



Postal Constituencies Conference Agenda 2011

24–26 May Bournemouth International Centre

24th – 26th May 2011
Bournemouth International Centre

Instructions to Delegates

ADMISSION TO CONFERENCE

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

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

OPENING OF CONFERENCE

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

STANDING ORDERS

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

VOTING

Votes are normally by a show of hands. Hold your hands high in order to avoid mistakes. Each branch should have a card vote book for card votes.

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.

POSTAL CONFERENCES

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 seven 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
Tony Sneddon

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TIMETABLE

TIMETABLE/PROGRAMME OF BUSINESS

TUESDAY 24TH MAY 2011

09.00 – 18.00 POSTAL GROUP CONFERENCE

WEDNESDAY 25TH MAY 2011

09.00 – 18.00 POSTAL GROUP CONFERENCE

THURSDAY 26TH MAY 2011

09.00 – 12.45 PACKAGES AND EXPRESS CONFERENCE
09.00 – 12.45 CLERICAL AND CASH HANDLING CONFERENCE
09.00 – 12.45 ROYAL MAIL CONFERENCE
09.00 – 12.45 POSTAL TECHNICAL SERVICES CONFERENCE

POSTAL EXECUTIVE COUNCIL AND OFFICERS

EXECUTIVE COUNCIL

M BAULCH	P BROWNE	H DAVIES	P DONAGHY
S JONES	M KAVANAGH	P KEENLYSIDE	J LOFTUS
C MADEN	N MCLEAN	L MCLEAN	J MALONE
K QUIRKE	D ROBERTSON	W STEEL	I WARD
B WEATHERALL			

OFFICERS

DEPUTY GENERAL SECRETARY : D WARD

P BROWNE*	R ELLIS	A FUREY	B GIBSON
T PULLINGER			

* **ACTING OFFICER**

DETAILS CORRECT AS OF APRIL 2011

MINUTES POSTAL CONFERENCES 2010

POSTAL GROUP - TUESDAY 25TH MAY

SECTION 2A	10:00 – 10.30	
Motion 39	09.25 – 09.56	Not Carried
SECTION 1A	10.30 – 11.00	
Motion 1	-	Withdrawn
Motion 2	-	Accepted
Motion 3	-	Accepted
SECTION 1B	11.00 – 12.45	
Motion 4	-	Withdrawn
Motion 5	09.57 – 10.15	Carried
Motion 6	10.15 – 10.23	Withdrawn after debate
Motion 7	-	Withdrawn
Motion 8	10.24 – 10.34	Withdrawn after debate
Motion 9	-	Withdrawn
Motion 10	10.37 – 10.43	Not Carried
Motion 11	10.44 – 10.50	Not Carried
Motion 12	10.51 – 11.04	Not Carried
Motion 13	11.04 – 11.08	Carried
Motion 14	11.08 – 11.19	Not Carried
Motion 15	11.20 – 11.29	Not Carried
SECTION 1C	14.00 – 14.30	
Motion 16	11.30 – 11.43	Not Carried
Motion 17	11.43 – 12.15	c/v not carried
Motion 18	12.16 – 12.24	Not carried
Motion 19	-	Accepted
SECTION 1D	14.30 – 15.35	
Motion 20	-	Withdrawn
Motion 21	14.03 – 14.10	Carried
Motion 22	14.11 – 14.16	Carried
Motion 23	-	Fell to 22
Motion 24	-	Fell to 21
Motion 25	14.16 – 14.22	Carried
Motion 26	-	Withdrawn
SECTION 1E	15.35 – 16.30	
Motion 27	-	Withdrawn
Motion 28	14.22 – 14.25	Carried
Motion 29	14.25 – 14.30	Carried
Motion 30	14.30 – 14.35	Carried
Motion 31	14.35 – 14.47	Carried
Motion 32	14.47 – 14.55	Carried
Motion 33	-	Fell to 30
SECTION 1F	16.30 – 17.15	
Motion 34	14.55 – 15.03	Not Carried
Motion 35	-	Accepted
Motion 36	15.03 – 15.11	Not Carried
Motion 37	-	Withdrawn
Motion 38	15.11 – 15.15	Carried
SECTION 2F	17.15 – 18.00	
Motion 61	15.15 – 15.24	Carried

MINUTES

Motion 62	15.25 – 15.28	Carried
Motion E4	15.43 – 15.58	Withdrawn after debate
Motion 63	15.59 – 16.17	Not Carried
Motion 64	16.17 – 16.26	Withdrawn after debate
Motion 65	-	Accepted
SECTION 2B	09.00 – 10.20	
Motion 40	16.28 – 16.39	Withdrawn after debate
Motion 41	-	Accepted
Motion 42	16.39 – 16.50	Withdrawn after debate
Motion 43	-	Withdrawn
Motion 44	16.50 – 16.59	Carried
Motion E7	16.59 – 17.05	Not Carried
Motion 45	17.05 – 17.14	Carried
Motion 46	-	Accepted
SECTION 2C	10.20 – 10.50	
Motion 47	17.14 – 17.23	Carried
Motion 48	-	Accepted
Motion 49	-	Withdrawn
SECTION 2D	10.50 – 12.00	
Motion 50	17.24 – 17.34	Carried
Motion 51	-	Fell to 50
Motion 52	-	Fell to 50
Motion 53	17.40 – 17.44	Carried
Motion 54	-	Accepted
Motion 55	-	Fell to 50
Motion 56	-	Fell to 50
Motion 57	-	Fell to 50

POSTAL GROUP CONTINUED – WEDNESDAY 26TH MAY

SECTION 2E	12.00 – 12.45	
Motion 58	09.08 – 09.14	Carried
Motion E5	09.14 – 09.22	Withdrawn after debate
Motion 59	09.22 – 09.38	Carried
Motion E6	-	Accepted
Motion 60	14.02 – 14.14	Not Carried
SECTION 2G	14.00 – 15.10	
Motion 66	09.39 – 09.50	Carried
Motion 67	09.50 – 10.06	Carried
Motion 68	-	Withdrawn
Motion 69	10.07 – 10.26	Carried
Motion 70	10.26 – 10.31	Carried
Motion 71	10.31 – 10.51	Not Carried
Motion 72	-	Accepted
Motion 73	-	Accepted
SECTION 2H	15.10 – 16.05	
Motion E1	-	Withdrawn
Motion 74	10.52 – 11.10	Not Carried
Motion E2	12.39 -13.07	Carried
Motion 75	13.07 – 13.11	Carried
Motion E3	13.11 – 13.15	Carried
Motion 76	-	Accepted
Motion 77	13.15 – 13.18	Withdrawn after debate

MINUTES

Motion 78	13.19 - 13.23	Carried
SECTION 2I	16.05 - 17.00	
Motion 79	-	Withdrawn
Motion E8	-	Withdrawn
Motion 80	13.23 - 13.30	Carried
Motion 81	-	Accepted
Motion 82	13.31 - 13.39	Carried
Motion 83	13.39 - 13.42	Carried
SECTION 2J	17.00 - 17.45	
Motion 84	-	Withdrawn
Motion 85	13.42 - 13.54	Carried
Motion 86	-	Withdrawn
Motion 87	13.54 - 14.01	Carried
Motion 88	14.14 - 14.22	Carried
Motion 89	-	Withdrawn

PACKAGES & EXPRESS - THURSDAY 27TH MAY

SECTION 3A		
Motion 90	-	Carried
Motion 91	-	Carried
SECTION 3B		
Motion 92	-	Withdrawn
Motion 93	-	Carried
Motion 94	-	Withdrawn
Motion 95	-	Accepted
SECTION 3C		
Motion 96	-	Fell to 50
Motion 97	-	Accepted
SECTION 3D		
Motion 98	-	Carried
Motion 99	-	Carried
Motion 100	-	Accepted
Motion 101	-	Withdrawn
SECTION 3E		
Motion 102	-	Carried
Motion 103	-	Withdrawn
Motion 104	-	Carried
Motion 105	-	Withdrawn
SECTION 3F		
Motion 106	-	Carried
Motion 107	-	Withdrawn

CLERICAL & CASH HANDLING - THURSDAY 27TH MAY

SECTION 4		
Motion 108	09.12 - 09.43	Not Carried
Motion 109	09.43 - 10.23	Carried
Motion 110	10.23 - 10.53	Not Carried
Motion 111	10.53 - 11.11	Carried
Motion 112	11.11 - 11.21	Carried
Motion 113	11.21 - 11.31	Carried

MINUTES

Motion 115	11.32 - 11.46	Carried
Motion 114	11.46 - 11.58	Carried
Motion 116	11.58 - 12.13	Carried

ROYAL MAIL OUTDOOR AND INDOOR - THURSDAY 27TH MAY

SECTION 5A		
Motion 117	09.06 - 09.31	Not Carried
Motion 118	09.31 - 09.40	Carried
Motion 119	-	Accepted
Motion 120	-	Accepted
SECTION 5B		
Motion 121	09.41 - 09.46	Carried
Motion 122	09.47 - 09.56	Not Carried
Motion 123	-	Withdrawn
Motion 124	-	Withdrawn
Motion E17	09.57 - 10.10	Not Carried
SECTION 5C		
Motion 125	-	Withdrawn
Motion 126	10.10 - 10.38	Not Carried
Motion 127	10.39 - 10.58	Not Carried

POSTAL TECHNICAL SERVICES – THURSDAY 27TH MAY

SECTION 6		
Motion 128	-	Accepted
Motion 129	-	Accepted
Motion 130	09.14 - 09.19	Carried
Motion 131	09.20 - 09.29	Carried
Motion 132	-	Accepted
Motion 133	09.29 - 09.34	Carried
Motion 134	09.34 - 09.40	Carried
Motion 135	09.40 - 09.57	Carried
Motion 136	-	Fell to 135
Motion 137	09.57 - 10.02	Carried
Motion 138	10.02 - 10.14	Carried
Motion 139	10.14 - 10.24	Carried
Motion 140	-	Accepted
Motion 141	10.24 - 10.29	Carried
Motion 142	10.29 - 10.31	Carried

Standing Orders of the Postal Industry and Section Conferences 2011

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 2010.
- (c) Any correspondence, communication, or other business specially brought forward by direction of the Chair.
- (d) Moving of Standing Orders Committee Report(s) and appeals against SOC decisions (SO 11(a)(v) refers) .
- (e) Adoption of Standing Orders of the Postal and Section Conferences 2011.
- (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 with 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.
- (d) Single motions may be seconded by a Branch other than the Branch responsible for the motion at the specific request of the sponsoring Branch. The same provisions shall apply in the case of officers of Regional/Business Co-ordinating Committees at the specific request of his/her Committee or of a Branch within that Committee.
- (e) Officers of Regional/Business Co-ordinating Committees may participate in a discussion at Conference on the specific request of a Branch within that Committee.
- (f) A Branch or Business Co-ordinating Committee 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.
- (g) Proposers of motions and speakers replying to a debate are governed by the time allocation laid down in Appendix "A".
- (h) An extension of time shall only be permissible if Conference clearly elects that it be granted and then not to exceed the time allocation laid down in Appendix "B".
- (i) All appeals against decision of the Standing Orders Committee 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 Appendix "C".

STANDING ORDERS (POSTAL) REPORT NO.1

- (j) 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.
- (k) No other person/Branch shall be heard a second time on any motion.
- (l) 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 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(m) apply.
- (m) At the discretion of the Chair and subject to Standing Order 6(g) and Appendix "A" and 6(k) 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.
- (n) 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.
- (o) 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.
- (p) Without interrupting a speaker, any delegate who has not spoken on the motion before conference, may move "That the motion be put" on the seconding of which the Chair shall without discussion put this motion to the vote. In the event of it being carried by a simple majority, Conference shall vote on the question itself subject to Standing Orders 6(g) and 6(l).
- (q) 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.
- (r) 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 and any other issue deemed necessary by the Chair shall be debated in camera.

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 in the agenda.
- (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, 5 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.

STANDING ORDERS (POSTAL) REPORT NO.1

- (b) Emergency motions must reach the Standing Orders Committee at CWU Headquarters by midday on **10th May 2011**. 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 (**9.00am on Wednesday 25th May**) of the Postal Industry Conference. Emergency motions submitted after **10th May 2011**, 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.
- (d) In relation to emergency motions, Sectional Conferences shall not discuss items of policy which are proper to any other 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 **10th May 2011**. Such written notice must advise of the intention to appeal to alter the published agenda with details and reasons for doing so.

All parties advised by the Standing Orders Committee that their appeal has not been accepted will also be sent an appeal card entitling them to address Conference when called to do so by the Chairperson of Conference during the moving of the Standing Orders Committee report (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 (SO 1(d) refers). The appeals machinery will also be open to Branches or Business Co-ordinating Committees when each subsequent Standing Orders Committee Report is put to Conference for adoption.
- (c) The Postal Executive will also be required to follow these procedures.

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. No subsequent motion of the variation of the timetable to compensate for time lost by the suspension of Standing Order(s) or the discussion of such suspension shall be admissible.

13. Postal Executive Acceptance

- (a) The Postal Executive will indicate, in a 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 subject to SO 12(c) and will not be debated. Subsequent consequential rulings will be applied accordingly.
- (b) The acceptance of motions under the terms of this Standing Order shall not take priority over consequential rulings.
- (c) Opposition to the acceptance can only be registered by advising the Standing Orders Committee prior to the Standing Orders Committee Report(s) being moved.

14. Section Conferences

The above Standing Orders, Paragraphs 2 to 13, apply to the Section Conferences.

STANDING ORDERS (POSTAL) REPORT NO.1

APPENDIX "A"

SPEECHES: TIME ALLOCATIONS

Subject:	Time Allowed (minutes)	Right of Reply
Motion		
Proposer/Mover	5	3
Seconder	3	NONE
Others	3	NONE
PEC Statement Accept	3	NONE

APPENDIX "B"

SPEECHES: EXTENSIONS

To be granted only if Conference clearly elects and only to the following categories

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

STANDING ORDERS (POSTAL) REPORT NO.2

PROGRAMME OF BUSINESS POSTAL INDUSTRY CONFERENCE

Tuesday 24th May 2011

Time	Item	Subject
09.00	1a	Ms J Loftus opens Conference and welcomes delegates
	1b	Adoption of minutes of the Postal Industry Conferences 2010
	1c	Correspondence, communications or other business specifically brought forward by directions of the Chair
09.10	1d	Moving of Standing Orders Report(s) and appeals against SOC decisions
	1e	Adoption of Standing Orders of the Postal Industry Conferences
09.40	2	Dave Ward, Deputy General Secretary
10.00	3	Section 1A Motions 1-5
11.00	4	Section 1B Motions 6-9
11.35	5	Section 1C Motions 10-13
12.15	6	Presentation – Postal Organising Strategy “Meeting the Challenge”
12.45	7	Conference Adjourns for Lunch
14.00	8	Section 1D Motions 14-16
14.30	9	Section 1E Motions 17-18
14.55	10	Section 1F Motions 19-26
16.30	11	Section 1G Motions 27-30
17.00	12	Section 1H Motions 31-34
17.30	13	Section 2A Motions 35-38
18.00	14	Conference Adjourns

Wednesday 25th May 2011

09.00	15	Section 2B Motions 39-41
09.35	16	Section 2C Motions 42-43
10.00	17	Section 2D Motions 44-47
10.30	18	Section 2E Motions 48-54
11.55	19	Section 2F Motions 55-57
12.15	20	Presentation – Regulation New Products and Services
12.45	21	Conference Adjourns for Lunch
14.00	22	Section 2G Motions 58-61
14.40	23	Section 2H Motions 62-72
16.00	24	Section 2I Motions 73-78
16.50	25	Section 2J Motions 79-85
17.45	26	Fraternal Exchanges
18.00	27	Conference Closes

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

Thursday 26th May 2011

Time	Item	Subject
09.00	1a	The Chair, M Kavanagh 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 86-87
09.40	3	Section 3B Motions 88-89
10.10	4	Section 3C Motions 90-91
10.40	5	Section 3D Motions 92-93
11.10	6	Section 3E Motions 94-96
12.00	7	Section 3F Motions 97-98
12.30	8	Fraternal Exchanges
12.45	9	Conference Closes

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

Thursday 26th May 2011

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 99-106
12.30	3	Fraternal Exchanges
12.45	4	Conference Closes

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

Thursday 26th May 2011

Time	Item	Subject
09.00	1a	The Chair, J Loftus 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 107-112
10.00	3	Section 5B Motions 113-115
10.30	4	Section 5C Motions 116-119
11.10	5	Section 5D Motions 120-124
12.00	6	Section 5E Motions 125-128
12.30	7	Fraternal Exchanges
12.45	8	Conference Closes

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

Thursday 26th May 2011

Time	Item	Subject
09.00	1a	The Chair, S Jones 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 129-140
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

TONY SNEDDON

VOTING STRENGTHS

MEMBERSHIP OF BRANCHES ATTENDING POSTAL GROUP CONFERENCE

REF	BRANCH	
01/001	Essex Amal	2592
01/002	Colchester and District Amal	602
01/003	Eastern No.3	1419
01/004	Eastern No.4	1584
01/005	Eastern No.5	1759
01/006	Eastern No.6	1301
01/008	Suffolk Amal	854
01/009	South Central No.1	1726
02/001	Birmingham District Amal	2947
02/002	Coventry Area	1926
02/003	Leicestershire Amal	1655
02/004	Northamptonshire Amal	2129
02/005	Wolverhampton District Amal	2230
02/006	Derbyshire Amal	987
02/007	Midland No.7	1269
02/008	Nottingham District Amal	2319
03/001	Doncaster and District Amal	1800
03/002	South Yorkshire and District Amal	2567
03/003	Bradford and District Amal	1524
03/005	Leeds No.1 Amal	3219
03/006	York and District Amal	1263
03/007	Hull and East Ridings Amal	577
03/008	Newcastle Amal	2473
03/009	Darlington Amal	615
03/010	Cleveland Amal	1034
03/011	Durham County Amal	415
03/012	North East Coastal Amal	388
04/001	Northern Ireland Combined	1527
04/002	Northern Ireland East	419
04/003	Northern Ireland West	794
05/001	Merseyside Amal	2281
05/002	Isle of Man	262
05/003	Cheshire No.1 Amal	714
05/004	North West Central Amal	2345

VOTING STRENGTHS

REF	BRANCH	
05/006	Greater Manchester Amal	3318
05/007	North West No.1	1531
05/010	East Lancs Amal	562
05/011	North Lancs and Cumbria	3064
06/001	Glasgow and District Amal	4320
06/002	Scotland No.2	3147
06/003	Grampian and Shetland Amal	786
06/005	Scotland No.5	796
06/006	Clyde Valley Amal	448
06/007	Orkney	56
06/008	Highland Amal	394
07/001	Southdowns Amal SE No.1	1099
07/002	Portsmouth and District Amal	1277
07/003	South East No.3	1386
07/004	Kent Invicta	2045
07/005	South East No.5	5587
08/001	Western Counties	2752
08/002	Plymouth and East Cornwall Amal	1566
08/003	Bournemouth and Dorset Amal	1281
08/004	Wessex South Central	1529
08/005	Bristol and District Amal	3106
08/006	Gloucestershire Amal	1253
08/007	South West No.7	1650
08/009	Jersey	255
08/010	Guernsey	209
08/011	Worcester and Hereford Amal	838
08/012	Cornwall Amal	594
09/001	North Wales and Marches	1746
09/002	Shropshire and Mid Wales	1073
09/003	South East Wales Amal	1677
09/004	South West Wales Amal	1472
09/005	Gwent Amal	837
10/002	Mount Pleasant	1761
10/004	London West End Amal	541
10/006	London North Western C&C	372
10/007	London 7	379
10/008	Watford No.1	784
10/009	Northern Home Counties Postal	1038
10/011	London Parcels and Stations Amal	601

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10/012	Northern/North West London	1980
10/013	East London Postal	1532
10/015	West London Postal	673
10/016	South East London Postal and Counters	1621
10/017	London South West	2316
10/018	Kingston Area	711
10/019	Romford Amal	1466
10/020	Harrow and District Amal	1669
10/021	South and East Thames Amal	1347
10/022	Croydon and Sutton Amal	1164
10/023	South West Middlesex Amal	1274
21/006	South Central MT	120
21/819	Central Counties and Thames Valley	108
21/827	South East Anglia	31
21/831	North Anglia	41
22/032	Birmingham	99
22/238	Leicester and Midlands	56
22/239	East Midlands MT	119
22/803	East Midlands	42
22/809	Coventry	48
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23/404	South Yorkshire	72
23/808	North East	90
23/830	West Yorkshire	122
24/024	Northern Ireland Engineering	68
25/414	Merseyside and SW Lancs	123
25/821	Central and West Lancs	34
26/156	Glasgow and Motherwell	52
26/157	Scotland MT	126
26/825	Edinburgh, Dundee and Borders	72
26/829	Scotland No.1	1
27/805	Meridian	89
28/021	South West Engineering	72
28/053	Western MT	108
28/350	South Devon and Cornwall	26
28/459	Devon and Somerset	20
28/828	Solent	72
29/424	The Welsh Valleys	11
29/807	Mid Wales, The Marches and N.Staffs	8

VOTING STRENGTHS

REF	BRANCH	
29/823	South Wales	32
30/122	London Regional MT	178
30/255	London Postal Engineering	377
	TOTAL	126,833

1 CATEGORY A:

"IN CAMERA"

This Conference instructs the Postal Executive to take all steps in its power to ensure all Royal Mail Pension Plans continue to be up-rated by the Retail Price Index (RPI) and not the Consumer Price Index (CPI).

London Postal Engineering

2 CATEGORY A: Conference notes that employees of Parcelforce Worldwide enjoy an excellent health benefits package including membership of Benenden Hospitals Health Plan and Denplan dental health scheme at no cost to an individual employee.

Conference agrees that it should be the aspiration of the CWU that all members employed within the Royal Mail Group are afforded the same benefit.

Therefore the Postal Executive is instructed to enter into negotiations with all employers within the Royal Mail Group to secure the extension of such benefits across the entire group.

Eastern No.3

3 CATEGORY A: This Conference instructs the Postal Executive to ensure that any engineering bonus scheme has no Health and Safety criteria dependant on it or attached to it.

Meridian

4 CATEGORY A: This Conference notes with extreme concern that since the cessation of the Final Salary Scheme and the creation of the CARE Scheme for the then existing members in April 2008 there are now some 10,000 people in the grossly inferior and unagreed Royal Mail Pension Plan.

This Conference further notes the decision by Royal Mail to replace RPI with CPI for the use of calculation and the indexation which can only worsen the benefits/pensions of members past and present.

This Conference also notes the ongoing threat to pensions caused by the Governments continued attempts to privatise Royal Mail.

Therefore, Conference agrees that there is a need, as a matter of urgency, to secure an agreement with Royal Mail Group that includes the following principles;

- That there will be a continuation of the current CARE scheme going forward.
- That there will be the ability / route for those individuals in the Royal Mail Pension Plan to join the CARE scheme.
- That the CWU will play a full and active role in the Trustee Board's arrangements of the Royal Mail Pension Plan.

PAY AND RELATED ISSUES

SECTION 1A : Tuesday (10.00- 11.00)

- A setting up of a Joint National CWU / Royal Mail Pension Forum where the CWU will meet with Royal Mail to discuss and negotiate pension related issues.
- There will be regular updates to Branches on progress and on all pension related issues.

This list is not exhaustive.

London Divisional Committee

5 CATEGORY A: This Conference instructs the Postal Executive that when entering into negotiations with management on any future engineering bonus scheme no element of the proposed bonus that constitutes more than 10% of the bonus total payment must be dependant on a single week or day.

Meridian

6 CATEGORY A:

“IN CAMERA”

This Conference agrees that the current financial problems surrounding the Postal Industry should not be allowed to undermine the progress made by the National Officer for Parcels on basic pay and the employee package.

The National Officer shall seek:

1. Increase in basic pay flowing to SA and all allowances.
2. Increase in London Weighting.
3. Shorter Working Week.
4. Continuing progress on the Welfare Package.

This list is not exhaustive.

If no agreement can be reached by September 1st 2011 then the Officer will have the right to call for a Rule 13 Ballot of the membership.

Furthermore the April 1st pay date in recent years has more often delayed talks on pay and hasn't achieved what the move to April 1st originally set out to do, we now call for the Officer to review a suitable alternative date for the start of the next pay claim.

The Postal Executive is instructed accordingly.

Merseyside Amal

7 CATEGORY A: The Romec Cleaning Bonus is not in the best interests of the members and Conference instructs the Postal Executive to renegotiate a fairer system of reward, to include consideration of an annual bonus scheme.

The Postal Executive is instructed accordingly.

South East Wales Amal

8 CATEGORY A: This Conference recognises that the 2010 Parcelforce pay deal was an excellent deal for our members, however the conversion of the £11 of First Time Delivery Bonus into a non-pensionable addition to pay has produced a lower basic rate of pay for those employed after 1st November 2010.

Therefore the Postal Executive is instructed to address as soon as possible this anomaly through future pay negotiations.

Kent Invicta

PAY AND RELATED ISSUES

SECTION 1B : Tuesday (11.00 – 11.35)

9 CATEGORY C:

"IN CAMERA"

This Conference instructs the 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/family friendly provisions as part of the pay agreement.
8. The introduction of a Healthcare Package for Quadrant members.
9. That overtime rates shall reflect the pay grades nationally.

This list is not exhaustive.

If negotiations are not completed by 1st January 2012 the Postal Executive shall consider implementing a ballot of the membership under National Rule 13.

Kent Invicta

10 **CATEGORY A:** This Conference instructs the Postal Executive to secure an agreement that allows hours worked excess to contract/overtime to be taken as additional annual leave on a voluntary basis, together with an agreed process for taking the additional leave.

Newcastle Amal

11 **CATEGORY A:** This Conference agrees that the current process of Bank/ Public Holiday arrangements is not fit for purpose, as experienced over the Christmas 2010 Bank/ Public Holidays.

This Conference instructs the Postal Executive to negotiate for future Bank/ Public Holidays, a generic cross functional agreement. This agreement should be equality proofed to ensure all CWU members receive equal treatment across all shifts and functions.

Portsmouth and District Postal

12 **CATEGORY A:** This Conference instructs the Postal Executive to negotiate an extension to the annual leave purchase option of over 6 weeks annual leave, together with an agreed process for taking the additional leave.

Newcastle Amal

13 **CATEGORY A:** This Conference instructs the Postal Executive to reach an agreement which ensures attendances on all Bank/Public Holidays and special holidays are entirely voluntary with the exception of Good Friday.

North East Divisional Committee

PAY AND RELATED ISSUES
SECTION 1D : Tuesday (14.00 – 14.30)

14 **CATEGORY A:**

If Carried 15 Falls

This Conference welcomes the recent reduction in the working week in Royal Mail, Customer Services and Supply Chain. Conference agrees however that that there is now a demand to take reductions in the working week in other ways, such as aggregating the time to allow more days away from the workplace. Conference therefore agrees that future agreements that secure reduced working time will provide this option.

The Postal Executive is instructed accordingly.

Bristol and District Amal

15 **CATEGORY A:** This Conference instructs the Postal Executive to negotiate with Royal Mail to ensure that where offices are unable to implement the 39 hour week by the agreed date that other options to include aggregation of time will be offered to the membership.

The Postal Executive is instructed accordingly.

South East Wales Amal

16 **CATEGORY A:** This Conference instructs the Postal Executive that any future talks on terms and conditions for Royal Mail (Distribution) drivers must include proposals for a Shorter Working Week to fall in line with other Royal Mail members.

The Postal Executive is instructed accordingly.

Merseyside Amal

17 **CATEGORY A:** This Conference instructs the Postal Executive that no work appropriate to engineering grades is handed over to other grades without appropriate agreement under current National Agreements, including TPM.

London Postal Engineering

18 **CATEGORY A:** This Conference instructs the Postal Executive to seek to negotiate a change to the Business Transformation 2010 and Beyond Agreement that allows for local Mail Centre Management and CWU Engineering Reps to jointly agree the continued provision of Maintenance Shift Team Leaders as an alternative to Engineering Team Coaches.

Meridian

PAY AND RELATED ISSUES

SECTION 1F : Tuesday (14.55 – 16.30)

19 CATEGORY A:

If Carried 54 and 115 Fall

This Conference agrees that World Class Mail (WCM) has the potential to undermine the collective bargaining process. Royal Mail have bought into the concept wholesale. It is clear that the business has invested heavily and developed very detailed structures in place to advance WCM principles. In order for the CWU to ensure that WCM does not undermine collective bargaining it is agreed that the CWU:

1. Develop a structure at national level committed to dealing with WCM.
2. All Divisional WCM leads should feed into the national structure and initially meet monthly so as to ensure good prompt information share.
3. Ensure that there is a CWU structure below HQ level that ensures an interface with the local RM and CWU WCM leads.
4. Ensure that there is information share and a verification process of all initiatives that are adopted centrally to replace the currently agreed Standard Operating Procedures.
5. That any CWU developed structure integrates Engineering Representatives alongside OPG Representatives for the purposes of dealing with WCM

Whilst developing a structure to effectively deal with the potential dangers of WCM, the CWU should begin a dialogue with the business at national level to secure additional pay reward for our members in return for helping create WCM sites.

The Postal Executive is instructed accordingly.

North Wales/North West Divisional Committee

20 CATEGORY A: That the Postal Executive negotiates with the employer, a LGV drivers bonus scheme in Network, this scheme should use the efficiencies which the business will gain through the DMS, no savings made by the business should be ruled out, e.g. Fuel savings, arrival to time savings on fleet costs due to more efficient vehicles etc.

Eastern No.5

21 CATEGORY A:

If Carried 26 Falls

This Conference instructs the Postal Executive to negotiate an increase in the Christmas Supplement, the minimum uplift shall be no lower than £5.00, this shall take effect from this coming December. By 2015 the Christmas supplement shall raise to a minimum target payment of £120.00.

Eastern No.4

22 CATEGORY A: That the Postal Executive negotiates with the employer, a drivers bonus scheme in Royal Mail Service Delivery for MGV Drivers, this scheme should use the efficiencies which the business will gain through the use of Telemetry, no savings made by the business should be ruled out, e.g. Fuel savings, arrival to time savings on fleet costs due to more efficient vehicles etc.

Eastern No.5

23 CATEGORY A: This Conference instructs the Postal Executive to resolve the inconsistencies in the payment of PBS bonus to staff.

With the consolidation of Mail Centres we are now seeing staff working together in one unit receiving different levels of PBS bonus.

This Conference asks that an agreement is reached that enables all members working under the same roof receive the higher PBS bonus paid within the unit.

Greater Manchester Amal

24 CATEGORY A: This Conference notes that the national deployment of CSS machines into remote MPUs and the additional remote support to RDC automation imposes significant change to Mail Centre Engineer's ways of working. Not least is the inability to receive a subsidised meal whilst visiting remote sites. The Postal Executive is instructed to negotiate a day subsistence allowance to address this anomaly.

South Yorkshire

25 CATEGORY A: This Conference notes Royal Mail's intention to transfer more and more minor OMV maintenance and repair work to OPG drivers. This may include tasks such as wheel changes, bulb replacement, wiper blade replacement as well as other minor repairs.

This Conference also notes that there is an inherent risk to the safety of its members, and the general public, from this work being carried out by untrained and undermotivated individuals. Therefore the Postal Executive is instructed to reach agreement with the employer that this work may only be carried out by individuals trained to perform these tasks.

The Postal Executive is also instructed that they must achieve an allowance for individuals performing these tasks similar to that paid for TPM for processing OPGs that carry out minor maintenance on sorting machinery.

Eastern No.3

PAY AND RELATED ISSUES
SECTION 1F : Tuesday (14.55 – 16.30)

26 **CATEGORY A:** This Conference instructs the Postal Executive to negotiate a rise in the Christmas bonus, it has not increased since the Way Forward Agreement, and we feel it needs to keep pace with inflation and reflect the needs and aspirations of our members.

Greater Manchester Amal

27 **CATEGORY A:** This Conference instructs the Postal Executive to negotiate an increase in the overtime rates to cover the Christmas Pressure Period for all Royal Mail grades. The rate should be no less than double their hourly rate.

The Postal Executive is instructed accordingly.

Scotland No.2

28 **CATEGORY A:**

If Carried 29 Falls

This Conference instructs the Postal Executive to finally decide this is the right time to negotiate overtime multipliers for Engineers.

South East Anglia

29 **CATEGORY A:** This Conference instructs the Postal Executive that the core overtime rates for Royal Mail Engineers do not compensate adequately for additional attendances. This creates a "domino effect" that leads to a reduction in volunteers to work overtime which reduces the range of covering opportunities, which in turn reduces the ability to be flexible with leave applications resulting in restrictions for our members. The Postal Executive must seek to address this issue at the earliest opportunity.

Meridian

30 **CATEGORY C:** This Conference welcomes the move toward a 39 hour week. However Conference is still concerned that the rate for overtime is very close to the hourly rate of pay, or even less.

This Conference therefore instructs that the Postal Executive makes an increase in the overtime rate a priority in any future pay discussions with Royal Mail.

North Lancs and Cumbria

PAY AND RELATED ISSUES

SECTION 1H : Tuesday (17.00 – 17.30)

31 CATEGORY A: This Conference agrees that the Delivery Supplement for part-time members will be raised to that of the maximum part-time contract.

The Postal Executive is instructed accordingly.

Bristol and District Amal

32 CATEGORY A: This Conference agrees that despite Motion 22 (Pay and Related Issues, Section 1D) being passed at Conference last year, our part time members are still suffering discrimination in relation to their terms and conditions.

We call upon the Postal Executive to look at and report back within six months on the feasibility of equalising the TPM payments and Shift Allowances between full and part-time staff.

Greater Manchester Amal

NOTE BY SOC

Motion 22 (2010) Category A:

This Conference agrees that our part-time members are still being discriminated against because shift patterns 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 minutes 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

33 CATEGORY A: COMPOSITE MOTION

This Conference agrees that there is now a need to hold a full review of the terms and conditions for less than full-time employees to ensure that they are not discriminatory.

The Postal Executive is instructed accordingly.

**Bristol and District Amal
South West/South Wales Divisional Committee**

34 CATEGORY A: This Conference notes the carriage of Motions 21, 22, & 25 at Conference 2010, and the current state identified in the 2010/2011 Annual Report.

This Conference instructs the Postal Executive to provide regular updates to Branches on these issues, and further instructs the Postal Executive to seek redress via Employment Tribunals where necessary to further our claims.

Newcastle Amal

NOTE BY SOC

Motions 21 (2010) Category A:

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

NOTE BY SOC

Motions 25(2010) 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

35 CATEGORY A:**"IN CAMERA"
If carried 36 Falls**

This Conference notes:

- 1) That the Government's privatisation plans threaten to undermine the agreement signed between the union and Royal Mail that settled last years' national strike.
- 2) That at the national Keep the Post Public rally on 15th December 2010, Dave Ward, Deputy General Secretary of the CWU, said "if you want to defend your jobs, pensions, and conditions, prepare for industrial action".
- 3) Privatisation will mean that profits are put before the quality of the service and working conditions. As a result we will face attacks on the service, to pay and pensions, and more closures and redundancies.

That the this Conference believes that:

- 1) National strike action is the most effective way to stop the effects of privatisation.
- 2) The postal strike in 2009 won widespread solidarity, with the formation of Postal Worker Support Groups around the country.
- 3) The attacks postal workers face is now part of a wider assault on the whole working class, and strike action to defend the service would receive wide support.
- 4) The student revolt has inspired workers across the country and shown that there is an alternative to accepting the Tories' agenda. As Billy Hayes has said, "the best way to show solidarity is to get onto the streets ourselves and build the fight back."

Conference instructs the Postal Executive:

- 1) To build the public profile of the national campaign to *Keep the Post Public*, including calling demonstrations and big public meetings around the country.
- 2) To prioritise the campaign and ensure materials, such as posters, placards, leaflets, badges etc, are produced to support members actively campaigning.
- 3) To immediately raise the argument with reps for national strike action to stop the effects of privatisation and to build a campaign for this within the union.
- 4) To organise a Ballot for national strike action to stop the effects of privatisation.

South Central No.1

36 CATEGORY A:

"IN CAMERA"

That the Government's privatisation plans threaten to undermine the agreement signed between the Union and Royal Mail that settled last years' national strike.

That at the national Keep the Post Public rally on 15th December 2010, Dave Ward, Deputy General Secretary (Postal) of the CWU, said that "members had to think about industrial action to stop the effects of privatisation and defend jobs."

Privatisation will mean that profits are put before the quality of the service and working conditions, as a result we will face attacks on the service, to pay and pensions, and more closures and redundancies.

This Conference agrees that:

- 1) National strike action is the most effective way to stop the effects of privatisation.
- 2) The postal strike in 2009 won widespread solidarity, with the formation of Postal Worker Support Groups around the country.
- 3) The attacks postal workers face are now part of a wider assault on the whole working class, and strike action to defend the service would receive wide support.
- 4) The student revolt exposed the weakness of the Con-Dem coalition. If other groups, including postal workers, join the fightback the government will be brought into further crisis.

The Postal Executive is instructed to;

- 1) Immediately raise the argument for national strike action to stop the effects of privatisation with reps and to build a campaign for this within the union.
- 2) Ballot the membership for strike action to stop the effects of privatisation.

Eastern No.4

37 CATEGORY A:

"IN CAMERA"

This Conference agrees that the intention of the Con-Dem Government to take over the running of the Royal Mail Pension Plan (RMPP) may well lead to a deterioration in the benefits offered.

This Conference notes that other public sector schemes are being attacked following the publication of the Hutton Report and that our scheme (the RMPP) will soon therefore be in line for the same types of attack once it has been taken over by the Government.

In that regard, Conference notes that the move to uprate pensions from RPI to CPI is the first of these attacks.

This Conference therefore agrees:

GENERAL ISSUES

SECTION 2A : Tuesday (17.30 – 18.00)

1. That in the absence of written assurances on the future of the RMPP benefits including a reversal of the move to CPI, that at a time of the Postal Executive choosing a Rule 13 Ballot be commenced.
2. That any campaign be done in conjunction with the other public sector unions in line with any campaign they might have to oppose pension changes.
3. That a campaign amongst our members takes place to ensure everyone understands the nature of the attacks on their pension provision. Such a campaign can include consideration of a Consultative Ballot to gauge the views of the membership should this be judged appropriate.

The Postal Executive is instructed accordingly.

Western Counties

38 CATEGORY A: COMPOSITE MOTION

This Conference agrees that the current Down Stream Access (DSA) pricing arrangements are in effect a part-privatisation of Royal Mail. DSA damages the financial viability of Royal Mail and poses a direct threat to our own existence as a public service. Conference therefore agrees to commence a political and industrial campaign to seek an immediate and substantial increase in Royal Mail's price for handling DSA mails and eventually to re-nationalise all DSA mails.

The Postal Executive is instructed accordingly.

**Bristol and District Amal
South Wales/South West Divisional Committee**

39 CATEGORY A:

If carried 40 Falls

This Conference instructs the Postal Executive to negotiate with all CWU represented postal businesses a more robust procedure for reporting accidents and near misses to Safety Representatives that complies with the Health and Safety legislation. Additionally, the CWU should challenge the perception of businesses that safety improvement procedures only endeavours to focus on the blameworthy aspects of accidents to our members.

Greater Manchester Amal

40 CATEGORY A: This Conference believes that CWU Health and Safety Representatives are not informed of accidents within the workplace in good time. Using the ERICA system relies on manager's knowledge to do so and offers no automated system, or reminder notice. This problem can leave representatives with little or no involvement in the accident investigation process.

This Conference instructs the Postal Executive to review the ERICA system with the employer, to ensure the relevant Area Health, Safety and Environmental Representatives are automatically sent a copy of ERICA reports via email when they are submitted to the Accident Management Unit. There should also be a reminder page/pop up to advise the person submitting the report to send a hard copy to the Area Safety Representative, if no email address is available.

The Postal Executive is instructed accordingly.

South Central No.1

41 CATEGORY A: This Conference agrees that:

Royal Mail's continuous appointment of Regional Safety Directors without suitable or sufficient consultation, is detrimental to the safety and health of our members. Regional Safety Directors are considered by Royal Mail to be a competent person in accordance with the Management of Health and Safety at Work Regulations. However many are being given the position without evidence of being qualified for the position. On occasions there has also been operational managers appointed to these positions, when other more qualified persons are applying for the position.

This Conference instructs the Postal Executive to engage with the employer with the objective of ensuring agreement, that the CWU are suitably and sufficiently consulted and involved at all relevant levels before Regional Safety Director positions are filled.

South Central No.1

42 CATEGORY A: This Conference recognises that the Romec Industrial Relations Framework Agreement for Cleaners is in urgent need of renegotiation.

This Conference accepts that the review should take into account the extra workload which the Regional Cleaners Reps have to take on in light of cleaners in Mail Centres, Delivery Offices, RDCs and Post Office Counters outlets.

This Conference therefore instructs the Postal Executive to renegotiate the agreement assuring that the size of the areas which our Regional Cleaners Representatives are reduced. In addition, the renegotiation should ensure that all Regional Cleaners Reps have suitable release to carry out their representatives role.

This Conference agrees that the new IR Framework should be achieved no later than the end of October and will be the subject of a ballot of our cleaning members.

London Divisional Committee

43 CATEGORY A: This Conference agrees that the revised IR agreement will contain no overall increase in the number of full-time representatives/ officials who currently receive a wage from the employer higher than that of their substantive grade.

The Postal Executive is instructed accordingly.

Bristol and District Amal

44 CATEGORY A:

If Carried 45, 46 and 47 Fall

This Conference agrees that the Postal Executive is instructed to commence a campaign that will assist Postal Branches fill vacant positions and develops workplace reps in all units that they represent.

- The campaign should ask all branches to map their workplaces and find out what vacancies they have for Unit Rep positions across the Branch and what development opportunities exist for reps.
- Workshops should be developed to give branches, reps and activists the confidence to engage new and existing members.
- Highlight from current CWU positions Regional/Divisional/Branch Mentors to assist reps in the understanding of National Agreements via coaching and mentoring methods with workshops being developed to assist in this process.
- Highlight best practice amongst Regions/Divisions and Branches in communicating with the membership and representatives and roll the identified best techniques out to Divisions/Branches and Regions.
- Create campaign and supporting material for branches to identify potential members and activists to fill current CWU Rep local vacancies.
- Ensure that all branches have a diary of regular meetings with CWU Reps, activists and members across the whole of the U.K.
- Ensure that the Postal Executive, Divisional Reps, Regional Secretaries etc. are committed to attend Reps' and members' meetings across the UK, where invited.

This list is not exhaustive.

The Postal Executive is instructed to build on these initial steps.

North East Divisional Committee

45 CATEGORY A:

If Carried 46 and 47 Fall

This Conference instructs the Postal Executive to develop training on all relevant national agreements and procedures.

Such training may be accredited or otherwise, but should have the facility to be delivered on an 'as and when' required basis.

Newcastle Amal

46 CATEGORY A: This Conference instructs the Postal Executive that following deployment of the newly revamped MTSF training course, that now there is a need for an advanced course to be developed.

The outcome must be a course that prepares our representatives for both concentration and closure of workplaces.

GENERAL ISSUES

SECTION 2D : Wednesday (10.00 – 10.30)

The aim of the new course must be to help them develop their skills to deal with bumping exercises across a number of workplaces/functions, calculate ETE payments, and deal in some detail with preference exercises, in particular when the business want to engage the use of clear choice.

This course must be ready for use by November 2011.

Eastern No.4

47 CATEGORY A:

If Carried 54 Falls

This Conference agrees that World Class Mail will have a dramatic effect on how members perform tasks at work now and in the future.

This Conference agrees that it is of the utmost importance that CWU Industrial and Safety Reps are upskilled on how to deal with World Class Mail as it rolls out across the country. Therefore Conference agrees that a training programme/workshop is developed as a matter of urgency to all representatives involved in WCM.

The aim should be that the workshop / training programme be developed as soon as possible so that reps are trained up prior to WCM going live in any future roll out sites. Priority should be given to those reps in sites where WCM is live and in tandem with the order of the roll out of WCM.

The Postal executive is instructed accordingly.

North East Divisional Committee

48 CATEGORY A:

"IN CAMERA"

This Conference notes with concern the fact that RME have unilaterally introduced further triggers to achieving the £600 lump sum payment and 2% increase in basic pay for engineers, one being the reduction in Performance Maintenance time from 35% to 25%, another the introduction of Engineering Team Coaches, with the subsequent shift rota changes associated with this. It is not a requirement to complete these tasks in order to receive these payments as they are not noted as triggers in the Business Transformation 2010 and Beyond Agreement.

The Postal Executive must use all means necessary to ensure these unagreed triggers are removed.

Meridian

49 CATEGORY A: COMPOSITE MOTION

This Conference recognises the fact that we currently have Operational Postal Graded R.T.D. drivers that are directly tagged to and working in the delivery function but not in receipt of the £20.60 supplement to their basic pay.

Against this background the Postal Executive are instructed to conclude an agreement that secures this payment in line with the spirit, letter and intent of the pay simplification section of the Business Transformation 2010 and Beyond Agreement.

**Essex Amal
Anglia Divisional Committee
Northern Home Counties Postal**

50 CATEGORY A: COMPOSITE MOTION

This Conference agrees that once a Regional Distribution Centre is no longer at risk from closure during the lifetime of the Business Transformation 2010 and Beyond Agreement then all CWU represented grades at the site will be employed on a substantive contract basis only.

The Postal Executive is instructed accordingly.

**Bristol and District Amal
South Wales/South West Divisional Committee**

If Carried 53 and 113 Fall

51 CATEGORY A: COMPOSITE MOTION

The Postal Executive is instructed to carry out an immediate review of the National Mail Centre Rationalisation Framework Agreement.

The review will include requesting [Joint] written submissions from Local/Area Reps and Divisional Officers of all areas which have losing and receiving offices where a rationalisation has been proposed.

These reports should detail both the strengths and weaknesses of the National Agreement and where representatives believe it could be improved as we take the Business Transformation forward.

Once the submissions have been received the aims of the review will be:

- Engage with the employer to secure improvements to the existing agreement.
- Identify the areas of the agreement which have fallen short of CWU expectations.
- Identify areas and give clear examples where Royal Mail have *"mitigated job losses in losing units in the short-term by sensible phasing of work and in the longer term by scoping work to retain where it is cost-effective and meets customer and operational needs and introduced new work"*.
- Identify where Royal Mail proposals have not dealt with people issues in line with National Agreements.
- Examine quality of service and service specification results at gaining offices where a rationalisation of another Mail Centre has taken place, this in order to identify maintenance, improvement or deterioration.
- Review the statement and have a full understanding of what *"maintain or improve quality of service to the customer in line with our service specification"* means in its application and practice.
- Identify improvements to the Mail Centre Rationalisation Process which places more emphasis on gaining agreement with the Union on people issues prior to any transfer of work.
- Review in its entirety paragraph 6.11 of the agreement to fully satisfy the CWU that this statement is commensurate with gaining agreement rather than employer dictat.
- To determine in Mail Centre closures thus far that economies of scale have been achieved and people issues were dealt with in line with existing agreements.

This list is not exhaustive.

The review will be completed by no later than 1st August 2011. Should this date not be achieved no further agreement to any Regional Mail Centre reviews will be given until the review of this agreement is complete and communicated to Branches.

Essex Amal
Northamptonshire Amal
Anglia Divisional Committee

52 CATEGORY A: This Conference instructs the Postal Executive to set up a working party to deal with the aftermath of any Rationalisation Programmes that take place nationally. CWU represented grades currently have no recourse if they have made wrong decisions in regards to:

1. Relocations.
2. Shift choices.
3. Job choices.
4. Buy-downs.

Merseyside Amal

53 CATEGORY A: This Conference agrees that the current method of announcing Regional Reviews is not in the best interests of the membership or the best the way to develop a national network. The Postal Executive is therefore instructed to seek, from the business, a national picture of the end state for the Mail Centre network.

Failure to provide such information will be met with a withdrawal from co-operating in further reviews until a Post Implementation Review has been conducted for those areas where reviews have already taken place. The outputs of any such review such be published and errors acknowledged before we move on.

Ploughing ahead without fully reviewing the success or failure of the reviews already undertaken is not in the best interest of our members or the future of the industry.

The Postal Executive is instructed accordingly.

North Wales/North West Divisional Committee

54 CATEGORY B:

"IN CAMERA"
If Carried 115 Falls

This Conference notes:

- 1) That Royal Mail is introducing World Class Mail across the business.
- 2) That World Class Mail is not in any shape or form in the interest of our members.

This Conference believes that:

World Class Mail is team working in its worst manifestation ever. This union has policy of opposing team working so how can we have anything to do with World Class Mail?

World Class Mail should under no circumstances be embraced by this union and should be resisted at all levels.

This Conference resolves:

GENERAL ISSUES**SECTION 2E : Wednesday (10.30 – 11.55)**

To campaign amongst the membership to ensure that they are aware of just how damaging World Class Mail is going to be to their terms and conditions.

To fight World Class Mail by any means necessary up to and including a Rule 13 Ballot.

The Postal Executive is instructed accordingly.

South Central No.1

If carried 56 and 57 Fall

55 CATEGORY A: COMPOSITE MOTION

Following the carriage of Composite Motion 50 at 2010 Postal Conference in the name of Meridian Branch and South East Division, Conference requests an urgent report back on the position to date as further unusual, severe weather has affected Regions once again. Conference notes that LTB 1081/10 records the Joint Statement secured with Parcelforce Worldwide but, whilst Conference welcomes this, it falls short of the process contained in Composite Motion 50. In light of the new relationship secured with the Business Transformation 2010 and Beyond Agreement, suitable procedures should be in place by end of October 2011.

The Postal Executive is instructed accordingly.

Meridian
South East Divisional Committee

NOTE BY SOC

Motions 50(2010) 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

56 CATEGORY C: This Conference instructs the Postal Executive to negotiate an agreement of no clawback of hours or loss of pay in cases of non-attendance at work due to severe weather. Such an agreement shall also include instances where members are sent home due to severe weather.

Newcastle Amal

GENERAL ISSUES**SECTION 2F : Wednesday (11.55 – 12.15)**

57 **CATEGORY C:** This Conference agrees that following the last two years' severe winters there needs to be an agreed process with the CWU and Royal Mail on non or part attendance at work due to the effects of a bout of severe weather. The agreement should clearly outline what is paid and unpaid leave for non or part time attendances.

The Postal Executive are instructed accordingly.

North East Divisional Committee

58 CATEGORY A: This Conference instructs the Postal Executive that with the massive increases on fuel prices over the last 2 years, the newly negotiated MTSF Agreement, with regard to the 25p per mile ETE rate is not a realistic rate.

The Postal Executive is therefore instructed to re-negotiate an increased mileage rate that reflects the current price of fuel.

London North Western C&C

59 CATEGORY A: This Conference notes that within the existing Managing The Surplus Framework Agreement (MTSF), Excess Travel Expenses (ETE) Policy the terms for car sharing are not covered. Conference further notes that Royal Mail Group has its own independent policy covering car sharing which provides for 4p per mile for the employee driver who agrees to car share. Conference further notes that this is the policy applied by the business when this issue arises, for example in Mail Centre closure cases. Conference further notes that the MTSF Excess Travel Policy has maximum ceilings on the amount that can be claimed in ETE payments, and that any additional car sharing payments are included in the maximum payment ceilings. Conference recognises that because of the ever increasing distances members are having to travel to retain employment that many members are hitting the maximum payment ceilings, and consequently there is no benefit or incentive at all for members in these circumstances to agree to car share.

- Conference agrees that it is desirable that the terms for car sharing should be agreed with the CWU and form part of the MTSF ETE Policy.
- Conference also agrees that it is desirable to have agreed terms that promote car sharing for environmental and other positive reasons.
- Conference further agrees that there should be a positive incentive to encourage members to consider car sharing.

This Conference therefore instructs the Postal Executive to enter into negotiations with RMG to negotiate agreed terms for car sharing that will form part of the MTSF. The agreed terms should:

1. Ensure that payments related to car sharing do not form part of the calculation of when an employee has hit an ETE maximum ceiling.
2. Achieve a substantial increase in the payment per mile paid to an employee driver who car shares.

Midlands Divisional Committee

GENERAL ISSUES

SECTION 2G : Wednesday (14.00 – 14.40)

60 CATEGORY A: This Conference agrees that Royal Mail management are misusing the Business Transformation 2010 and Beyond Agreement, in particular the National Mail Centre Rationalisation Section, to drive down pay.

The Postal Executive is instructed to negotiate, that where wholesale changes are made resulting in the closure of a Mail Centre or Delivery Office, that members affected, who receive London Weighting, should have that element of pay protected in perpetuity.

London North Western C&C

61 CATEGORY A: CWU members working for British Telecom have some protection if they are re-located as "under longstanding agreements any redeployment cannot entail more than 45 minutes reasonable travelling time", as reported in the Voice – November 2010. CWU members working for Quadrant are protected by an agreement which states that a re-location involving more than 15 miles travel is unreasonable.

In the Business Transformation 2010 Agreement members working for Royal Mail have no protection in terms of where they can be re-located to.

Royal Mail will be proposing to close Delivery Offices, RDCs etc. as well as the mass closure of our Mail Centres.

This Conference agrees that CWU members working for Royal Mail should have some protection in terms of the distance/time involved in travelling to a new office. The Postal Executive is instructed to reach an agreement with Royal Mail around the issue of a "reasonable job offer" in terms of how far and/or how much time a member has to travel to a new office.

Eastern No.4

62 CATEGORY A:

If Carried 63 Falls

That this Conference agrees that sick pay in Royal Mail is a contractual right. Therefore Conference agrees that it is an absolute disgrace that Royal Mail is deliberately withdrawing this right from certain members in order to bully these members back to work.

This Conference therefore agrees that the Union will do everything in its power to bring this practice to an end and to ensure that any member entitled to have sick pay will receive it.

The Postal Executive is instructed accordingly.

Scotland No.2

63 CATEGORY A: This Conference instructs the Postal Executive to challenge the business on its use of the unagreed sick procedure currently in use by Royal Mail.

On a regular basis members have been threatened with having their pay being stopped and in some cases dismissal.

This intimidation and harassment has to stop.

Greater Manchester Amal

64 CATEGORY A: This Conference recognises the excellent work done by Nicola Coughlin, CWU Disability Advisory Committee (DAC) member, in devising and producing the Disability Passport (which also encompasses long term illness).

Through her efforts the Passport has not only been accepted by British Telecom but all managers are aware that once a person discloses a disability or a long term illness, it is essential for the manager to advise the person that the Passport scheme is available for the person if they wish, in complete confidence.

The Passport holds each individuals details of any disability, or long term illness they may have, reasonable adjustments made for the person etc. It places the person at the heart of the process to explain how they are affected on a day to day basis in the workplace and what reasonable adjustments would assist them to overcome barriers.

The Passport is agreed and signed off by the operational line manager and the person in question keeps a copy of their Passport and management also keep a copy in confidence. The person owns this document. If the person moves workplace or a new manager takes over, the person simply has to advise they have a Passport held in their personal file and this prevents the stress of drawn out interviews taking place to go through personal information yet again and ensures continuity of the correct adjustments are kept in place.

GENERAL ISSUES

SECTION 2H : Wednesday (14.40 -16.00)

This Conference instructs the Postal Executive with the assistance of the DAC to open talks with Royal Mail Group (RMG) at the earliest opportunity, and to negotiate the adoption of the Disability Passport by RMG.

North West No.1

65 **CATEGORY A:** This Conference instructs the Postal Executive to seek agreement across all businesses where we have recognition to adopt the principal that a miscarriage is a death. To this end, any stress or illness which is incurred following a miscarriage, should be put down to grief as would normally be the case with the death of a close relative, and therefore should not be counted towards any stage of any attendance procedure warnings.

Kent Invicta

66 **CATEGORY A:** This Conference is concerned that despite previous CWU conference policy some years ago we have failed to include the menopause into the Sick Absence Procedure and therefore currently have not a policy to enact this.

Therefore this Conference instructs the Postal Executive to negotiate with all Royal Mail business employers to secure an agreement that the menopause is included in the Sick Absence Procedure. This then ensures that this debilitating state is recognised in the agreement so that it comes under the Sick Absence Procedure and if menopause is a problem in an individual woman's case, then this condition will be fully taken into account.

Wolverhampton and District Amal

67 **CATEGORY A:** This Conference instructs the Postal Executive to reach agreement on a process with Royal Mail that allows an employee to gain a copy of their own attendance/absence record without first having to approach their local manager.

The employee must be able if they wish to make direct contact with HRSC Sheffield where they can then request a copy to be sent to them directly.

The Postal Executive is instructed accordingly.

Eastern No.4

68 CATEGORY A: This Conference notes that, since the Equality Act became legislation in October 2010, the current EHS provider ATOS Healthcare has become increasingly non-committal when assessing whether a member is covered under the previous Disability Discrimination Act (DDA). This has led to a marked increase in Attendance Procedure stages being issued by managers and any mitigation put forward mentioning the DDA is ignored.

The Postal Executive is therefore instructed to request with Royal Mail, as part of the on-going Attendance Procedure negotiations, an immediate review of this process with the aim that all absences directly connected to an employee's disability will be discounted from the Attendance Procedure.

Eastern No.5

69 CATEGORY A: The Postal Executive is instructed to seek an agreement with Royal Mail Group by the time of the next leave allocation, to follow the example of Tesco by Human Resources reminding managers before the allocation of leave, of religious holidays that people may wish to take leave for.

Kent Invicta

70 CATEGORY C: *If carried 71 and 72 Fall*

This Conference agrees that in the interest of our members health and well-being the Postal Executive will pursue:

1. The removal of ATOS Health Service telephone consultations.
2. The cessation of unagreed processes used by Royal Mail in contacting members when on sick leave.

This Conference furthermore instructs the Postal Executive to negotiate a contact process that is fair and also compassionate to our members needs and alleviates this bullying and unagreed process that Royal Mail continue to pursue.

The Postal Executive is instructed accordingly.

Merseyside Amal

71 CATEGORY C: This Conference agrees that the increasing practice of EHS telephone referrals is not in the best interests of the membership.

This Conference therefore instructs the Postal Executive to secure an agreement that allows face to face referrals when requested.

Newcastle Amal

GENERAL ISSUES

SECTION 2H : Wednesday (14.40 -16.00)

72 **CATEGORY C:** This Conference agrees that Royal Mail is using an unagreed sick absence policy. This is causing great concern to our members and is being seen as a form of harassment when off sick either by self certification or with a fit note.

Therefore, this Conference instructs the Postal Executive to seek immediate talks with Royal Mail, the aim of those talks is to remove the heavy handed tactics currently being used.

Northamptonshire Amal

73 CATEGORY A: COMPOSITE MOTION

This Conference instructs the Postal Executive that the Royal Mail Conduct Code is being used inappropriately by Royal Mail managers in Delivery Offices to remove CWU members from their duties in advance of any investigation or discipline charges being laid.

The 'Guiding Principles' within the Conduct Code clearly state that 'no disciplinary action will be taken against an employee until the case has been satisfactorily investigated.'

Yet it is becoming the norm for managers to speak to individuals about matters such as alleged poor performance and then remove them from their duties 'pending investigation' thereby creating a culture of do as I say or I will remove you.

Whilst recognising the following statements from the Business Transformation 2010 Agreement we believe that this abuse must be curtailed.

'The need to ensure that national agreements are consistently deployed at a local level with continuity of service in a way that means industrial action and managerial executive action become unnecessary.'

'There should be a standard set of HR procedures covering all CWU grades. Attendance, conduct (including the role and continuing need for the National Appeals Panel) and performance are priority procedures for joint review and these reviews should be concluded over the next six months.'

The Postal Executive is instructed to engage with Royal Mail and stop this abuse of our members as a matter of urgency.

**South and East Thames Amal
South East Divisional Committee**

74 CATEGORY A: A full and comprehensive review of the current Grievance Procedure is required as the present policy does not adequately support our members. In light of the ongoing HR Review as part of the Business Transformation 2010 and Beyond Agreement the Postal Executive is instructed to negotiate a Grievance Procedure that will support the aspirations of all Royal Mail employees, that will contain at a minimum current ACAS standards, and undertake training on a joint basis so that everyone then has the same understanding and has an opportunity to work through the procedure.

South East Divisional Committee

GENERAL ISSUES

SECTION 2I : Wednesday (16.00 -16.50)

75 **CATEGORY A:** This Conference records its concern of the misuse of the Bullying and Harassment Procedure by the Gateway Team when processing our members' complaints on the H1 Form. The Gateway Team extract complaints with no agreed process, and downgrade the seriousness of the complaint from a claim of Bullying and Harassment to an individual grievance.

This Conference instructs the Postal Executive to request a review with Royal Mail of this unacceptable process and report back to branches by Conference 2012.

Portsmouth and District Postal

76 **CATEGORY A:** This Conference instructs the Postal Executive to seek a change to the procedure where Blameworthy notices are issued carte blanche to drivers where a disputed 50/50 road traffic accident has occurred. The Blameworthy notice should only be issued where the insurance claim comes down to the fault of the Royal Mail Group driver.

Shropshire and Mid Wales

77 **CATEGORY A:** This Conference instructs the Postal Executive to negotiate an agreed security code of practice with Quadrant which provides protection for our members when till checks are carried out during service. This should include the ability of those subject to the check being present along with a CWU Representative /friend whilst the check is carried out.

Kent Invicta

78 **CATEGORY A:** This Conference reaffirms its commitment to safeguarding the health and safety of all C.W.U. members and in doing so endorses the present National Agreement on the wearing of cycle safety helmets by our membership.

Any attempt by Royal Mail to amend the agreement which involves the Conduct Code in any way other than that laid down in the present agreement shall be resisted.

The Postal executive is instructed accordingly.

North Lancs and Cumbria

79 **CATEGORY A:** This Conference agrees that that there is a massive problem for all members who decided to take pension benefits early between the ages of 50-55 before last April 2010. The problems that have arisen for our members are.

1. No longer available to them is Death in Service Benefit.
2. Massive tax implications for members who continue to perform extra duty and therefore enter a higher tax rate ceiling.
3. Reduced pension benefits because of early release.

This list is not exhaustive.

With this in mind the Postal Executive is instructed to produce user friendly documentation to outline some of the pitfalls of requesting early pension benefits before a new wave of problems arise with our over 55 members, that may be tempted to receive early pension benefits.

Merseyside Amal

80 **CATEGORY A:** This Conference instructs the Postal Executive to renegotiate the element of the Professional Drivers Agreement (PDA) 3.8 and align meal reliefs in accordance with legal requirement only.

The PDA already sets out maximum permissible unpaid meal reliefs for agreed duty spans, to prevent abuse this motion wishes to remove unnecessary meal reliefs when they are not required for legal compliance and not legitimately required to make the duty work.

London Parcels Stations Amal

81 **CATEGORY A:** This Conference instructs the Postal Executive to meet with the employer at the earliest opportunity & negotiate improved terms of the 28 day Notice period.

Ref: 2.4 Professional Drivers Agreement.

'Additional Hours may only be altered by either the line Manager or the driver issuing 28 days notice subject to the provisions of section 5.'

In line with the sentiment and spirit of the PDA a 28 day notice letter should only be issued after the process outlined in Para 4.5 has been fully exhausted and only after an agreed way forward cannot be found that maintains the status quo. The notice must be included in all subsequent resourcing meetings and the reinstatement of the hours must be achieved where possible within the reference period if and when suitable work becomes available. The 28 day notice letter should not be used for dealing with major change or a change that involves more than one event.

London Parcels Stations Amal

GENERAL ISSUES

SECTION 2J : Wednesday (16.50 – 17.45)

82 CATEGORY A:

If Carried 54 Falls

This Conference instructs the Postal Executive that CWU HQ set up a database, or one stop information site, which lists appropriate National Agreements, SSOW, Building Regulations, Safety Regulations (eg CoSHH, etc) and other relevant information which applies to Royal Mail sites to enable quick reference for CWU Reps when dealing with World Class Mail.

London Postal Engineering

83 CATEGORY A: This Conference instructs the Postal Executive to negotiate with Romec Management to ensure that Romec members are clearly allocated to Sub Profit Centres (SPCs) or work places, and that those SPCs are clearly defined in terms of who works in them and what the geographical boundaries are. Any changes should be notified in good time prior to being implemented and accurate information sent to the CWU National Officer responsible. Where those areas are ambiguous or too large in the view of the CWU Officer, a suitable resolution should be sought in consultation with Senior Reps.

London Postal Engineering

84 CATEGORY A: This Conference instructs the Postal Executive that there should be an opportunity for all staff to have a family member temporarily employed for Christmas Pressure using an internal recruitment/vetting process to reward our people's loyalty and hard work they perform for the business.

Newcastle Amal

85 CATEGORY C: 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.

London North Western C&C

PACKAGES AND EXPRESS CONFERENCE

PURBECK LOUNGE

**BOURNEMOUTH
INTERNATIONAL CENTRE**

**CHAIR: MICK KAVANAGH
VICE CHAIR: KATRINA QUIRKE**

SOC MEMBERS:

**PHIL CALLAGHAN
BRIAN IRVINE**

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

REF	BRANCH	
01/001	Essex Amal	33
01/003	Eastern No.3	100
01/005	Eastern No.5	8
01/006	Eastern No.6	41
01/009	South Central No.1	42
02/001	Birmingham District Amal	80
02/002	Coventry Area	471
02/003	Leicestershire Amal	42
02/004	Northamptonshire Amal	3
02/007	Midland No.7	48
02/008	Nottingham District Amal	65
03/001	Doncaster and District Amal	34
03/002	South Yorkshire and District Amal	37
03/005	Leeds No.1 Amal	127
03/006	York and District Amal	35
03/008	Newcastle Amal	71
03/010	Cleveland Amal	48
04/001	Northern Ireland Combined	64
04/003	Northern Ireland West	27
05/001	Merseyside Amal	72
05/006	Greater Manchester Amal	59
05/011	North Lancs and Cumbria	76
06/001	Glasgow and District Amal	98
06/002	Scotland No.2	85
06/003	Grampian and Shetland Amal	19
06/005	Scotland No.5	31
06/008	Highland Amal	20
07/003	South East No.3	21
07/004	Kent Invicta	69
07/005	South East No.5	88
08/001	Western Counties	72
08/002	Plymouth and East Cornwall Amal	61
08/003	Bournemouth and Dorset Amal	53
08/004	Wessex South Central	64
08/005	Bristol and District Amal	78

VOTING STRENGTHS

REF	BRANCH	
08/011	Worcester and Hereford Amal	7
09/001	North Wales and Marches	43
09/002	Shropshire and Mid Wales	40
09/003	South East Wales Amal	1
09/004	South West Wales Amal	46
09/005	Gwent Amal	34
10/011	London Parcels and Stations Amal	173
10/016	South East London Postal and Counters	5
10/019	Romford Amal	54
10/021	South and East Thames Amal	198
22/809	Coventry	31
	TOTAL	2,974

86 **CATEGORY A:** This Conference recognises at present that Parcelforce currently have no Central Billing facility agreement in place with the business.

This Conference agrees that this issue needs to be addressed, to ensure our reps in branches are paid correctly. To insure that the pensionable pay, tax and N.I. is not affected due to the abated pay on wages.

This Conference instructs the Postal Executive to seek an agreement with Parcelforce on defining a suitable Central Billing facility.

South Central No.1

87 **CATEGORY A:** This Conference instructs the Postal Executive to enter into discussions with Parcelforce Worldwide with a view to have a more simplified payslip, which will clearly identify what each payment/deduction is for and showing the amount of each payment/deduction.

The Postal Executive is instructed accordingly.

Scotland and Northern Ireland Regional Parcels Committee

88 **CATEGORY A:** This Conference agrees that the Parcelforce Attendance Procedure would benefit from the inclusion of an appeal mechanism at all stages. It is recognised that the Parcelforce Attendance Procedure is part of a wider review. However the duration of this review is becoming increasingly untenable. Therefore this element should be pursued as a separate and urgent objective.

The Postal Executive is instructed accordingly.

South Central Wales and West Regional Committee

89 **CATEGORY A:** This Conference recognises that Parcelforce members who are returning from long term sick leave should be protected by a Rehabilitation Procedure in line with the Royal Mail Letters (UK) Agreement.

This Conference agrees that at Annual Conference 2004 this motion was carried, with no procedures being negotiated with the business since that time.

This Conference instructs the Postal Executive to seek an agreement with Parcelforce by negotiating a Rehabilitation Procedure.

South Central No.1

90 **CATEGORY A:** This Conference instructs the Postal Executive to re-enter into negotiations with Parcelforce Worldwide on the Severe Weather Policy to seek an agreement that would allow drivers, in extreme circumstances, to travel to and secure their official vehicles at their home address if that is safer and/or closer than the depot is to their route.

Scotland and Northern Ireland Regional Parcels Committee

91 **CATEGORY A:** This Conference agrees that the Parcelforce / CWU Joint Statement responding to adverse weather conditions was a welcome and progressive formalisation of processes to follow when staff could not attend for work or had to be stood down. This should be further enhanced with the available option, subject to written confirmation, of option chosen by the affected individual employee and kept with local records.

The Postal Executive is instructed accordingly.

South Central Wales and West Regional Committee

PACKAGES AND EXPRESS
SECTION 3D : Thursday (10.40 – 11.10)

92 **CATEGORY A:** This Conference agrees the continuing growth in customer contracts is putting a severe strain on the current network in Parcelforce. As such a review of the current network is needed to look at the following:

1. The capacity at the Hubs.
2. The capacity at the Delivery Depots.
3. The capacity of the vehicle stock.
4. Current kit capability.

This list is not exhaustive.

The Postal Executive is instructed accordingly.

Merseyside Amal

93 **CATEGORY A:** This Conference instructs the Postal Executive to seek agreement with Parcelforce that all new and existing 1000cf vehicles are fitted with foldaway steps to assist driver entry and exit from the rear load space.

Eastern No.3

94 **CATEGORY A:** This Conference instructs the Postal Executive to continue our Joint Progressive Agenda, the Postal Executive shall engage Parcelforce Worldwide on introducing a programme of joint training for Managers and CWU Representatives on the agreements and procedures within Parcelforce Worldwide.

The training should be delivered on a national or regional basis. The aim of the training should be to deliver a joint understanding of the agreements and procedures, which in the long term should provide a better industrial working relationship and further protect our members' jobs.

Kent Invicta

95 **CATEGORY A:** This Conference agrees that the concept of Unit Reps 2 day Regional Strategic Involvement/Table of Success workshops are a useful tool to building progressive relationships in the business and should be agreed nationally and organised regionally on an annual basis supported by the business.

The Postal Executive is instructed accordingly.

South Central Wales and West Regional Committee

96 **CATEGORY A:** This Conference agrees the level of Parcelforce drivers available and willing to take up duties requiring a Class 3 licence has been in decline for some years. As such a review of the recruiting and training process will now take place to look at how best resolve this growing problem in the future.

The Postal Executive is instructed accordingly.

Merseyside Amal

PACKAGES AND EXPRESS
SECTION 3F : Thursday (12.00 – 12.30)

97 **CATEGORY A:** This Conference agrees that the high level of Strategic Involvement in the Parcelforce Business Unit should extend to a formal mechanism to allow formal input into decisions locally with regard to spending monies assigned to the First Line Fix budget. This will include a regular information share of monies available.

The Postal Executive is instructed accordingly.

South Central Wales and West Regional Committee

98 **CATEGORY A:** This Conference instructs the Postal Executive to include as part of the discussions around the Progressive Agenda and in particular the Mixed Resourcing Strand, that work carried out by Royal Mail Letters on behalf of Parcelforce Worldwide is included in the calculation that makes up the 25% of outsourced work.

Scotland and Northern Ireland Regional Parcels Committee

CLERICAL AND CASH HANDLING CONFERENCE

TREGONWELL HALL MAIN

**BOURNEMOUTH
INTERNATIONAL CENTRE**

**CHAIR: LESLEY MCLEAN
VICE CHAIR: HUW DAVIES**

SOC MEMBERS:

**JOHN GABY
TONY SNEDDON**

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

REF	BRANCH	
01/003	Eastern No.3	25
01/004	Eastern No.4	275
01/005	Eastern No.5	13
01/006	Eastern No.6	41
01/009	South Central No.1	24
02/001	Birmingham District Amal	267
02/002	Coventry Area	20
02/004	Northamptonshire Amal	20
02/005	Wolverhampton District Amal	69
02/007	Midland No.7	152
02/008	Nottingham District Amal	74
03/001	Doncaster and District Amal	40
03/002	South Yorkshire and District Amal	398
03/005	Leeds No.1 Amal	255
03/006	York and District Amal	54
03/007	Hull and East Ridings Amal	31
03/008	Newcastle Amal	291
03/009	Darlington Amal	21
03/010	Cleveland Amal	46
03/011	Durham County Amal	34
04/001	Northern Ireland Combined	119
04/002	Northern Ireland East	35
04/003	Northern Ireland West	8
05/001	Merseyside Amal	92
05/006	Greater Manchester Amal	528
05/007	North West No.1	48
05/011	North Lancs and Cumbria	108
06/001	Glasgow and District Amal	412
06/002	Scotland No.2	164
06/003	Grampian and Shetland Amal	16
06/005	Scotland No.5	24
06/007	Orkney	4
06/008	Highland Amal	13
07/001	Southdowns Amal SE No.1	55

VOTING STRENGTHS

REF	BRANCH	
07/002	Portsmouth and District Amal	84
07/003	South East No.3	64
07/004	Kent Invicta	46
07/005	South East No.5	147
08/001	Western Counties	104
08/002	Plymouth and East Cornwall Amal	202
08/003	Bournemouth and Dorset Amal	30
08/004	Wessex South Central	23
08/005	Bristol and District Amal	535
08/006	Gloucestershire Amal	143
08/011	Worcester and Hereford Amal	15
08/012	Cornwall Amal	45
09/001	North Wales and Marches	111
09/002	Shropshire and Mid Wales	19
09/004	South West Wales Amal	73
09/005	Gwent Amal	82
10/006	London North Western C&C	352
10/007	London 7	320
10/012	Northern/North West London	175
10/013	East London Postal	61
10/016	South East London Postal and Counters	374
10/017	London South West	63
10/019	Romford Amal	122
10/021	South and East Thames Amal	22
22/666	Birmingham, Black Country and Worcs	116
22/809	Coventry	5
	TOTAL	6,993

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

99 CATEGORY A: "IN CAMERA"

This Conference agrees that any changes to COSA without CWU agreement shall be resisted by all possible means, up to and including industrial action.

The Postal Executive is instructed accordingly.

London North Western C&C

100 CATEGORY A: This Conference agrees that there will be no negotiations on site closures in Customer Services until either there is a significant reduction in agency staff or these have been given permanent contracts.

The Postal Executive is instructed accordingly.

Bristol and District Amal

101 CATEGORY A: COMPOSITE MOTION

This Conference notes with some disappointment at the apparent lack of progress in regards to Motion 111, that was carried at the 2009 Annual Conference in regards the unagreed changes to the POL Career Break Scheme.

Therefore this Conference instructs the Postal Executive that this policy is pursued following this Conference, and a detailed report to Branches on progress is made no later than 1st December 2011.

**Cornwall Amal
Western Counties**

NOTE BY SOC

Motion 111 (2009) Category A; COMPOSITE MOTION

This Conference instructs the incoming Postal Executive that the unagreed changes to the POL career break scheme that was introduced by the business last year are not in the best interest of the POL members.

Conference therefore instructs the PEC that negotiations be commenced with POL to change this unagreed policy and introduce a new policy along the lines of the RMG guaranteed career break scheme.

***Western Counties
Cornwall Amal***

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

102 **CATEGORY A:** This Conference agrees that there shall be no diminution of the POL Severe Weather Policy which is to the detriment of our members; furthermore, that the introduction of any new policy shall be entirely subject to CWU Agreement.

The Postal Executive is instructed accordingly.

London North Western C&C

103 **CATEGORY A:** This Conference agrees that the recruitment and retention of CWU Representatives is essential. To ensure that first class representation continues Conference agrees that the Postal Executive enters into discussions with POL with the aim of developing the role of the Deputy Area Rep.

This to include substituting for the Area Rep when the Area Rep is absent for 3 days or more eg: when on annual leave or sick absence. The Deputy Area Rep will also be invited to a minimum of 3 Territorial meetings per year.

Greater Manchester Amal

104 **CATEGORY A:** This Conference notes the intention of POL to introduce the roles of Savings and Retail Specialists. The Postal Executive is instructed that any further Specialist roles shall be subject to a comprehensive CWU agreement, consistent with the deployment of the Mails and Travel Specialists.

London North Western C&C

105 **CATEGORY A:** In a previous Conference, the excellent suggestion was made, that the notices that warn the public that abuse of staff will not be tolerated, should be made much larger. Nothing as yet has happened, so this Conference again instructs the Postal Executive to approach Post Office Limited, to agree to bring these posters up to at least A4 size, by the end of 2011.

Kent Invicta

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

NOTE BY SOC

Motion 156 (2008) Category A

Conference notes its concern over the safety of CWU Members serving abusive customers on the Counter and in Postshops.

This Conference agrees that POL's policy of "zero tolerance" of abusive behaviour from Customers, whilst on POL's business premises needs to be clearly displayed.

This Conference instructs the incoming Postal Executive to negotiate with the employer for an appropriate customer conduct notice.

The Postal Executive is instructed accordingly.

Solent Amal

106 CATEGORY A: This Conference instructs the Postal Executive to identify all call centre work undertaken by or on behalf of POL and Royal Mail Customer Services.

Such information shall be collated on a regular basis, and shall be communicated to Branches to assist in the recruitment of future CWU members.

Newcastle Amal

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

WINDSOR HALL

**BOURNEMOUTH
INTERNATIONAL CENTRE**

CHAIR: JANE LOFTUS

VICE CHAIR: BOBBY WEATHERALL

SOC MEMBERS:

DES CARNEY

PADDY MAGILL

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

REF	BRANCH	
01/001	Essex Amal	2383
01/002	Colchester and District Amal	595
01/003	Eastern No.3	1266
01/004	Eastern No.4	1295
01/005	Eastern No.5	1635
01/006	Eastern No.6	1180
01/008	Suffolk Amal	843
01/009	South Central No.1	1643
02/001	Birmingham District Amal	2480
02/002	Coventry Area	1215
02/003	Leicestershire Amal	1555
02/004	Northamptonshire Amal	1562
02/005	Wolverhampton District Amal	2101
02/006	Derbyshire Amal	984
02/007	Midland No.7	977
02/008	Nottingham District Amal	2096
03/001	Doncaster and District Amal	1713
03/002	South Yorkshire and District Amal	2098
03/003	Bradford and District Amal	1514
03/005	Leeds No.1 Amal	2446
03/006	York and District Amal	1164
03/007	Hull and East Ridings Amal	545
03/008	Newcastle Amal	2029
03/009	Darlington Amal	592
03/010	Cleveland Amal	932
03/011	Durham County Amal	380
03/012	North East Coastal Amal	386
04/001	Northern Ireland Combined	1313
04/002	Northern Ireland East	383
04/003	Northern Ireland West	755
05/001	Merseyside Amal	2105
05/003	Cheshire No.1 Amal	709
05/004	North West Central Amal	1731
05/006	Greater Manchester Amal	2548
05/007	North West No.1	1468

VOTING STRENGTHS

REF	BRANCH	
05/010	East Lancs Amal	560
05/011	North Lancs and Cumbria	2821
06/001	Glasgow and District Amal	3582
06/002	Scotland No.2	2814
06/003	Grampian and Shetland Amal	735
06/005	Scotland No.5	735
06/006	Clyde Valley Amal	447
06/007	Orkney	52
06/008	Highland Amal	358
07/001	Southdowns Amal SE No.1	1038
07/002	Portsmouth and District Amal	1176
07/003	South East No.3	1296
07/004	Kent Invicta	1801
07/005	South East No.5	5094
08/001	Western Counties	2524
08/002	Plymouth and East Cornwall Amal	1073
08/003	Bournemouth and Dorset Amal	1179
08/004	Wessex South Central	1374
08/005	Bristol and District Amal	2164
08/006	Gloucestershire Amal	1086
08/007	South West No.7	1565
08/011	Worcester and Hereford Amal	812
08/012	Cornwall Amal	545
09/001	North Wales and Marches	1588
09/002	Shropshire and Mid Wales	1001
09/003	South East Wales Amal	1580
09/004	South West Wales Amal	1336
09/005	Gwent Amal	711
10/002	Mount Pleasant	1736
10/004	London West End Amal	527
10/006	London North Western C&C	12
10/007	London 7	52
10/008	Watford No.1	774
10/009	Northern Home Counties Postal	774
10/011	London Parcels and Stations Amal	22
10/012	Northern/North West London	1787
10/013	East London Postal	1454
10/015	West London Postal	644
10/016	South East London Postal and Counters	1222

VOTING STRENGTHS

REF	BRANCH	
10/017	London South West	2223
10/018	Kingston Area	692
10/019	Romford Amal	1245
10/020	Harrow and District Amal	1640
10/021	South and East Thames Amal	1104
10/022	Croydon and Sutton Amal	1137
10/023	South West Middlesex Amal	1265
21/819	Central Counties and Thames Valley	84
21/827	South East Anglia	29
21/831	North Anglia	16
22/032	Birmingham	51
22/238	Leicester and Midshires	28
22/803	East Midlands	26
22/809	Coventry	8
23/404	South Yorkshire	26
23/808	North East	35
23/830	West Yorkshire	29
24/024	Northern Ireland Engineering	17
25/414	Merseyside and SW Lancs	41
25/821	Central and West Lancs	16
26/156	Glasgow and Motherwell	21
26/825	Edinburgh, Dundee and Borders	33
27/805	Meridian	57
28/021	South West Engineering	24
28/350	South Devon and Cornwall	13
28/459	Devon and Somerset	9
28/828	Solent	38
29/424	The Welsh Valleys	7
29/807	Mid Wales, The Marches and N.Staffs	7
29/823	South Wales	15
30/255	London Postal Engineering	161
	TOTAL	108,769

107 **CATEGORY A:** This Conference instructs the Postal Executive to pursue the introduction of a Joint Working Group, where Machine Baseload Hours are discussed and agreed.

Using Royal Mails choice of figures is no longer acceptable and should be challenged from the start. All current data used should be reviewed and agreed.

This Business will fail if we do not have the right agreed data to staff our 'Automated' processes.

South East Anglia

108 **CATEGORY A:** *If Carried 109, Comp 110 and 111 Fall*

This Conference recognises that despite the best intentions of the CWU, Royal Mail's Delivery Best Practice Strategy which includes Park and Loop, Georoute, IWT, model week etc. has been a disaster.

This Conference acknowledges that throughout the UK that integrated revisions have had a major effect on Quality of Service and our members have suffered as a result of Royal Mail's aspirations to introduce unworkable and unrealistic targets.

This Conference therefore instructs the Postal Executive to renegotiate a new revision process which takes into account:

- The ability to agree a representative traffic week rather than a lower traffic week.
- The agreement should ensure that local circumstances are taken into account.
- No agreement to 100 EP indoor or outdoor.
- Review of Park and Loop in its totality including where it's applied.

The list is not exhaustive.

This Conference instructs until there is a further Delivery revision agreement that no further revisions should be agreed.

London Divisional Committee

109 **CATEGORY A:** *If Carried Comp 110 and 111 Fall*

This Conference commends the Outdoor Secretary for securing the delivery revisions processes of the Business Transformation 2010 and Beyond Agreement, in particular establishing the principle that all duties must be "fair and achievable".

However, it has become apparent that the Indoor Workload Tool (IWT), when implemented at a performance of 100, assumes a manual Inward

ROYAL MAIL OUTDOOR AND INDOOR SECTION 5A : Thursday (09.10 – 10.00)

Primary throughput at 27 items per minute this equates to 1620 per hour. This is clearly not a fair or achievable figure and planning a revision on this throughput is planning to fail.

This Conference therefore instructs the Postal Executive to produce a document to branches detailing the throughput assumptions contained within the IWT, in particular the following:

1. Manual IPS for letters, flats & packets.
2. Prep Rate.
3. Cleardown.

This information will arm the Delivery Reps with a simple easily understood reference for use when negotiating the indoor elements of revisions.

North Wales/North West Divisional Committee

110 CATEGORY A: COMPOSITE MOTION

If Carried 111 Falls

This Conference agrees that improved planning values need to be agreed for both the Indoor Workload Tool (IWT) and Georoute programme.

The Postal Executive is instructed accordingly.

**Bristol and District Amal
South East Wales Amal**

111 CATEGORY A: This Conference agrees that Royal Mail's agreed Delivery System Tools are not fit for purpose, the Postal Executive is instructed to endeavour to renegotiate a reality based systems tool.

Greater Manchester Amal

112 CATEGORY A: This Conference instructs the Postal Executive to revisit the six phase process for delivery revisions. A part of this revisit will be the aim to reach agreement with Royal Mail for a formal sign off at phase four. The process at this crucial phase must include a formal sign off by the Area Delivery Representative.

Eastern No.4

113 **CATEGORY A:** This Conference instructs the Postal Executive to seek improvement to the terms of the National Mail Centre Rationalisation Framework Agreement section of the Business Transformation 2010 and Beyond Agreement.

In this framework agreement the following points are aimed at providing direction to the Postal Executive, where Delivery Offices closures are a part of the business case to close a Mail Centre, then this shall no longer be the responsibility of the National Processing Group (NPG) to oversee. Instead, accountability will shift to the National Deployment Group (NDG).

- Paragraph 6.6 needs to be changed to reflect that many planned Mail Centre closures cut across a number of CWU branches. Therefore due to the nature of this, it is almost impossible to comply with the terms directed in this paragraph.

Instead the Postal Executive should look at applying a process based upon mail traffic being transferred to the planned location, MTSF cost related to the plan, environmental impact, and operational costs (this list is not exhaustive) will form part of a weighting/percentage exercise which will determine what influence the closure of each Mail Centre has upon the proposed project.

The new process that flows out of this approach must allow each Branch to then be able to submit a submission that best protects their membership and retains accountability to their members.

- A Mail Centre earmarked in a plan for closure shall be able to put forward case to re-grade them as an Inward Mail Centre (IMC) thus allowing for DSA to be retained and to comply with the regulatory framework. This will also include the right to make the case to be able to perform batching work for mail traffic planned for walk sequencing on Compact Sequence Sorter, or to perform large machine walk sequencing.
- Paragraph 6.11 to be removed as this is no more than a no-strike deal with the employer. Left in place all this does it water-down the union role/influence within the overall National Mail Centre Rationalisation Framework Agreement.

The Postal Executive is instructed accordingly.

Eastern No.4

114 **CATEGORY A:** This Conference agrees that there is no consistent measure that identifies the overall performance of a Mail Centre. The Postal Executive is instructed to enter into discussions with the business to ensure absolute clarity on what constitutes a good performing Mail Centre from a poor one.

Once the key performance indicators are agreed the Postal Executive are further instructed to ensure that standard Mail Centre reports are shared

ROYAL MAIL OUTDOOR AND INDOOR SECTION 5B : Thursday (10.00 – 10.30)

with Area Processing Reps on a regular basis.

The Postal Executive is instructed accordingly.

North Wales/North West Divisional Committee

115 **CATEGORY A:** This Conference notes that the Business Transformation Agreement 2010 and Beyond commits the CWU to accepting the roll out of World Class Mail into all Royal Mail Units.

This Conference recognises WCM is another TQM initiative and if left to its own devices, could be the biggest threat to the CWU's influence in our work places. Creating internal competition to realise the greatest efficiency often to the detriment of our terms and conditions.

This Conference therefore agrees that there is an urgent need for terms of reference covering the roll out of WCM.

Such terms of reference must include

- Strategic involvement at all levels (National, Divisional, Area and Local) of the IR framework before any Area/Unit begins its WCM 'journey'.
- Full CWU involvement in all WCM decision making forums across all of the WCM Pillars.
- That all/any proposals to change working practices/methods, attendance times/patterns, equipment types etc are subject to the full terms of the IR Framework.
- Full CWU WSR/ASR involvement with the Health and Safety Pillar.
- Any changes to working/methods, equipment types, Floor Layouts, SSOW, Risk Assessments must have WSR and/or ASR sign off prior to implementation.

This list is not intended to be exhaustive.

The Postal Executive is instructed accordingly.

Eastern No.3

116 **CATEGORY A:** In light of the rationalisation programme and levels of unprecedented change within Royal Mail. The Postal Executive are instructed to ensure we have a transfer policy that ensures:

- a) Full transparency.
- b) That members can view where they are on the list.
- c) An estimated time scale for any transfer request to be granted.
- d) Regular written feedback on the individuals transfer request.

The Postal Executive is instructed to seek an agreement that secures that impending revisions and rationalisation programmes are not acceptable reasons for refusing transfer requests.

North Wales/North West Divisional Committee

117 **CATEGORY A:** Royal Mail has produced a draft internal transfer policy, which is to the detriment of our members. The Postal Executive is instructed to reach an agreement on internal transfers, which protects our members, and has a robust appeal process, that is heard by an independent manager.

South East Divisional Committee

118 **CATEGORY A:** This Conference instructs the Postal Executive that new drivers, in Royal Mail who passed their driving test after 1997 and require the training to acquire the Class C 1, licence from the business to drive a 7.5t vehicle, shall be given the option to be trained up to Class C licence 17t as it is of same cost to the business being beneficial to both the member and the business.

Newcastle Amal

119 **CATEGORY A:** The extended hours for Callers Offices has in some cases led to a lone working environment.

Lone working regulations do not prohibit this, providing a Risk Assessment has been carried out. Due to the nature of our work however, in terms of customer facing and the fact that more customers have to travel further to collect items because of office closures, this creates a potentially hostile environment.

The Postal Executive is instructed to negotiate that at least two staff are working in a Delivery Office when the Callers Office has extended hours.

South East No.5

120 **CATEGORY A:** This Conference instructs the Postal Executive that the use of the Indoor Workload Tool (IWT) or Delivery Productivity Tool by management to determine the individual performance of our members is not acceptable. A joint statement will be gained from the Royal Mail that declares this position.

Eastern No.4

121 **CATEGORY A:** This Conference believes that the accurate recording of hours worked in Units is essential and that Unit Reps need to be involved in the Resource Control System (RCS) process.

Conference resolves that:

1. The current RCS system must be maintained as part of the Specialist OPG/ORR duty, and that any changes in Subcodes and processes need to be agreed nationally.
2. Unit Reps should receive training in the function of RCS and specifically in the outputs in order to use this in Weekly Resourcing and Revision processes.

The Postal Executive is instructed accordingly.

North Lancs and Cumbria

122 **CATEGORY A:** This Conference recognises that the Indoor Workload Tool has been implemented across the Delivery function with an agreed training package. In some instances the training is limited and took place too long after the implementation of the agreement so has not met the needs of the Local/Area CWU representatives.

This Conference instructs the Postal Executive that any future training packages affecting any nationally agreed planning tools, include the input of the needs/ requirements from a delivery working party which includes at least an Area Delivery Rep from each Division and that all Area and Local Reps will receive the training prior to the roll out of the agreed tool.

The Postal Executive is instructed accordingly.

Portsmouth and District Postal

**ROYAL MAIL OUTDOOR AND INDOOR
SECTION 5D : Thursday (11.10 – 12.00)**

123 **CATEGORY A:** This Conference agrees that due to the alarming number of members being lost through Ill Health Retirement particularly in Delivery, that all future vacancies within all functions are offered first to people within Royal Mail Letters and that all functions are given equal status.

The Postal Executive is instructed accordingly.

Greater Manchester Amal

124 **CATEGORY A:** This Conference agrees that the current changes to the delivery pattern shouldn't be allowed to undermine the use of seniority and its role within the workplace. All future talks on deliveries and changes must include the safeguards of seniority.

The Postal Executive is instructed accordingly.

Merseyside Amal

**ROYAL MAIL OUTDOOR AND INDOOR
SECTION 5E : Thursday (12.00 – 12.30)**

125 CATEGORY A:

If Carried 127 Falls

This Conference instructs the Postal Executive to start to negotiate Monday to Friday deliveries in Royal Mail.

South East Wales Amal

126 CATEGORY A: That current D2D arrangements are not in the best interests of CWU members and the Postal Executive is instructed to negotiate an agreement that gives both sufficient time within the Indoor Workload Tool for Prep work and takes into account the size and weight of items and the need for some items to be folded to fit into fittings.

South East Wales Amal

127 CATEGORY A: This Conference agrees that the aim of the CWU is to achieve Monday-Friday deliveries in Royal Mail.

The Postal Executive is instructed accordingly.

Bristol and District Amal

128 CATEGORY D: The recent Delivery Revision activity has in many offices created redundant sorting frames, cycles and other equipment.

Although Step 6 of the Delivery Methods Revision Procedures stipulates the removal of excess equipment, this often does not appear to be followed and redundant equipment is dumped into an empty space in the office or round the corner 'out of sight out of mind'. This is an environmental blight in an office and can lead to some members leaving the office for their delivery, in a despondent state of mind, which is often a factor in accidents.

The Postal Executive is therefore instructed to negotiate a firm policy on the removal of all redundant equipment to establish an improved working environment for our members.

South East No.5

POSTAL TECHNICAL SERVICES CONFERENCE

TREGONWELL HALL REAR

**BOURNEMOUTH
INTERNATIONAL CENTRE**

CHAIR: STEVE JONES

VICE CHAIR: BILL STEEL

SOC MEMBERS:

RONNIE FITZSIMMONS

JOYCE STEVENSON

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

REF	BRANCH	
05/006	Greater Manchester Amal	130
08/006	Gloucestershire Amal	75
09/003	South East Wales Amal	40
21/006	South Central MT	120
21/819	Central Counties and Thames Valley	108
21/827	South East Anglia	31
21/831	North Anglia	41
22/032	Birmingham	99
22/238	Leicester and Midshires	56
22/239	East Midlands MT	119
22/803	East Midlands	42
22/809	Coventry	48
22/832	North Midlands	17
23/404	South Yorkshire	72
23/808	North East	90
23/830	West Yorkshire	122
24/024	Northern Ireland Engineering	68
25/414	Merseyside and SW Lancs	123
25/821	Central and West Lancs	34
26/156	Glasgow and Motherwell	52
26/157	Scotland MT	126
26/825	Edinburgh, Dundee and Borders	72
26/829	Scotland No.1	1
27/805	Meridian	89
28/021	South West Engineering	72
28/053	Western MT	108
28/350	South Devon and Cornwall	26
28/459	Devon and Somerset	20
28/828	Solent	72
29/424	The Welsh Valleys	11
29/807	Mid Wales, The Marches and N.Staffs	8
29/823	South Wales	32
30/122	London Regional MT	178
30/255	London Postal Engineering	377
	TOTAL	2,679

129 CATEGORY A:

"IN CAMERA"

If Carried 130 and 131 Fall

This Conference instructs the Postal Executive to sort out the mess that is the introduction of the Engineering Team Coach (ETC) grade. We are fed up with the lack of leadership from our 'leadership' on the issue of ETC grades. Leaving it to 'local' agreement to sort out ETC grades is a cop out because the Postal Executive left us with the completely unworkable situation of how the ETC grade works.

Engineers are applying for the ETC grade purely because their office is shutting, and they want to retain a job, even as an ETC. Successful ETC applicants have to negotiate their own terms and conditions. This is not what the word Union is about.

If we cannot put some 'structure' to the ETC grade, and agree some terms and conditions we should ballot the relevant membership for an Industrial Action Ballot on the subject of ETCs.

South East Anglia

130 CATEGORY A: This Conference notes that the introduction of the Engineering Team Coach within the Business Transformation 2010 and Beyond Agreement created ambiguity, insufficient clarity and did not provide sufficient detail or take note of the impact on engineering Mail Centre workload.

The Postal Executive is instructed to jointly develop the role and responsibilities of the post with Royal Mail, evaluate its impact on engineering workload and produce a jointly agreed approach.

South Yorkshire

131 CATEGORY A: This Conference notes the ambiguous terms around the requirement for Engineering Team Coach grades and instructs the Postal Executive to clarify the situation with the business so that where it states there are 3 engineers on shift, that equates to an Engineering Team Coach, 2 shift engineers and the appropriate level of reserves to enable that level of shift engineers to sustain that engineering staff presence.

London Postal Engineering

132 **CATEGORY A:** This Conference instructs the Postal Executive to secure an agreement with Fleet & Maintenance Services that ensures an equivalent number of Supervisors to each rotation when operating a 4 shift cycle on a 24 hour shift operation.

Scotland MT

133 **CATEGORY A:** This Conference instructs the Postal Executive that before any engineering bonus scheme is implemented, all Mail Centres should be staffed to the latest agreed Staff In Post (SIP) figure.

Achieving bonus targets should not be reliant on individuals performing excessive amounts of overtime, or on individuals being pressured into performing overtime. The correct SIP is a precursor.

South East Anglia

134 **CATEGORY A:** ***If Carried 135 Falls***

This Conference notes the introduction of a Revised Engineering Workload Tool to determine engineering staffing. The Business Transformation 2010 and Beyond Agreement requires Royal Mail to jointly review the workload system and the performance maintenance element of workload to be verified during the transformation programme.

It also notes the unwillingness, selectivity and inability of Royal Mail to review engineering workloads within the spirit of the agreement and in particular the engineering workloads associated with CSS, RDC's and IISM's. The Performance Maintenance aspect of the workload tool has further been a point of contention and ambiguity. The impact of World Class Mails further challenges the sustainability and practicality of such a tool.

The Postal Executive is instructed to ensure that Royal Mail honours the Business Transformation 2010 and Beyond Agreement without any further delay and all of the component parts of the Workload Tool are agreed nationally.

South Yorkshire

135 **CATEGORY A:** This Conference instructs the Postal Executive to negotiate and agree with Royal Mail a Guide to the Workload Calculator Tool agreed in the Business Transformation 2010 and Beyond Agreement, along the lines of the old SRT Guide, which must clearly define the work included within the Professional Maintenance element of Engineering Workload.

London Postal Engineering

136 **CATEGORY A:** This Conference instructs the Postal Executive to ensure that Fleet & Maintenance Services comply with the following:

1. To immediately remove the current embargo on tool replacement/purchase.
2. To reinstate a previous policy of periodic tool checks.
3. To re-enforce a previous policy that excluded individually owned tools and modified tools from Workshops/Service Centres.

Scotland MT

137 **CATEGORY A:** *If Carried 138 Falls*

This Conference notes that with the demise of Royal Mail Engineering the stated aim of Royal Mail was to reintroduce Royal Mail Engineers into the operational line. There has been haphazard and unprofessional application of that concept, engineering reorganisation at national level has further confused the reporting lines and authority levels. There is consequently a complete lack of a coherent engineering strategy going forward.

The Postal Executive is instructed to negotiate a coherent engineering strategy and agree an unambiguous line management structure for engineering grades.

South Yorkshire

138 **CATEGORY A:** This Conference instructs the Postal Executive to engage with Royal Mail senior management to clarify the current management structure for Royal Mail Engineers to enable true local negotiation to take place with line management.

Any structure must ensure that, if Royal Mail is to integrate engineering into operations, the decisions on Local and Regional agreements must be made by the appropriate line manager, and not delegated to Regional Maintenance Managers in totality.

London Postal Engineering

139 **CATEGORY A:** This Conference notes that the review and rationalisation of Mail Centres will produce both new-build sites and extended/modified sites. Conference is concerned that, at every opportunity, Royal Mail attempts to do away with dedicated engineering welfare facilities by simply refusing to provide them in the new sites. Royal Mail cites the new Mail Centres as "models of the future" where engineers will use the general facilities provided around the Mail Centre.

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

This Conference notes that the latest Mail Centre, South Midlands, has installed engineering welfare facilities retrospectively, as have previous new-build Mail Centres, because generic facilities are not suitable for engineering use.

The Postal Executive must impress upon Royal Mail at the appropriate level(s) the importance of providing correctly-sited and adequate facilities for our members from the outset and remind Royal Mail of the cost savings in doing so.

The Postal Executive is instructed accordingly.

Meridian

140 **CATEGORY A:** This Conference instructs the Postal Executive to carry out the terms of Motion 154 – 2009 Technical Services Conference (negotiate a Training Coach Agreement) which should now incorporate training associated with Autonomous Maintenance.

Scotland MT

NOTE BY SOC
<p><i>Motion 154 (2009) Category C</i></p> <p><i>This Conference instructs the incoming Postal Executive to negotiate a Training Coach agreement with Vehicle Services and immediately call halt to the unagreed so called "champion" Technician which evidently has appeared in its place.</i></p> <p style="text-align: right;"><i>Scotland MT</i></p>

MOTIONS NOT ADMITTED TO THE AGENDA

141 **CATEGORY X:** This Conference agrees that currently the main High Street Banks are not operating in the interest of ordinary working people. We therefore call on the Unions' Representatives on the board of Unity Trust Bank to seek a report on the possibility of Unity Trust setting up Personal Bank Accounts for trade union members and their families, with the aim of the Post Office Network being used as their high street outlets.

The Postal Executive is instructed accordingly.

Greater Manchester Amal

142 **CATEGORY X:** This Conference agrees that the earnings of the Pensions Trustees from the CWU need to be published to the membership. Conference also agrees that the membership should receive a full report of the role these Trustees played in ending the final salary pension scheme and any conflicts of interest that were declared.

The Postal Executive is instructed accordingly.

Bristol and District Amal

143 **CATEGORY X:** This Conference agrees that the earnings of the Pensions Trustees from the CWU need to be published to the membership. Conference also agrees that the membership should receive a full report of the role these Trustees played in ending the final salary pension scheme and any conflicts of interest that were declared.

The Postal Executive is instructed accordingly.

South Wales/South West Divisional Committee

144 **CATEGORY X:** This Conference voices the opinion that the directors of Post Office Ltd should award themselves a pay cut of fifty per cent, so as to emphasize with the financial difficulties that staff experience.

Kent Invicta

145 **CATEGORY X:** This Conference condemns the amount of time being taken to resolve the "strike pay" issue for Romec Engineers.

The CWU is contesting the amount of money deducted from members pay at previous industrial action back in September 2008, this matter is being handled by Simpson Millar Solicitors.

MOTIONS NOT ADMITTED TO THE AGENDA

Conference agrees that the PTS Officer gives an updated report on the situation within one month of close of Conference, and that Simpson Millar be given a further 2 months to resolve the situation. If no resolution is agreed by 3 months after Conference closes another firm of Solicitors will be found to handle this issue.

Greater Manchester Amal
