achievable work rates.

To this end, Conference resolves that:

1. Any revision planning tools or procedures must be agreed with the CWU Nationally before being used. This includes tools such as Geo Route (Pegasus), Delivery Productivity Tool, and Indoor Workload Tool (this list is not exhaustive).
2. The various planning values, work rates, walking speeds and all other inputs that are used with revision planning tools, must also be agreed with the CWU Nationally before being used.
3. Where the spans of proposed deliveries/walks are in dispute, then those delivery/walk spans must be physically tested, and the spans changed where needed, before implementation. All walk testing procedures must include full CWU involvement.

**Bradford and District Amal**

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**118** **CATEGORY A:** This Conference instructs the incoming Postal Executive to ensure that all efforts are made to protect the social and small business collection network throughout the UK. Whilst recognising that there will be major changes in the next few years, this cannot be at the expense of any major downgrading of access to the publically owned network for the vast majority of users.

The PEC are therefore instructed to firstly ascertain the current state of the national collections network and any changes that have been introduced or proposed that make it either impossible or unlikely that a small user cannot reply to their mail on day of receipt. Secondly, to negotiate with the employer an overall set of principles to ensure that all areas of the country have, as near as possible, the same level of collection service.

**North Lancs and Cumbria**

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**119** **CATEGORY A:** This Conference agrees that a new procedure needs to be negotiated in respect of the use of Collection Management Databases. The procedure to include 'Failure to Scan', which currently involves members being disciplined. Any agreed procedure must include re-training and counselling with the emphasis on corrective rather than punitive measures.

The PEC is instructed accordingly.

**Greater Manchester**

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**120** **CATEGORY A:** This Conference instructs the incoming Postal Executive that the way Royal Mail are using the un-agreed form of Risk Assessment to remove the security aspect of collections is purely a budget saving operation, therefore it is agreed the PEC agree a joint Risk Assessment form where both RM and the CWU have an input to ensure that our members are not put in any danger.

The Postal Executive is instructed accordingly.

**Merseyside Amal**

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**121** **CATEGORY A:** This Conference agrees that the current situation of Delivery Offices being closed whilst members are still on the street working is no longer acceptable. The PEC is instructed to open discussions with Royal Mail to ensure that staff have the ability to contact the Manager or PIC at the work unit should any difficulties arise while working.

**Greater Manchester**

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**122** **CATEGORY A:** This Conference instructs the incoming Postal Executive to help protect our members from breaching Mails Integrity guidelines/rules.

The business driven exodus to new delivery methods from the traditional cycle will expose many of our members to enhanced risks of falling foul of claims related to Mail Integrity offences. This is because of the wider use of new equipment and methods, an example would be the HCT. The routes taken by many of our members now and in the future will make it very difficult to re-deliver mis-prepped mail discovered whilst out on the walk.

Therefore it is now necessary to resolve this issue by reaching an agreed position with the employer, which will provide a level of protection. Walklogs, contingency arrangements, local workplan. All or some may be the solution to deal with mail that has to be returned to the office, due to being impractical to deliver whilst on the walk.

The Postal Executive is instructed accordingly.

**Eastern No.4**

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**123** **CATEGORY A:** This Conference agrees that the current PDAs are not fit for purpose. The PEC is instructed to negotiate with Royal Mail to purchase the right equipment for the job.

**Greater Manchester**

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**124** **CATEGORY A:** This Conference instructs the incoming Postal Executive to reach agreement on the way Door to Door payments are displayed on the pay slip.

The proposed request for an agreement must develop much more transparency than what is in place at present. The pay slip must show the number of items per contract and the rate of pay for that contract.

This will modernise the way members receive payment for this product, with the need to deliver door to door as part of absorption tasks many members are unsure if the correct remuneration is being received for the work they perform.

**Eastern No.4**

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**125** **CATEGORY A:** This Conference believes that for the vast majority of members, Saturday working is anti-social.

Therefore, Conference instructs the PEC to negotiate an agreement with Royal Mail which ensures that:

1. There can be fewer Saturday attendances (for example, with four-day weeks, or Monday to Friday duties combined with Scheduled Attendance covering Saturdays) and;
2. Attendances on Saturdays can begin earlier, be significantly shorter, and can finish earlier, than attendances on weekdays.

As a minimum, the current terms of the Single Daily Delivery Agreement must be maintained.

These state that:

“Saturday attendances will be significantly shorter than weekday attendances. To assist this Mailsort 3 need not be scheduled for delivery and missort runs should be rescheduled to enable an earlier start on town residential delivery routes”.(SDD Agreement)

**Bradford and District Amal**

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**126** **CATEGORY A:** This Conference agrees that the ongoing CWU strategy in Delivery will be to secure an agreement that provides the option for whole units or areas to introduce Monday-Friday attendances with Saturdays being completed either on overtime or by a separate part-time workforce.

The Postal Executive is instructed accordingly.

**Bristol and District Amal**

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**127** **CATEGORY A:** This Conference agrees that the CWU as part of its ongoing strategy for deliveries a referendum is carried out seeking the views of all delivery staff regarding Saturday deliveries. And whether the delivery specification becomes a Monday to Friday service.

The Postal Executive is instructed accordingly.

**South East Wales Amal**

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# **POSTAL TECHNICAL SERVICES CONFERENCE**

**TREGONWELL HALL REAR**

**BOURNEMOUTH  
INTERNATIONAL CENTRE**

**CHAIR: PETE DONAGHY**

**VICE CHAIR: BILL STEEL/STEVE JONES**

**SOC MEMBERS:**

**RONNIE FITZSIMMONS  
ANGIE MULCAHY**



**MEMBERSHIP OF BRANCHES ATTENDING  
POSTAL TECHNICAL SERVICES CONFERENCE**

<b>REF</b>	<b>BRANCH</b>	
05/006	Greater Manchester Amal	115
08/006	Gloucestershire Amal	14
09/003	South East Wales Amal	8
21/006	South Central MT	124
21/066	Cambridge	10
21/819	Central Counties Combined	119
21/827	South East Anglia	31
21/831	North Anglia	34
22/032	Birmingham	98
22/238	Leicester and Midshires	63
22/239	East Midlands MT	121
22/803	East Midlands	48
22/809	Coventry	20
22/832	North Midlands	16
23/404	South Yorkshire	71
23/808	North East	100
23/830	West Yorkshire	132
24/024	Northern Ireland Engineering	70
25/414	Merseyside and SW Lancs	131
25/821	Central and West Lancs	40
26/156	Glasgow and Motherwell	56
26/157	Scotland MT	128
26/825	Edinburgh, Dundee and Borders	80
27/805	Meridian	95
28/021	South West Engineering	78
28/053	Western MT	106
28/350	South Devon and Cornwall	30
28/459	Devon and Somerset	23
28/828	Solent	73
29/424	The Welsh Valleys	12
29/807	Mid Wales, The Marches and N.Staffs	10
29/823	South Wales	39
30/122	London Regional MT	176
30/255	London Postal Engineering	371
	<b>TOTAL</b>	<b>2642</b>

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## **POSTAL TECHNICAL SERVICES**

### **SECTION 6 : Thursday (09.10 – 12.30)**

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**128** **CATEGORY A:** This Conference notes with concern the increasing trend with asbestos related diseases amongst both its members and the general workforce of this country. The extensive HSE advertising campaign launched in October 2008, LTB 751/08 refers, aimed at tradesmen and highlights the risks to our technical grades (PTS) members in particular.

Conference instructs the PEC to negotiate with the appropriate employers, with the aim to establish a register for all high risk employees as 'having been exposed', especially where the employer cannot demonstrate adequate records to the satisfaction of the CWU.

**London Postal Engineering**

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**129** **CATEGORY A:** This Conference instructs the incoming Postal Executive that any trials carried out by Engineers where chemicals are involved all COSHH reports will be available prior to the start of the trial.

**Birmingham**

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**130** **CATEGORY A:** This Conference instructs the incoming Postal Executive to resist any attempts by Royal Mail Fleet and Maintenance Services to dilute the terms of the Vehicle Services and CWU IR Partnership and Consultation agreement 2003.

**Merseyside and South West Lancs**

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**131** **CATEGORY A:** **"IN CAMERA"**

This Conference notes that Romec management are breaking the national agreements on the use of the GPS Tracking System and MDUs as well as declaring its intention to roll out the Scheduling Tool without agreement. The PEC is instructed to approach Romec to gain a commitment to abide by the national agreements. Should Romec management not provide this assurance, then consideration be given to conducting a ballot for Industrial Action.

**London Postal Engineering**

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**132** **CATEGORY A:** This Conference instructs the incoming Postal Executive that the current restructure of the business which included placing our Postal Engineers under the management control of Operational Management is not in the best interests of the Health and Safety of our Postal Engineering members.

Conference instructs the National Officer to respond to this situation by ensuring that the welfare of our Postal Engineering members is protected by the urgent revisiting and signing of the already agreed in principle National Health and Safety Agreement which is designed to meet the needs of the Postal Engineering members of CWU.

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## **POSTAL TECHNICAL SERVICES SECTION 6 : Thursday (09.10 – 12.30)**

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Conference recognises the urgency of this matter and that the lack of engineering expertise, knowledge and experience by this controlling management regime puts our members at greater risk due to the decisions which may be made by these managers.

Therefore Conference instructs the PEC to initiate this instruction with a view to providing details of progress to the membership by 30th July 2010.

**Edinburgh Dundee and Borders**

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**133** **CATEGORY A:** This Conference instructs the incoming Postal Executive to negotiate an agreement with Fleet & Maintenance Services that provides Technicians with an option to reduce hours/part time as an alternative to leaving the business due to the heavy nature/type of work.

**Scotland MT**

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**134** **CATEGORY A:** This Conference instructs the incoming Postal Executive that any new performance measurement proposals received from Fleet & Maintenance Services, the Executive will only consider at the very least, the contribution of the whole Cluster and resist any attempts to reduce this to an individual measurement basis. Such incentive schemes should not be based on individual target achievements.

**London Regional Motor Transport**

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**135** **CATEGORY A:**

***If Carried 136 Falls***

This Conference instructs the incoming Postal Executive to ensure that the delivery of engineering training, coaching and support is conducted by accredited engineering trainers and that the use of unqualified and unaccredited personnel to evaluate engineering professional development needs is opposed.

**South Yorkshire**

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**136** **CATEGORY A:** This Conference instructs the incoming Postal Executive that engineering training should be of a professional standard and delivered by qualified trainers.

**Birmingham**

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**137** **CATEGORY A:** This Conference instructs the incoming Postal Executive that any revised or new agreement in Fleet and Maintenance Services on attendance patterns must include the provision for members of staff to work 8 or 9 day fortnights, or 14 day three week attendances.

**Merseyside and South West Lancs**

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## **POSTAL TECHNICAL SERVICES**

### **SECTION 6 : Thursday (09.10 – 12.30)**

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**138** **CATEGORY A:** The PEC is instructed to agree a process which allows the engineering workload associated with World Class Mail to be captured at Regional or local level, through negotiation with the appropriate CWU Representative. This must not allow any reduction of the Asset Care Schedules applied to the SRT replacement.

**London Postal Engineering**

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**139** **CATEGORY A:** This Conference agrees that any revised agreement on CSV (Customer Support Vehicles) working is completed on the understanding that they (CSV) are there to support FMS garage networks, not replace them.

The PEC is instructed accordingly.

**Greater Manchester**

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**140** **CATEGORY A:** This Conference agrees that the principles of the CWU / ROMECE agreement on the use of the Masternaut Tracker Unit affords an excellent measure of protection to ROMECE members.

Conference further agrees that the principles outlined in this agreement should form the basis of both existing and future agreements covering the use of technologies which have the ability to monitor members.

The Postal Executive is instructed accordingly.

**Solent**

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**141** **CATEGORY A:** This Conference instructs the incoming Postal Executive to:-

1. Re-evaluate/re-negotiate with HM Revenue & Customs (HMRC) an increased tax allowance associated with the cleaning of work-wear/image clothing for CWU members within Fleet & Maintenance Services (F&MS)
2. To explore any further opportunities of claiming tax allowance appropriate to F&MS job/type.
3. To identify F&MS CWU members that has not been included in previous arrangements to attain a HMRC allowance rebate.
4. To ensure that there is a continual process of allowance arrangements through HMRC which automatically includes apprentices and any other new starts.

**Scotland MT**

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**POSTAL TECHNICAL SERVICES**  
**SECTION 6 : Thursday (09.10 – 12.30)**

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**142** **CATEGORY A:** This Conference agrees that procurement of general workshop equipment will follow same lines as the current FMS PPE (Fleet & Maintenance Services Personal Protection Equipment) national supply contract (Bunzl) where work equipment will be restricted in supply from one recognised national supplier following agreed assessment on its suitability for the garage network.

The PEC is instructed accordingly.

**Greater Manchester**

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## MOTIONS NOT ADMITTED TO THE AGENDA

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**143** **CATEGORY X:** This Conference instructs the incoming Postal Executive that no agreement is given to remove the National Appeals Panel from appendix 4 of the Conduct Code for trade union representatives, until such time that sufficient progress has been made on relationships in line with the Business Transformation Agreement 2010. Conference agrees that this will remain in place until a suitable alternative is put in place that will safeguard CWU Representatives who find themselves under attack from the employer for their trade union duties.

**North East Division**

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**144** **CATEGORY X:** This Conference instructs the incoming Postal Executive to note that the Business Transformation 2010 and Beyond Agreement Annex C Engineers states that '£400 will be paid individually on completion of the development requirements identified through the skills assessment'. It continues 'Completion will be achieving a registered standard with Engineering Council or by assessment from the Regional Maintenance representative'.

Conference recognises the importance of maintaining the choice for existing members to opt out of formal membership of the IET and CWU will continue to support this position.

**Meridian**

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**145** **CATEGORY X:** This Conference notes that the Business Transformation Agreement will impact on engineering staffing resource during the three year transformation period. To ensure adequate engineering resource is available to support deployment of new automation assets in remote locations the use of fixed term engineering contracts will need to be considered. The Postal Executive is instructed to finalise an agreement with Royal Mail to facilitate this resource.

**South Yorkshire**

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**146** **CATEGORY X:** This Conference instructs the incoming Postal Executive to ensure that, where the new role of Engineering Team Coach (ETC) is to be introduced, the current MSTL role will not be ceased by Royal Mail until and unless all 3 posts are filled within the office.

**Meridian**

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**147** **CATEGORY X:** This Conference instructs the incoming Postal Executive to ensure that an agreed Job Description is produced and published for the new role of Engineering Team Coach (ETC) before Royal Mail attempts to fill these posts.

**Meridian**

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**148** **CATEGORY X:** This Conference notes the Royal Mail commit to be consistent with all current national agreements under 'Generic Operational Transformation - World Class Performance' chapters of the Business Transformation agreement.

Conference also notes that machine modifications under the World Class Mail banner have been implemented outside the current agreed change request process.

The PEC is instructed to gain from Royal Mail a confirmation that all machine modifications will be subject to the correct agreed procedure, or to negotiate a replacement, which enshrines CWU consultation and agreement, should the current one not be fit for purpose.

**London Postal Engineering**

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**149** **CATEGORY X:** Conference agrees that The Business Transformation Agreement 2010 and beyond does not provide a detailed and comprehensive package of Terms and Conditions of Royal Mail Engineers. The Postal Executive are instructed to bring together those aspects still covered by the Engineering 2000 agreement, the Pay and Major Change Agreement and the Pay and Modernisation Agreement into a single reference source.

**South Yorkshire**

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**150** **CATEGORY X:** The PEC are instructed as part of the review of Human Resources process contained within the 'Business Transformation 2010 and Beyond', that a five step process be put in place to protect our members who persist to use their cars, following the decision by Royal Mail and The CWU to take cars off delivery.

This 5 step process would mirror the current procedure that is in place for members who persistently disregard the use of cycle helmets. This motion would strengthen the resolve of the CWU and Royal Mail to get people away from the use of cars on delivery once and for all.

**Cleveland Amal**

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**151** **CATEGORY X:** This Conference welcomes the proposed new products under 'Business Transformation 2010 and Beyond' and those introduced over the past months. However, as with many other initiatives by Royal Mail in the past, they fail to adequately resource to accommodate these products. The PEC is instructed to ensure that Royal Mail recognise the need to resource product growth.

**Greater Manchester**

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## MOTIONS NOT ADMITTED TO THE AGENDA

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**152** **CATEGORY X:** This Conference instructs the incoming Postal Executive that as part of the review of the Human Resources process contained in the 'Business Transformation 2010 and Beyond' that the Bullying and Harassment Procedure is included in any review. The PEC are further instructed that during this review that the following should be included.

That an appeal for all parties against the harassment investigation decision should be included in any new agreement.

**York and District Amal**

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**153** **CATEGORY X:** This Conference notes that the Business Transformation 2010 and Beyond Agreement will result in a number of Mail Centre closures or mergers.

Conference notes that Royal Mail's flagship the newly built South Midlands Mail Centre, has the very latest automation and new technology, but minimum employee and CWU facilities.

Conference also notes that the business is refusing to provide the CWU with an office at this Mail Centre as it seeks to sideline the CWU when the Mail Centre becomes operational. Conference agrees that this is contrary to the undertakings that the business has entered into on Transforming Relationships.

Conference therefore agrees that the Postal Executive Council will negotiate an agreement with Royal Mail that at all new build Mail Centres, including South Midlands Mail Centre, employee facilities will be consistent with the business desire to be a world class employer, and that CWU facilities will also be commensurate with the CWU's pivotal role in the industry, and this will include a dedicated CWU Office.

The Postal Executive is instructed accordingly.

**Midlands Divisional Committee**

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**154** **CATEGORY X:** This Conference agrees that under previous delivery agreements, training has been neglected by Royal Mail. Within the new 'Business Transformation 2010 and Beyond Agreement' the training of members on the proper use of equipment in delivery methods is paramount to its success. Therefore, all members should receive the appropriate training on all equipment before use on delivery i.e. LWT/HCT/EHCT/CDV etc.

The PEC is instructed accordingly.

**Greater Manchester**

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**155** **CATEGORY X:** This Conference deplores the practice of misinformation and misdirection used by Royal Mail Management in the recent mail centre closures and therefore applauds the sentiments of the paragraph 'Job Security/Managing the Change' in the 'Business Transformation 2010 and Beyond' agreement. However if any deliberate deviation from the truth by Royal Mail in any present or future mail centre mergers are discovered the option of balloting affected members up to and including Industrial Action under Rule 13 will be considered.

**Eastern No.6**

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**156** **CATEGORY X:** This Conference notes that the Business Transformation Agreement – 2010 and Beyond commits both parties to implementing a standard set of HR Procedures i.e. Conduct & Attendance by late 2010.

Conference agrees that any agreement reached on a revised Conduct & Attendance Procedure shall be subject to an Individual Members Ballot.

The Postal Executive is instructed accordingly.

**North West Central Amal**

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**157** **CATEGORY X:** This Conference instructs the incoming Postal Executive that in the light of increasing delivery spans any review of the Attendance Procedure must include exclusion of absences related to occupational related events such as operations on knees, hips, feet and backs due to wear and tear caused by the type of work carried out by our members.

**York and District Amal**

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**158** **CATEGORY X:** This Conference notes the absence of a re-negotiated agreement on the Royal Mail Attendance Procedure. Conference further notes that the Business Transformation Agreement – 2010 and Beyond commits both parties to review the Procedure by late 2010.

Conference agrees that any agreement reached on a revised Attendance Procedure shall be subject to an Individual Members Ballot.

Conference further agrees that failure to secure an agreement will result in the PEC serving notice on withdrawal from the current Procedure.

The Postal Executive is instructed accordingly.

**North West Central Amal**

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## MOTIONS NOT ADMITTED TO THE AGENDA

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**159** **CATEGORY X:** This Conference instructs the incoming Postal Executive that the delivery supplement be paid pro-rata based on the average number of hours worked in the previous 13 weeks.

**Newcastle Amal**

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**160** **CATEGORY X:** This Conference is concerned that the proposed Business Transformation Agreement makes little mention of the role and remuneration of the MTL. Conference also notes that the implementation of the Early Shift Engineering Training Coach puts in position a post whose hours are similar, whose responsibilities are at best similar, but whose remuneration is greater than the MTL. It would appear that there may be a conflict with both pay and grading. The PEC is instructed to examine this anomaly with Royal Mail and reach an arrangement that is fair and equitable to all.

**Meridian**

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**161** **CATEGORY X:** This Conference instructs the incoming Postal Executive to hold policy making forums as and when required.

**Newcastle Amal**

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**162** **CATEGORY X:** This Conference instructs the incoming Postal Executive that there will be postal policy making briefings to supplement Postal Conference between Conferences. Conference agrees that the briefings will not substitute Postal Conferences which are the sovereign body of the union.

**North East Division**

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**163** **CATEGORY X:** This Conference agrees that the CWU HQ advice to Branches on the advertisement and use of the 'Conscience Clause' during the delivery of 2009 Euro-Election and other election leaflets erred on the side of caution and 'individual choice.'

Conference believes that strong collective action by a large number of CWU members in both Delivery and Distribution could seriously harm the BNP's future election chances and that in future elections the CWU will make it clear to the employer that the 'Conscience Clause' will be advertised more openly and aggressively, with the aim of persuading whole units to refuse to handle these items. This campaign to be conducted regardless of legal advice or threats from the BNP.

The Postal Executive is instructed accordingly.

**Bristol and District Amal**

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## MOTIONS NOT ADMITTED TO THE AGENDA

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**164** **CATEGORY X:** This Conference instructs the incoming Postal Executive that the delivery supplement be paid pro-rata based on the average number of hours worked in the previous 13 weeks.

**Durham County Amal**

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**165** **CATEGORY X:** This Conference deplores the practice of misinformation and misdirection used by Royal Mail Management in the recent mail centre closures and therefore applauds the sentiments in the paragraph 'Job Security/Managing the Change' in the 'Business Transformation 2010 and Beyond' agreement. However if any deliberate deviation from the truth by Royal Mail in any present or future mail centre mergers are discovered the option of balloting affected members up to and including Industrial Action under Rule 13 will be considered.

**Northamptonshire Amal**

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**166** **CATEGORY X:** This Conference notes that the Business Transformation 2010 and Beyond Agreement will result in a number of Mail Centre closures or mergers.

Conference notes that Royal Mail's flagship the newly built South Midlands Mail Centre, has the very latest automation and new technology, but minimum employee and CWU facilities.

Conference also notes that the business is refusing to provide the CWU with an office at this Mail Centre as it seeks to sideline the CWU when the Mail Centre becomes operational. Conference agrees that this is contrary to the undertakings that the business has entered into on Transforming Relationships.

Conference therefore agrees that the Postal Executive Council will negotiate an agreement with Royal Mail that at all new build Mail Centres, including South Midlands Mail Centre, employee facilities will be consistent with the business desire to be a world class employer, and that CWU facilities will also be commensurate with the CWU's pivotal role in the industry, and this will include a dedicated CWU Office.

The Postal Executive is instructed accordingly.

**Northamptonshire Amal**

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**167** **CATEGORY X:** This Conference welcomes the proposed new products under 'Business Transformation 2010 and Beyond' and those introduced over the past months. However, as with many other initiatives by Royal Mail in the past, they fail to adequately resource to accommodate these products. The PEC is instructed to ensure that Royal Mail recognise the need to resource product growth.

**North West North Wales Divisional Committee**

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## MOTIONS NOT ADMITTED TO THE AGENDA

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**168** **CATEGORY X:** This Conference instructs the incoming Postal Executive that once the new national agreement has been decided the Postal Executive are instructed to bring together one document that details all Engineering Terms & Conditions covered by the new agreement including the E2K Agreement, P&MC Agreement and Pay & Modernisation Agreement.

**Birmingham**

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