



GENERAL CONFERENCE AGENDA

SUNDAY 23RD – MONDAY 24TH **APRIL 2017**

BOURNEMOUTH INTERNATIONAL CENTRE

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AGENDA

- Section 1 - Policy**
- Section 2 - Education and Training**
- Section 3 - Finance**
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- Section 5 - Membership/Legal Services/Comms**
- Section 6 - Equal Opportunities**
- Section 7 - Health, Safety and Environment**
- Section 8 - Political Fund Management**
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OBITUARY LIST

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GENERAL CONFERENCE

23rd-24th April 2017
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**.

STANDING ORDERS

Read your Standing Orders thoroughly.

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

HAND VOTING

Votes are normally by a show of hand voting cards. Hold your hand voting cards high in order to avoid mistakes.

CARD VOTES

Voting delegates - Ensure you have your Conference voting cards.

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 9 are drawn to the attention of all delegates:

The use of mobile phones or devices (Smartphones, Tablets and Laptops) must be switched off or set to Silent, while in the confines of the Conference Hall.

During "in Camera debates" recording and or reporting of these debates shall be strictly prohibited.

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

NEW DELEGATES

A briefing for new delegates will be held at the Bournemouth International Centre at 6.00 pm on the evening of Saturday 22nd April 2017.

STATEMENT

Dear Colleagues

On behalf of the General Conference Standing Orders Committee can I welcome delegates and visitors to this year's Annual General Conference of the Communication Workers Union. The Committee has continued to divide the agenda as much as possible, in line with the structure of the NEC, regards the management and administration of the Union as always time has been allocated for debate in line with the amount of motions submitted for each subject.

The SOC are aware of the concerns raised over a number of years regarding the amount of motions not reached in debate, we keep this matter under review. We also believe that to reduce speaking times even further would be impractical. We therefore bring to delegates attention the terms of Standing Orders 3m, 3n and 7 which are specifically to help the delegates who wish to move the agenda during debate.

The SOC has also adopted a much firmer approach regarding consistency over all conferences, therefore the Standing Orders for all conferences under the General SOC are identical, as much as possible all year. We currently intend to continue this as we move forward.

Finally, if delegates have any problems or queries regarding the General Conference Standing Orders or procedures please do not hesitate to contact the General Conference Standing Orders Committee who will be present on the floor of conference.

On behalf of the Standing Orders Committee can I wish all delegates and visitors a successful conference.

Yours sincerely

P. Magill

**PADDY MAGILL (CHAIR)
GENERAL CONFERENCE STANDING ORDERS COMMITTEE**

GENERAL CONFERENCE

TIMETABLE/PROGRAMME OF BUSINESS

Sunday 23rd April 2017

09.00	Conference Opens, Presidents Address and Obituary List				
09.10	Adoption of General Conference Standing Orders Committee Report (including reference backs)				
09.25	General Secretary				
09.45	Section 1A	Policy	Motions	1	- 8
11.00	Section 1B	Policy	Motions	9	- 16
12.15	Section 2	Education and Training	Motions	17	- 19
12.45	Guest Speaker				
13.00	Lunch				
14.00	Accounts				
14.15	Section 3	Finance	Motions	20	- 24
15.05	Section 8	Political Fund Management	Motions	25	- 27
15.35	Section 4A	Organising and Strategy	Motions	28	- 35
17.00	Section 10	Rules	Motions	36	- 45
17.45	Conference Adjourns				

Monday 24th April 2017

09.00	Section 6	Equal Opportunities	Motions	46	- 47
09.20	Section 1C	Policy	Motions	48	- 55
10.50	Section 4B	Organising and Strategy	Motions	56	- 62
12.00	Section 5	Membership/Legal/Comms	Motions	63	- 66
12.45	Guest Speaker				
13.00	Lunch				
14.00	Section 7	Health and Safety	Motions	67	- 73
15.10	Section 1D	Policy	Motions	74	- 82
16.40	Section 1E	Policy	Motions	83	- 88
17.35	General Secretary				
17.45	Conference Closes				

MEMBERSHIP OF THE TELECOMS AND FINANCIAL SERVICES CONSTITUENCY

REF	BRANCH	GENERAL	P/F
21/819	Central Counties and Thames Valley	2067	1818
21/827	South East Anglia	1022	877
21/831	North Anglia	1523	1260
22/032	Midland No.1	2426	2286
22/238	Leicester and Midshires	722	655
22/601	Algus National	1411	414
22/666	Birmingham, Black Country and Worcester	650	601
22/803	East Midlands	1431	1301
22/809	Coventry	654	568
23/404	South Yorkshire	807	741
23/669	Tyne and Wear Clerical	1463	1391
23/727	Bradford and Financial Services	139	95
23/808	North East	1845	1613
23/817	Lincolnshire and South Yorks	1411	1285
23/830	West Yorkshire	2450	2312
24/024	Northern Ireland Telecoms	1611	434
25/274	Manchester Combined	1581	1508
25/646	Mersey	1260	1200
25/664	Manchester Clerical	593	575
25/730	Bootle Financial Services	1508	1447
25/731	Bootle IPSL	160	159
25/732	Northern and National Financial Services	364	210
25/801	Isle of Man	162	68
25/821	Lancs and Cumbria Combined	1824	1635
25/833	Preston Brook and Bury	992	926
26/156	Glasgow and Motherwell	908	858
26/825	Edinburgh, Dundee and Borders	1677	1533
26/829	Scotland No.1	2516	2341
27/049	South East Central	1138	977
27/353	Portsmouth, West and Isle of Wight	676	618
27/805	Meridian	814	708
28/459	Somerset, Devon and Cornwall	1883	1557
28/828	Great Western	2586	2157
29/807	Mid Wales, The Marches and N.Staffs	986	885
29/816	North Wales and Chester Combined	605	555
29/823	South Wales	2117	1934
30/250	AIM Branch	70	30
30/252	Greater London Combined	4066	3874

VOTING STRENGTHS

REF	BRANCH	GENERAL	P/F
30/810	Capital	2027	1835
30/811	London and West	1288	1205
30/834	South London, Surrey and North Hampshire	2167	1989
45/001	Greater Mersey and South West Lancs	930	867
	TOTAL	56,530	49,302

VOTING STRENGTHS

MEMBERSHIP OF THE POSTAL CONSTITUENCY

REF	BRANCH	GENERAL	P/F
01/001	Essex Amal	2519	2052
01/002	Colchester and District Amal	618	538
01/003	Eastern No.3	1348	1162
01/004	Eastern No.4	1322	1012
01/005	Eastern No.5	1875	1553
01/006	Eastern No.6	1220	1048
01/008	Suffolk Amal	850	717
01/009	South Central Postal	2169	1859
02/001	Birmingham District Amal	2677	2389
02/002	South Midlands Postal	4609	4176
02/003	Leicestershire	1261	912
02/005	Wolverhampton District Amal	2055	1873
02/006	Derbyshire Amal	841	681
02/007	Midland No.7	1085	963
02/008	Nottingham District Amal	2408	1939
03/001	Doncaster and District Amal	1421	1267
03/002	South Yorkshire and District Amal	2559	2303
03/003	Bradford and District Amal	1205	1036
03/005	Leeds No.1 Amal	2975	2666
03/006	York and District Amal	1037	914
03/007	Hull and East Ridings Amal	528	439
03/008	Newcastle Amal	2460	2238
03/009	Darlington Amal	475	431
03/010	Cleveland Amal	872	784
03/011	Durham County	372	336
03/012	North East Coastal Amal	399	382
04/001	Northern Ireland Combined	1363	879
04/002	Northern Ireland East	418	253
04/003	Northern Ireland West	755	464
05/002	Isle of Man	208	188
05/003	Cheshire No.1 Amal	428	332
05/004	North West Central Amal	1984	1796
05/006	Greater Manchester	2839	2592
05/007	North West No.1	1396	1303
05/010	East Lancs Amal	488	449
05/011	North Lancs and Cumbria	2878	2655

VOTING STRENGTHS

REF	BRANCH	GENERAL	P/F
05/012	Darwen Capita	301	295
05/013	Warrington Mail Centre	761	643
06/001	Glasgow District Amal	3694	3326
06/002	Scotland No.2	2895	2502
06/003	Grampian/Shetland Amal	756	696
06/005	Scotland No.5	733	691
06/006	Clyde Valley Amal	442	409
06/007	Orkney	46	41
06/008	Highland Amal	388	348
07/002	Portsmouth and District Postal	1076	935
07/003	Southdowns, Weald and Rother	2258	1943
07/004	Kent Invicta	2410	2003
07/005	South East No.5	5979	4976
08/001	Western Counties	2627	2263
08/002	Plymouth/East Cornwall Amal	1497	1309
08/003	Bournemouth and Dorset Amal	1315	1161
08/004	Wessex South Central	1715	1594
08/005	Bristol and District Amal	2807	2565
08/006	Gloucestershire Amal	945	863
08/007	South West No.7	1514	1359
08/009	Jersey	219	168
08/010	Guernsey	169	3
08/011	Worcester and Hereford Amal	777	697
08/012	Cornwall Amal	542	480
09/001	North Wales and Marches	1617	1487
09/002	Shropshire and Mid Wales	871	785
09/003	South East Wales Amal	1682	1543
09/004	South West Wales Amal	1297	1245
09/005	Gwent Amal	763	661
10/002	Mount Pleasant	1320	1217
10/004	London Phoenix	644	564
10/007	London No.7	343	285
10/009	Northern Home Counties Postal	1434	1259
10/011	London Parcels & Station Amal	555	471
10/012	Northern/North West London	1688	1557
10/013	East London Postal	1065	947
10/015	West London Postal	541	507
10/016	South East London Postal and Counter	1413	1275
10/017	London South West	1306	1176
10/018	Kingston Area	667	483
10/019	Romford Amal	1674	1312

VOTING STRENGTHS

REF	BRANCH	GENERAL	P/F
10/020	Harrow and District	1630	1337
10/021	South and East Thames Amal	1225	1034
10/022	Croydon and Sutton Amal	1287	1055
10/023	South West Middlesex Amal	1389	1264
21/006	South Central MT	102	93
21/819	Central Counties and Thames Valley	100	91
21/827	South East Anglia	29	25
21/831	North Anglia	20	16
22/032	Midland No.1	89	80
22/238	Leicester and Midshires	36	34
22/239	Midlands MT	131	113
22/803	East Midlands	46	41
22/809	Coventry	30	27
23/404	South Yorkshire	53	48
23/808	North East	65	61
23/830	West Yorkshire	125	113
24/024	Northern Ireland Telecom	62	34
25/274	Manchester Combined	2	2
25/821	Lancs and Cumbria Combined	43	38
26/156	Glasgow and Motherwell	43	37
26/157	Scotland MT	113	94
26/825	Edinburgh, Dundee and Borders	50	47
27/805	Meridian	66	59
28/053	Western MT	110	92
28/459	Somerset, Devon and Cornwall	39	34
28/828	Great Western	102	92
29/807	Mid Wales, the Marches and North Staffs	6	6
29/823	South Wales	40	37
30/122	London Regional MT	131	126
30/252	Greater London Combined	3	3
30/255	London Postal Engineering	230	205
45/001	Greater Mersey and South West Lancs	1777	1669
	TOTAL	117,837	102,632

GENERAL CONFERENCE PROCEDURES

NOTES ON CONFERENCE PROCEDURES AND AGENDA

The General Conference Standing Orders Committee has prepared the Standing Orders, Agenda and timetable/programme of business in accordance with its responsibilities under the terms of Rules 10.4.1 to 10.4.4.

The General Conference SOC has asked that the following procedural points be specifically drawn to the attention of delegates:

1. Motions have been categorised in accordance with Rule 10.6.7

THE GENERAL CONFERENCE SOC SHALL GIVE PRIORITY TO MOTIONS PUBLISHED IN A CONFERENCE AGENDA INCLUDING ALL MOTIONS SUBMITTED BY THE NEC, BRANCHES, REGIONAL COMMITTEES, EQUALITY CONFERENCES, THE RETIRED MEMBERS CONFERENCE, YOUTH CONFERENCE AND REGIONAL HEALTH AND SAFETY FORA WITH EACH MOTION BEING DESIGNATED AS A, B, C, D OR X.

Category A: Those motions which in the view of the SOC require a decision by Conference;

Category B: Motions whose general point is to reverse policy decided at the previous year's Conference;

Category C: Those motions which in the view of the SOC seek only to confirm existing policy;

Category D: Those motions which in the opinion of the SOC could be dealt with in correspondence;

Category X: Those motions which in the opinion of the SOC are out of order. These shall be printed but shall not be admitted to the agenda.

3. Motions composited by the General Conference Standing Orders Committee are followed by the names of the sponsors* included in the Composite.

The consequential rulings indicated alongside certain motions are those determined by the General Conference Standing Orders Committee in consultation with the Conference Chairperson (President).

*The following may sponsor motions:

- NEC
- Branches
- Regional Committees
- Regional Health and Safety Fora
- Women's Conference
- Black Workers' Conference
- Lesbian, Gay, Bisexual and Transgender Conference
- Retired Members' Conference
- Disability Conference
- Youth Conference

GENERAL CONFERENCE 2017 STANDING ORDERS

1. The sessions of the General Conference shall commence in accordance with the timetable.

2. TIMETABLE

- a (i) President's Address
(ii) Obituary List
(iii) Adoption of General Conference Standing Orders Committee Report (including appeals/reference back)
(iv) Sections of General Conference Business
- b Conference is divided into half-day sessions. If the business of any section is completed within the timetable, the Conference shall proceed immediately to the next section of business.

If all the business of the final section is completed within the timetable, the Conference shall return to the earliest uncompleted business.

- c A motion that has been called for debate by the Chairperson before the end of a section is reached, shall be moved, seconded, debated and decided upon, subject to Standing Order 3n. **No subsequent motions for the variation of the timetable to compensate for time lost by this procedure shall be admissible.**
- d All matters, contained within the agenda but not dealt with by the conclusion of General Conference shall be referred to the National Executive Council (NEC).

3. PROCEDURE IN DEBATE

- a Every member of the Conference must remain in their seat, except the one who may be addressing the Conference and, should the Chairperson rise, no-one else shall continue standing nor shall anyone else rise until the Chairperson has resumed the Chair.

SPEAKERS

- b A delegate when speaking from the rostrum shall address the Chairperson. If two or more persons desire to speak at the same time the Chairperson shall decide to whom priority will be given. No person shall be allowed to speak twice on the same question.
- c All speeches shall be confined to the subject under discussion.
- d Delegates may only refer to documents which have a bearing on the subject under discussion.
- e (i) Motions standing in the name of a Branch must be moved by a delegate from that Branch or by the Secretary of the Regional Committee to which the Branch is attached, if specifically requested to do so by the Branch responsible for the motion.
(ii) Motions standing in the name of a Regional Committee, Equality Conferences, Youth Conference or the Retired Members Conference must be moved by a delegate from that appropriate body.
(iii) Motions standing in the name of a Regional Health and Safety Forum must be moved by a delegate from the branch which moved

STANDING ORDERS

the original motion at the Regional Health and Safety Forum in question.

(iv) Motions must be seconded or else they shall be deemed to have fallen.

f A motion may be seconded formally or by a speaker making a seconding speech.

COMPOSITE MOTIONS

g All sponsors of a composite motion will be responsible for agreeing the allocation of moving and seconding speakers from amongst those named within the composite motion, notwithstanding the terms of SO3e(i), (ii) and (iii).

h The mover of a motion shall be allowed to speak for not more than 3 minutes and any other speaker (including the mover exercising the right of reply) for not more than 3 minutes. **In EXCEPTIONAL CIRCUMSTANCES a speaker may request the special permission of Conference to speak for a longer period, if agreed, it shall not exceed a further 2 minutes.**

i The moving speaker shall have the right of reply to the debate only if there has been opposition and shall not introduce any fresh matter but shall be limited to answering the debate.

j The NEC (including all Officers) shall in addition to moving and exercising the right of reply be allowed a maximum of one speaker in a debate on motions standing in the name of the NEC (SO3i applies to the NEC).

k The NEC (including all Officers) shall only be allowed one speaker in debate on all other motions not standing in the name of the NEC. **EXCEPTIONALLY** and only with the permission of Conference, a second NEC speaker may be allowed.

l No motion shall be spoken upon except by the mover, until it has been seconded. The mover of a motion who sits down without speaking upon it shall lose the right of addressing Conference, but shall still have the right of reply (SO3i) applies. The seconder of a motion who sits down without speaking upon it shall not lose the right of addressing Conference.

ENDING DEBATE

m Any delegate who has not spoken on the motion before Conference may move "That the motion be now put" on the seconding of which the Chairperson shall immediately and without discussion put this motion to the vote. In the event of it being carried by a simple majority of Conference, Conference shall proceed to vote on the question itself, subject to SO3k and the right of reply as stated in SO3i being exercised.

n Any delegate who has not spoken on the motion before Conference may move "That Conference proceeds to next business", on the seconding of which the Chairperson shall immediately and without discussion put this motion to the vote. In the event of it being carried Conference shall at once proceed to the next item on its agenda.

WITHDRAWAL o Any motion or composite motion may be withdrawn from the Agenda at any time by the sponsor(s) who shall notify the Chairperson of the Standing Orders Committee at the earliest opportunity. Once it has been moved and seconded, however, it shall not be withdrawn except with the agreement of Conference by a simple majority vote.

REMITTANCE p Should there be a request from the NEC to remit a motion. The mover of the motion will be deemed to have the authority to agree to the remittance on behalf of the submitting body. Subject to the agreement of conference.

POINT OF ORDER q **POINT OF ORDER** - 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).

r 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.

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

t Debates in Camera which have not previously been notified in the Agenda can be requested by a delegate or the NEC prior to the commencement of the debate and if such a request is supported by a simple majority of the Conference.

4. VOTING PROCEDURE

a Voting at the General Conference shall normally be by a show of hands in accordance with Rule 10.5

b A card vote may be called for either by the Chairperson of the General Conference or when 30 delegates or more are on their feet calling for such a vote immediately on the announcement of the decision of the hand vote.

When a card vote is taken it shall be based upon a count of Branch membership excluding retired members conducted as close to conference as possible. (Card votes on Motions in Section 8 - Political Fund Management, shall be based upon the paid up political levy paying membership.)

DURING A CARD VOTE ALL PERSONS MUST REMAIN IN THEIR SEATS AND NO PERSON SHALL ENTER OR LEAVE THE FLOOR OF CONFERENCE.

STANDING ORDERS

All card votes of the effective membership represented by delegates shall be collected by the Standing Orders Committee.

Procedure for a card vote shall be as follows. The voting delegate of each Branch shall be required to place in a ballot box a card indicating the effective voting membership of the Branch for, against, or abstention on the question requiring the decision. Once the Standing Orders Committee have announced the conclusion of the card vote, no further voting cards shall be included in the count.

On completion of the vote the General Secretary shall arrange for the counting of the votes and the issue of a circular to each delegate attending Conference recording the vote of each Branch and the result. When the motion being voted upon has a consequential effect on the following motion(s), Conference will proceed to the next item of business unaffected by the card vote result. When the card vote result is announced Conference will return to the earlier item provided it is within the timetable.

- c A motion will be deemed carried if it obtains a simple majority of the votes cast. (apart from a motion under the terms of Rule 6.3.3) and subject to SO4D.
- d Annual Rules Revision Session – Any proposal to amend the rules must receive a two-thirds majority in support, including two-thirds majority within each of the following:
 - (i) the Postal Constituency
 - (ii) the Telecoms & Financial Services Constituency

5. PROCEDURE FOR EMERGENCY MOTIONS

- a Emergency motions may only be submitted for inclusion in the Agenda if they refer to a matter which because of the circumstances giving rise to them could not possibly have been submitted by the published closing date for motions. Such emergency motions will only be accepted by the SOC if they constitute a significant and important matter, which requires a decision by Conference.
- b Emergency motions must reach the Standing Orders Committee at CWU Headquarters by midnight on **Monday 10th April 2017**. Branches and Regional Committees 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 General Conference.
- c Any emergency motion submitted after the above date must be notified to the Standing Orders Committee at conferences@cwu.org as soon as possible. Branches and Regional Committees will be advised by the SOC whether or not the emergency motion has been accepted for inclusion to the agenda as a matter of urgency.
- d A decision taken by Conference shall not be open to the emergency procedure at the same Conference.
- e The NEC will also be required to follow these procedures.

6. APPEALS/REFERENCE BACK PROCEDURE

a Written notice of appeals/intention to move reference back 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 midnight on **Monday 10th April 2017**. Such written notice must advise of the intention to appeal/move reference back to alter the published agenda with details and reasons for doing so.

After consideration of appeals/reference backs by the SOC, Branches, Regional Committees, Equality Conferences, Youth Conference and the Retired Members Conference wishing to continue their appeal/reference back must seek to do so by addressing Conference at the commencement of business on **Sunday 23th April 2017**.

All parties advised by the SOC that their appeal/reference back 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 adoption of the General Conference Standing Orders Committee report.

- b Challenges to other SOC decisions as printed or announced in supplementary SOC reports must be made at the time the supplementary report is moved. Such challenges can be made to Conference by a delegate, when called to the rostrum, advising Conference that they wish to challenge a decision of the SOC and giving the reasons why.
- c All appeals/reference backs will be deemed carried if they have the support of a simple majority of Conference.
- d The NEC will also be required to follow these procedures.

7. 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/Orders involved and also state the nature and urgency of the business as to why the suspension is required.

The Chairperson shall immediately refer such a 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 if supported by a simple majority of the Conference.

STANDING ORDERS

- c At the end of the period of suspension of Standing Orders, the Conference shall return to the published timetable. No subsequent motion for the variation of the timetable to compensate for time lost by the suspension of a Standing Order/Orders or the discussion of such suspension shall be admissible.

8. NEC ACCEPTANCE (Motion & Rule Amendments)

- a The NEC will indicate, in an SOC document published prior to Conference, the motions and Rule Amendment proposals (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 SO8d, and will not be debated. Subsequent consequential rulings will be applied accordingly.
- b Opposition to the acceptance can only be registered by advising the Standing Orders Committee prior to the Standing Orders Committee Report being moved at the commencement of Conference. The Branch(s) registering opposition to NEC acceptance shall be published in the relevant supplementary report, (Rule 10.6.6.i refers).
- c Challenges to NEC positions of "accept" referred to in subsequent supplementary SOC reports will be dealt with in accordance with Standing Order 6b.
- d The acceptance of motions under the terms of this Standing Order shall not take priority over consequential rulings.
- e However, notwithstanding the provisions of 8a-d, Branch(s) do not have the facility to register opposition to acceptance of motions standing in their own name.

9. PROHIBITIONS

Mobile phones or devices (Smartphones, Tablets and Laptops) must be switched off or set to Silent, while in the confines of the Conference Hall.

During "in Camera debates" recording and or reporting of these debates shall be strictly prohibited.

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

NATIONAL EXECUTIVE COUNCIL AND OFFICERS

NATIONAL EXECUTIVE AND OFFICERS

General Secretary	D Ward		
Senior Deputy General Secretary	A Kearns		
Deputy General Secretaries	A Kerr	T Pullinger	

National Executive Council

National President	B Shepherd
National Vice President	J Loftus

M Ali	S Banbury	M Baulch	A Bouch
P Browne	T Cooper	N Darbyshire	T Fussey
S Jones	M Kavanagh	C Maden	J Malone
C McGlynn	K Rose	J Upton	I Ward

Officers

D Bowman	S Bridge	N Cotgrove	J East
A Eldred	R Ellis	A Furey	B Gibson**
D Joyce	D Jukes	T Lavelle	B O'Brien +
D Robertson	L Roy	T Rupa	S Sapper*
B Taylor			

Standing Orders Committee

R Alldritt	P Callaghan	J Gaby	P Magill
D Mitchell	T Sneddon	J Stevenson	P Thomas

+ Elected July 2016
* Until December 2016
** Until February 2017

Details correct as of February 2017

GENERAL CONFERENCE

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1 CATEGORY A: This conference notes that since 2013 when disability benefits changed to the PIP (Personal Independence Payments) over 17,000 disabled people in the UK have lost allowances and access to mobility cars, scooters and electric wheelchairs.

Therefore conference instructs the NEC to work with the DAC to pressure this government to review the current points system to ensure that all disabled people who need access to these mobility aids get them reinstated and prevent others from losing theirs in the future.

Disability Conference

2 CATEGORY A: Conference notes that 2017 will see the 50th anniversary of the 1967 Abortion Act.

50 years on and access to abortion still requires the consent of two doctors, despite the recommendation of the British Medical Association (BMA) to reduce this to one doctor as for every other medical procedure.

We believe that the Abortion Rights Act 1967 should be updated to give every woman the right to make this decision as with any medical procedure.

Conference instructs the NEC to work with the WAC to:

- Lobby all political parties to raise concerns and ensure that this important legislative change is made while protecting the legal limit.
- Work with Abortion Rights groups to continue to raise public awareness to change the culture of stigma and discrimination.
- Promote active participation in Abortion Rights groups to mark the 50th anniversary of the passing of the 1967 Abortion Act.
- Recognise the legislative responsibility for abortion in Scotland has now been devolved to the Scottish Parliament and include this change in all lobbying etc.

Women's Conference

3 CATEGORY A: Conference notes that the foundation of the NHS in 1948 transformed the lives of millions of ordinary working class people and their communities – and those communities will pay a high price if the NHS is dismantled. Decent healthcare should be available to us all, however the current Conservative Government is now committed to the systematic dismantling of the NHS. Rapid privatisation and the selling of NHS land is already taking place.

This Conference totally opposes the Government's NHS Health "cut, slash, despise and privatise" strategy and its threats to the provision of comprehensive and universal health care. Our health service should be publicly owned, publicly funded, publicly provided, accountable and free at the point of delivery, delivered on a basis of need and not ability to pay.

The CWU believes that any changes to the NHS should not be conducted in secrecy but with the full consultation of patients, staff and public bodies involved in delivering health care.

SECTION 1A : POLICY

Sunday (09.45 – 11.00)

Our NHS must be:

- **universally available and free at the point of use**
- **publicly accountable, publicly funded and publicly run**
- **clinical driven and evidence led**

Conference resolves to make defence of the NHS a centrally important issue for the CWU, and believes that our members have a central role to play in supporting campaigns and NHS unions in resisting cuts and the relentless drive towards the breakup of the NHS through social privatisation.

Conference further calls on the Executive Council to ensure that adequate resources are made available with a mandate to help drive a campaign nationally, regionally and locally. The CWU must be ready to campaign and organise with real determination against the devastating privatisation and cuts that are already profoundly damaging our NHS. This will include a willingness to work with other unions and with a broad range of community, anti-cuts and campaign groups (including Keep Our NHS Public and Health Campaigns Together), and with direct action groups such as UK Uncut.

South London, Surrey and North Hampshire

4 CATEGORY A: Conference instructs the NEC to lobby the present government to get the care act passed in 2014 up and running with proper funding as it was meant to be.

South and East Thames Amal

5 CATEGORY A: This conference agrees that the NEC will support and promote a policy of increasing basic rate Income Tax by a minimum of 2% to be ring fenced and only to be used to increase current spending levels for adult Social Care in the UK.

This policy will be pursued at all opportunities for example Labour Party Conference and TUC but this list is not exhaustive.

The NEC is instructed accordingly.

Greater Manchester

6 CATEGORY A: Conference believes that the failure of the Chancellor of the Exchequer to address the Social Care crisis in last year's Autumn Statement was a huge missed opportunity.

Conference is appalled at the Government's failure to address the crisis in social care. In recent months, the entire health and care sector, including councils, care providers, charities, the NHS, health economists, Parliamentarians and the Care Quality Commission have united around the urgent need to address the unsustainable pressures facing adult social care and the growing funding gap those pressures are creating.

The Local Government Association estimates that adult social care faces a funding gap of £1.3 billion by 2019/20.

The failure to deliver additional funding will have knock-on effects on the viability of care providers and the sustainability of the NHS. Most importantly, the impact will fall on residents. Unmet need is likely to increase, and elderly and vulnerable people will continue to face uncertainty in the care they need to support their independence and wellbeing.

The crisis in social care simply cannot be ignored any longer. Conference therefore instructs the NEC to write to the Secretary of State for Health requesting an announcement to secure the additional funding needed in this area.

Mersey

7 CATEGORY A: Conference recognises the current crisis in the NHS as a result of underfunding, cuts in social care and backdoor privatisation. Conference recognises the significance of the dire situation and the threat of the introduction of charges for services such as GP appointments and hospital closures.

Conference recognises that the NHS is an essential service won by the trade union and labour movement and that the workers in the NHS should not be left to struggle alone to maintain and save it from destruction.

Conference instructs the NEC to work with health unions and the TUC and Labour Party to raise the campaign to save the NHS to ensure that working people have free health care at the point of need. This to include raising the call for the TUC to call a general strike and demonstrations of all workers to defend the NHS.

Coventry

8 CATEGORY A: Conference notes with alarm the increasing levels of homelessness & rough sleeping in the UK. To quote an article The Guardian published this year, "Number of rough sleepers in England rises for sixth successive year". Furthermore, "Latest official figures show an estimate 4,134 people were forced to sleep outside in 2016, up 16% on the previous year". When you consider the UK is supposed to be placed fifth on a table of Gross Domestic Product, yet we can't even house people in society. These figures for homelessness keep rising, year after year. Conference instructs the NEC to initiate a national drive by the CWU with the aim of raising awareness around homelessness and somehow combating it. A similar effort should be made to that of The Ron Todd Foundation, where backpacks were put together with coats and blankets and general items that people on the street would greatly benefit from. After all, many of us are only one missed bill or one bad day away from being homeless ourselves.

Central Counties and Thames Valley

SECTION 1B : POLICY

Sunday (11.00 – 12.15)

9 CATEGORY A: Suicide is the biggest killer of young people – male and female – under 35 in the UK. In 2014, 597 young people between the ages of 10 and 24 took their own lives. Under the age of 35, the number rose to 1,556. That equates to over four per day. Every year many thousands more attempt or contemplate suicide, harm themselves or suffer alone, afraid to speak openly about how they are feeling.

It is known that LGBT teens and young adults have one of the highest rates of suicide attempts: from pain caused by actual bullying, stigma, harassment and the mental distress caused through the fear of perceived reactions and judgements, by those who are usually of a younger age and are struggling to come to terms with their own sexuality.

Papyrus are the national charity for the prevention of young suicide: they deliver awareness and prevention training, provide confidential support and suicide intervention through HOPELineUK, campaign and influence national policy, and empower young people to lead suicide prevention activities in their own communities.

Conference notes the above and instructs the NEC working with the LGBTAC to contact the charity POPYRUS, to find out ways in which the CWU can promote their charity and offer what support is available in the way of a donation, printing, leafletting etc. this list is not exhaustive.

LGBT Conference

10 CATEGORY A: This conference instructs the NEC to work with the WAC to lobby the Government to make fair transitional state pension arrangements for all women born on or after 6th April 1951, who have unfairly borne the burden of the increase of the State Pension Age (SPA) with lack of appropriate notification. And to offer our support to the (WASPI) Women Against State Pension Inequality campaigners.

Women's Conference

11 CATEGORY A: Conference notes that the Equality Act provides protections against discriminatory treatment based on the concept of 'Protected Characteristics.'

Currently workers with a terminal illness are not classified as having a Protected Characteristic and therefore have very limited legal protection against employers dismissing them due to illness.

Conference notes that employers are therefore free to dismiss terminally ill workers once they have made 'reasonable adjustments' to the employee's job to assist with the illness. Conference agrees that the last thing a terminally ill worker would need is the distress at the same time as facing up to a terminal illness is to have to fight for the right to continue working and not to face the indignity of being sacked.

In addition conference notes that the loss of death in service benefits to terminally ill workers sacked before death is a further distress at a time when security for a family for the future should be protected.

Therefore conference agrees to support the TUC's 'Dying to Work Campaign' currently being developed in the Midlands and to support the lobbying of MP's to establish new legislation, currently being drawn up by the society of Labour Lawyers which;

- Seeks to get terminally ill workers covered by Protective Rights at Work in line with those covered by Pregnancy / Maternity Rights
- Seeks to protect death in service benefits
- Seeks to allow workers with terminal illness to die in dignity

The NEC is instructed accordingly.

South West Regional Committee

12 CATEGORY A: That this conference instructs the NEC to pursue the following policy:

Conference notes the increasing rise in cases of hate crime since the decision to leave the European Union. Conference therefore instructs the NEC in conjunction with the Race Advisory Committee to mount a campaign to highlight this disturbing situation, through the media and interested groups (Stand up to Racism, UAF, MPS and AMs) and urge the government to put into place safety nets to protect vulnerable groups in our communities.

Black Worker's Conference

13 CATEGORY A: Conference recognizes that for hundreds of years women have fought to achieve basic rights at home, at work and the wider social community.

Conference further notes that Britain's membership of the European Union has led to significant improvements in the rights of women at work. For example, Equal pay, sexual discrimination, pregnancy/ maternity rights and family leave.

The outcome of the EU referendum to exit the European community has created a great deal of uncertainty and risk to women's rights in the UK. The Fawcett Society along with Harriett Harman and a cross party coalition of MPs have been campaigning for an amendment to Article 50 bill calling for protections of women's rights during and after Brexit in particular it calls for:-

- a) Maintaining employment rights and protections derived from EU legislation.
- b) Assurances that EU co-operation to end violence against women and girls, to tackle female genital mutilation and to end human trafficking will continue unaffected.
- c) The desirability of continuing to recognize restraining orders placed on abusive partners in EU member states in the UK and restraining orders placed on abusive partners in the UK across the EU.
- d) Establishing a cross-department working group to assess and make recommendations for developing legislation on Equality and Access to Justice.

SECTION 1B : POLICY

Sunday (11.00 – 12.15)

Conference therefore instructs the NEC and all relevant bodies to work with the Fawcett Society and relevant MPs to campaign for the protection of women's rights.

London Regional Committee

14 CATEGORY A: Outdoor workers who suffer from Irritable bowel syndrome (IBS) such as Postal workers and BT engineers often have limited access to much needed toilet facilities during their working day. This can cause pain, distress and embarrassment and ultimately lead to unnecessary time off work.

Therefore conference instructs the NEC and the DAC to work with and promote IBS charities and to produce posters/factsheets/booklets to be made available to branches and be placed onto the cwu.org website.

Disability Conference

15 CATEGORY A: Conference instructs the NEC to work with the WAC and other interested parties to campaign that all Police forces adopt the policy of the Nottinghamshire police that "misogyny is a hate crime.

York and District Amal

16 CATEGORY A: This conference recognises that there is an inequality for women in sports. Conference instructs the NEC to campaign with the representative bodies for equality for women in sports, to encourage girls and women into sports especially in traditional areas of 'men's ' sports being encouraged through schools. For girls and women to be allowed to compete on even terms and conditions, as well as being given the opportunity to achieve equal accolades.

Eastern Regional Committee

SECTION 2 : EDUCATION AND TRAINING Sunday (12.15 – 12.45)

17 CATEGORY A: Conference instructs the NEC to work closely with the LGBTAC and Education Department to develop a one day Transgender and gender re assignment awareness course for representatives, these courses to be run in the field, to increase accessibility to all.

LGBT Conference

18 CATEGORY A: Conference congratulates the Race Advisory Committee (RAC) on its work to date in reaching out to underrepresented minority groups and encouraging them to become more active in the CWU. The RAC had also been tasked with putting in place a robust education pack for BME groups along with a mentoring system for BME's at all levels. All this good work is now at risk. The Government cut 50% of the TUC Education budget in August 2016 and the remaining 50% will be removed in August 2017 so there will be no Government funding from this date. TU Studies departments at Further Education Collages are closing because of these cuts. The CWU Education and Training programme for Reps has been redesigned so that the current programme can be run to complete courses and draw down funding by the end of the academic year in 2017. Ruskin Collage only expects to cover their costs from what is run by the CWU up to the end of 2017. Because of these Government cuts it is likely that from 2017 there will no longer be a CWU Reps Training programme in its current form. Whilst Left Click is being developed to deliver more course materials especially IT based, none of it will be accredited.

This Conference instructs the NEC

To work with the Race Advisory committee to make sure the robust education pack and mentoring system for BME groups continues.

To work with the Race Advisory committee, as we continue to be successful in encouraging minority groups to be more active in the CWU, to meet the challenges of how the CWU continues to train Reps from August 2017.

Harrow and District

19 CATEGORY A: Conference congratulates the Women's Advisory Committee (WAC) on its work to date in reaching out to Women and encouraging them to become more active in the CWU. The WAC had also been tasked with putting in place a robust education pack for Women along with a mentoring system for Women at all levels. All this good work is now at risk. The Government cut 50% of the TUC Education budget in August 2016 and the remaining 50% will be removed in August 2017 so there will be no Government funding from this date. TU Studies departments at Further Education Collages are closing because of these cuts. The CWU Education and Training programme for Reps has been redesigned so that the current programme can be run to complete courses and draw down funding by the end of the academic year in 2017. Ruskin Collage only expects to cover their costs from what is run by the CWU up to the end of 2017. Because of these Government cuts it is likely that from 2017 there will no longer be a CWU Reps Training programme in its current form. Whilst Left Click is being developed to deliver more course materials especially IT based, none of it will be accredited.

SECTION 2 : EDUCATION AND TRAINING

Sunday (12.15 – 12.45)

This Conference instructs the NEC;

To work with the Women's Advisory committee to make sure the robust education pack and mentoring system for Women continues.

To work with the Womens Advisory Committee, as we continue to be successful in encouraging Women to be more active in the CWU, to meet the challenges of how the CWU continues to train Reps from August 2017.

Harrow and District

20 CATEGORY A: This Conference agrees that 50% of savings made due to reorganisation of the Education and Training department or disposal of CWU Education and Training buildings as part of CWU re-design will be ring fenced and used only for the purposes of Training and Education of CWU representatives.

The NEC is instructed accordingly.

Greater Manchester

21 CATEGORY A: Conference instructs the NEC, in order to assist in the recruitment campaign, to return the subscription rates for all existing and future members recruited in EE to the introductory rate of £4.99 as soon as possible following conference. The NEC are further instructed to review the subscription rate twelve months after implementation.

South Wales

22 CATEGORY A: This conference agrees that the financial position of individual members can sometimes be an obstacle for them in supporting the CWU in official Industrial Action, and that whilst many of our members still support such action despite this impediment, it is crucial that the CWU does all that it can to keep the financial impact on members to a minimum. Therefore the National Executive is instructed to investigate ways of doing this, including, but not limited to, the possibility of operating a voluntary individual scheme, whereby members can pay a sum of money along with their normal subscription, and that when a member takes strike action, that they be eligible to part payment of the amount they have lost whilst taking strike action.

The NEC shall publish a report to Branches and recommendations by the end of November 2017.

The NEC is instructed accordingly.

Glasgow and District Amal

23 CATEGORY A: Conference believes that as a union we do not always leverage our size and scope to get the best deals when purchasing goods.

At the same time conference agrees that exclusive procurement deals of the sort used by BT and Royal Mail can be unwieldy, inflexible and expensive.

Conference however feels that there must be room for a happy medium where by the benefit of centrally agreed deals to procure goods or services.

Where CWU HQ has or can acquire the ability to make orders at a discount for goods or services Branches might wish to use (such as hotel bookings, train tickets, stationary etc) this should be made available to Branches and Branches should have the bills deducted directly from the rebate where used.

However should Branches wish to continue with their existing arrangements there should be no impediment to this from the new policy.

SECTION 3: FINANCE

Sunday (14.15 – 15.05)

However should Branches wish to continue with their existing arrangements there should be no impediment to this from the new policy.

The NEC is instructed accordingly.

Plymouth and East Cornwall Amal

24 CATEGORY A: Conference recognises that the future provision of Education and Training in the CWU is a key concern. Furthermore that the futures of the Alvescot Lodge and the Elstead Hotel is vital to how we progress the Re-Design of the CWU, and how we provided residential training moving forward.

However, Conference is concerned that it is very difficult for Branches to make informed judgements on this because of a lack of understanding of finances.

Therefore, Conference instructs the NEC to produce a report analysing some of the costs of the Education centres. This report should contain, but not be limited to:-

- 1) The likely value of each (Alvescot & Elstead) centre if sold.
- 2) The ongoing cost of running each venue.
- 3) The likely cost impact of changes to adult Education and the reduction in money for tutoring the CWU can receive.
- 4) The likely cost implications to the National Union and Branches of conducting less residential training and more training in the field.

This report should be published by the end of 2017.

The NEC is instructed accordingly.

Plymouth and East Cornwall Amal

25 CATEGORY A: Conference notes that the current election rules around the nomination process of the Leadership of the Labour Party are not fit for purpose and resolves that they need to change. During the 2015 leadership election nominations of 15% (35 MPs) of the Parliamentary Labour Party were needed to make it on to the ballot paper. This has since gone up as Labour MEPs have now been included in nomination process. As it stands today a nominee in a Labour leadership election would require 38 nominations. It is very unlikely under this system that any candidate of the left would obtain enough nominations to make the ballot - given the fact that Jeremy Corbyn only received 36 nominations, many of which were kindly lent. In the spirit of the more democratic approach ushered in by Jeremy Corbyn it is the members that should decide who the leader is and not a handful of parliamentarians.

The NEC is therefore instructed to put forward a rule change at the next applicable Labour Party Conference or an appropriate Special Conference that addresses this problem. Working with other unions, like minded CLPs and other affiliated and interested parties to gain maximum support for any rule change.

Given that there might have to be a negotiation to build a majority amongst these groups the rule should be anything from a system of a candidate requiring to be nominated and seconded from within the PLP; up to being nominated by up to a maximum of 10% of the Parliamentary Labour Party to make the ballot paper.

The NEC is instructed accordingly.

Bristol and District Amal

26 CATEGORY A: Conference agrees that it is essential that as a trade Union we encourage and support any moves which seek to democratise and simplify the policy making machinery within the labour party.

It is clear that the emergence of greater political awareness particularly amongst young citizens within the UK represents a positive and welcome response to what many hitherto considered to be a political process which has left many feeling disenfranchised and feeling that they are discouraged rather than encouraged to propose policies that they feel are relevant to them in the 21st Century.

Conference therefore instructs the NEC to promote and support policies that seek to simplify the labour party rules and structures with the aim of encouraging bona fide labour party members to be more able to influence labour party policy going forward.

The NEC is instructed accordingly.

London No.7

27 CATEGORY A: This conference recognises the importance of politics to the union, its representatives and its members and the impact it has on every aspect of daily life both at work and home.

Recognises that the CWU needs a strong voice at all levels of political life. Congratulates the NEC in raising politics further up the CWU's agenda especially in light of the current Tory Government attacks on working people and the political

SECTION 8 : POLITICAL FUND MANAGEMENT

Sunday (15.05 – 15.35)

pressure being applied to our members and this union through the trade union bill, austerity cuts in public services and failure to tackle the insecure employment practices of employers.

To enhance the progress of its political agenda, the NEC is instructed to produce a training and education package to support and encourage activists and members who are politically motivated to gain the necessary training needed for advancement through the political process to become future political candidates at all levels of Labour Party politics.

Wales and The Marches Regional Committee

28 **CATEGORY A:** This Conference instructs the NEC to bestow National Honorary Membership upon:

Simon Sapper – Former Assistant Secretary, Bob Gibson – Former Assistant Secretary and Edith Macauley – Former Policy Advisor.

National Executive Council

29 **CATEGORY A:**

If Carried 30 Falls

This Conference values the work retired members do on behalf of the union and wants them to remain active and engaged and play their part in the success of the CWU as an independent trade union.

However, following the publication of LTB's 664/16 and 723/16, Conference recognises that concerns have been raised about the NEC decision to endorse the President's ruling on retired members' voting entitlements.

Conference further recognises that there are inconsistencies across Branches in the application of retired members' voting rights and that concerns equally exist regarding whether or not it is right for retired members to vote for occupational/industrial positions at Branch level, when they are no longer in employment.

In light of the aforementioned developments, Conference agrees that as part of the Re-design Project, the NEC will aim to build a consensus on a way forward on these issues, in line with the following principles:-

- To enhance the work of the union, the aim will be to provide clarity on the role to be played by members who are retired and by those who retain other membership but are not in employment
- Recognise that the interests of working members and retired members must be served differently.
- Recognise that succession planning and progression within the union is important to the development and longevity of our organisation.
- To identify what voting rights are appropriate for all categories of CWU membership whilst upholding the principle that retired members should not be able to vote for occupational/industrial positions.

The NEC is instructed to establish a small working group with the aim of producing a report to the NEC no later than the end of July 2017. The NEC will then agree a way forward that supports the principles listed in this Motion and will subsequently publish a report to Branches no later than the end of September 2017. The working group will ensure that there is opportunity for all views to be represented and will include members of the RMAC. The report will also identify any required rule changes and provide for the most expedient, practical and cost effective way to place these before Branches for endorsement.

National Executive Council

SECTION 4A : ORGANISING AND STRATEGY

Sunday (15.35 -17.00)

30 CATEGORY A: COMPOSITE MOTION

Conference notes the unanimous support for motion 7 at this year's CWU Retired Members Conference which calls for the restoration of the right of CWU Retired Members to vote for their Branch Officers. A right that has existed in this union for 21 years since merger.

The right to vote is fundamental and democratic right to be defended not unilaterally abolished by the NEC.

Therefore conference instructs the NEC to submit a rule change to a conference of the union no later than Annual Conference 2018 that restores the right of CWU retired members to vote for their Branch Officer as listed in National Rule 6.4.2

The NEC is instructed accordingly.

Retired Members Conference
Bournemouth and Dorset Amal
Greater Mersey and South West Lancs Amal

31 CATEGORY A: COMPOSITE MOTION

This conference is deeply concerned at the apparent collapse of the regional youth structure and instructs the NEC, working where possible with the National Youth Committee to hold an urgent meeting with Regional Youth Secretaries, Regional Youth Chairs and Regional Secretaries to look at new ideas and best practise. With the objective to do a re-launch of the union's Regional Youth Structure in 2017 that generates interest from young CWU members and has the buy in of the branches.

Youth Conference
York and District Amal
North East Region
North West Regional Committee

32 CATEGORY A:

Conference supports the need for the CWU redesign project, to enable us to remain a strong "standalone" trade union, for future generations of the membership. It is crucial to ensure we do not become a "section" lost in a larger union.

Conference welcomes the General Secretary's invitation for branch input to the redesign, explaining our branch requirements.

A strategy is required for affordable structures reviewing the current departments, and the current duplication of advice and work between Headquarters departments.

Conference instructs the NEC that the principles of the redesign review along with our current aims and values, must include "best practice" and ensure the

current Cross department advice and work is illiminated, and our resources are best utilised.

Portsmouth and District Amal

33 CATEGORY A: COMPOSITE MOTION

This conference agrees that lay members normal channel for communication with CWUHQ should normally be via the Branch Secretary.

Conference also accepts that some members and reps contact CWUHQ seeking advice and assistance without contacting the Branch in the first instance. This can cause problems within Branches and does not allow for the effective running of a Branch, when Branch Secretaries are not aware of members/reps making contact with CWUHQ.

Conference instructs all Officers and Departments to ensure Branches are informed when a member and/or rep contacts them, and to ensure that branches are either CC'd into return emails/letters, or where a matter concerns the running of the branch or it's reps, that Branch Secretaries are asked to provide a report before a response is circulated to the member/rep.

The NEC is instructed accordingly.

Eastern No.5
Eastern Regional Committee

34 CATEGORY A:

Conference believes that the status of CWU HQ is a fundamentally important question in dealing with the CWU Redesign and our looming financial problems.

However Conference agrees that it is a very complicated topic and it can be difficult for Branches to have an informed view of the ramifications.

Therefore the NEC is instructed to produce a report about the various options for CWU HQ and what it believes the likely financial and organisational costs would be.

This should include, but not be limited to:-

- Relocating to another smaller HQ. This should include expected cost versus income. It should also explain what one off costs would be incurred, and ongoing (staff) costs etc.
- Mothballing some of CWU HQ.
- Leasing out some of the space to third parties.
- Running a business for profit in part of the space ourselves.
- Moving some HQ functions to other parts of the country.

This report should be published by the end of 2017.

The NEC is instructed accordingly.

Plymouth and East Cornwall Amal

SECTION 4A : ORGANISING AND STRATEGY
Sunday (15.35 -17.00)

35 **CATEGORY A:** This Conference instructs the NEC to request that the CWU's General Secretary and the President publish to the Union's Membership the full reasons and rational behind LTB 664/16 REVISED BRANCH MODEL CONSTITUTION and the additional note to be inserted at the foot of paragraph 4.4 that states that "*Retired Members are not entitled or eligible to stand for election or be able to vote in the above elections (a) to (i)'* ".

Midland No.1

36 CATEGORY A: **Amend Rule 12**

Add new paragraph 12.24

24. For any Labour Party leadership election the NEC must hold a membership consultative ballot before issuing a recommended candidate to the membership

Lancs and Cumbria

37 CATEGORY A: **If Carried 38, 39 and 40 Fall**

COMPOSITE AMENDMENT

Amend Rule 3.1.1b)

Line one delete "ex-" from between the words "i.e." and "members".

Midland No.1
Leicestershire

38 CATEGORY A: **Amend Rule 3** **If Carried 39 and 40 Fall**

RULE 3 (1)MEMBERSHIP

Paragraph B

Delete - i. e. ex members

Insert – Persons

Central Counties and Thames Valley

39 CATEGORY A: **Amend Rule 3.1.1.b** **If Carried 40 Falls**

Delete current text and replace with:

- b) Retired Members i.e. members who have formally retired who will have the right to retain membership of the branch with whom they completed the greater part of their service.

West Yorkshire

40 CATEGORY A: **Rule 3.1.1b**

Retired members who have formally retired will have the right to retain membership of the branch with whom they completed the greater part of their service.

Cheshire No.1

SECTION 10 : RULES

Sunday (17.00 – 17.45)

41 CATEGORY A: Delete rule 8.11.7 and insert

8.11.7 The four Opportunities Advisory Committees shall elect a Chair and Vice Chair from among their lay members. These positions will be held by members from each Constituency and will last for one term of office. Each Committee shall be entitled to submit papers to the NEC via the national Assistant Secretary (Equal Opportunities). The Chairs or Vice Chairs shall be entitled to attend the NEC in an ex-officio basis.

Midlands Regional Committee

42 CATEGORY A: COMPOSITE AMENDMENT

Amend Rule 8.13

Delete "CWU Youth", as the title and replace with "CWU Young Workers".

East Midlands
South West Regional Committee
National Executive Council
Gloucestershire Amal
Plymouth and East Cornwall Amal

43 CATEGORY A: Amend Rule 10

Rule 10.

Insert new paragraph, after 10.6.5

National Officers, National Executive Members, Industrial Executive Members, and National Negotiating Team Members, should not be eligible to stand for Standing Orders Committees.

Greater London Combined

44 CATEGORY A: Add new Rule 10.15.8

All delegates to the Women's Conference shall be women.

Birmingham, Black Country and Worcester

45 CATEGORY A: Amend Rule 10.8.7a

Delete "Four" and replace with "Six".

South London, Surrey and North Hampshire

46 CATEGORY A: The Northwest Regional Women's Committee (NWRWC) welcomes the publication of the TUC/Everyday Sexism Project report "Still just a bit of banter?" which highlights the extent and nature of sexual harassment in modern workplaces .

The research highlights:-

- More than half of all women polled have experienced some form of sexual harassment
- 32% have been subject to unwelcome jokes of a sexual nature
- A quarter have experienced unwanted touching
- Four out of five women did not report the sexual harassment to their employer.

The NWRWC feel that this is an issue that the CWU should do further research on within our own workplaces. We therefore instruct the NEC in conjunction with the Equality Department to create a suitable questionnaire that can be sent out via the Regional Women's Committee's to Women's Officers, Equality Officers and lay members to feedback their experiences. This information to then be collated and reported back to the NEC and Women's Advisory Committee by January 2018.

North West Regional Committee

47 CATEGORY A: Conference is concerned that the CWU does not appear to have made any improvements to Maternity, Paternity, Foster or Adoptive care in any of the companies where we have recognition. Therefore it instructs the NEC and the WAC to investigate what is available in all these areas, and to seek "Best Practice" from the negotiating officers.

Birmingham, Black Country and Worcester

48 CATEGORY A: COMPOSITE MOTION

Since the result of the EU referendum it has been clear that this Tory Government will try and make workers pay the price of Brexit. They can only succeed if we allow them to divide us. We deplore the massive increase in all hate crimes, racist, homophobic and against disabled people that has happened since June 2016 and the scapegoating of immigrants in our political debate.

We support a tariff free single market and the principle of free movement of labour in Europe. but this should not be allowed to drive down labour costs and lead to the exploitation of workers. We reject the divide and rule tactics of blaming immigrants and other particular groups of working people in our society for the failures of the current market economic system to provide decent jobs, homes and effective social security for all.

We instruct the NEC to work with other UK Unions and the TUC to maintain and improve all existing rights at work and resist the attempts to cut 'red tape' to create an even more deregulated economy with low wages the norm. We will continue to work with our European sister Unions to defend workers terms and conditions across the world and oppose political organisations of the far right.

Greater London Combined
London Regional Committee

49 CATEGORY A: This conference instructs the NEC to campaign with the Labour Party, TUC and other trade unions to re-form the UK's Pay inequalities by supporting the introduction of a 20-1 ratio wages cap in the public sector and in companies that wish to do business with central government that benefit from capital investment projects across the UK.

The evidence is clear that we need a new balance between those at the top – enjoying soaring boardroom pay – and ordinary working people. Strong unions are the only way to make sure working people get their fair share in our country's success.

Newcastle Amal

50 CATEGORY A: On the 11th November 2018 see's the centenary of the ending of World War One.

From the UK and its Empire nearly a million Men & Women from the military were killed. Nearly 50,000 civilians killed and over one and a half million wounded.

Many of those killed have no known grave.

Every year on 11th November the country acknowledges the sacrifice these people made and comes to a standstill for two minutes' silence to pay respect to them.

Our branch is instructing the NEC to lead a campaign to make the 11th November from 2018 and every year there after a Bank or Public Holiday. This

will mean that we can commemorate and acknowledge the end of WW1 at the exact time and date when it occurred not the nearest Sunday. This day can also be the Nations way of remembering all those that have died or been wounded in other conflicts. If the 11th falls on a Sunday, then the following Monday could be classed as the bank holiday as all present-day bank/public holidays are now.

The NEC is instructed to campaign with the TUC, the wider Trade Union movement, The Labour Party, EDMs and others which could include Royal British Legion, RAFA, SSAFA, Army & Navy charities, and Help the Heroes organisations.

If this does not happen, we instruct the NEC to provide a report to branches after 11th November 2018 the reasons why this did not happen and the organisations that did not support this campaign

Leicestershire Amal

51 CATEGORY A: That Conference notes the on-going developments involving other trade unions around challenging bogus self-employed contract arrangements, within the 'courier sector', and other sectors.

Conference applauds this action by trade unions and the workers involved, noting that the growing use of these self-employed contracts in the U.K today is simply about the particular employers seeking to avoid minimum employment entitlements, such as the minimum wage, leave, and sick leave entitlements.

Conference therefore calls on the N.E.C. to work with these trade unions, in whatever way possible, in support of challenging such bogus contract arrangements, and for the NEC to report back to Branches its on-going activities in this area.

Nottingham and District Amal

52 CATEGORY A: Conference notes that ASLEF and RMT trade unions have been involved in a long running dispute with Southern Rail, an operator described as 'woeful' by Conservative MPs.

Conference further notes that on 24 January 2017, 127 Conservative MPs backed a Bill to limit Industrial Action in what were deemed to be critical national services.

Conference believes that whilst this bill was defeated, there is a grave danger of further restrictions on the ability to organise and conduct Industrial action being brought into Law, in addition to the measures contained in the Trade Union Act 2016.

Conference resolves to send messages of support to the General Secretaries of the appropriate unions. Conference further resolves to oppose any attempts to ban strikes in what are referred to as critical national services. We will offer support to other trade unions who wish to defy these laws, even in circumstances where such action is considered unlawful.

SECTION 1C : POLICY

Monday (09.20 – 10.50)

The NEC is instructed accordingly.

Bristol and District Amal

53 CATEGORY A: The NEC is instructed to work with the TUC to investigate the possibility of having a memorial at the National Memorial Arboretum for all Trade Union members that have been killed whilst at work performing their duties.

If this is not possible at the National Memorial Arboretum, then a memorial be placed at a suitable location for all to pay their respects.

The funding for this memorial can be organised by the TUC. A competition shall be run by the TUC for Union members to design the memorial. The final design and location for the memorial will be revealed on the National Workers Memorial Day 2018. This will also mark the 150 years of the TUC.

Leicestershire Amal

54 CATEGORY A:

If Carried 55 Falls

This Conference instructs the NEC to campaign for any Brexit settlement negotiated by the Government, to include full protection of jobs and workers and Trade Union rights.

Conference strongly believes that the vote for 'leave' was not a vote to put jobs and workplace rights at risk, and instructs the NEC accordingly in conjunction with other TUC affiliated Trade Unions.

Mersey

55 CATEGORY A: Conference agrees that the decision taken to leave the European Community provides this Government, and those hostile to trade Unions and workers' rights, the potential to try to erode still further protection to members in the workplace, and the rights for trades Unions to campaign and where appropriate, to take industrial action on behalf of their members where there is clear consent to do so. Conference is also mindful of individual MPs who having "talked out" opposition amendments in the UK Parliament designed to ensure the maintenance of existing workers right afforded to citizens of the EU, post brexit. This approach, taken together with clear signals from Government that they would wish to reduce still further, the rights of public sector workers right to take lawful industrial action demonstrates a clear strategy to attempt to substantially weaken the right of workers citing the bogus premise of "protecting and rebalancing the interests of UK citizens "Conference therefore instructs the NEC to campaign in conjunction with the TUC, supportive MPs, and Media against any moves to further erode the rights of workers in the UK and in particular, public sector workers in the UK.

London No.7

56 **CATEGORY A:** This conference instructs the NEC to put in place arrangements to enable electronic nominating and voting in all ballots that are not covered by Statutory Legislation. Examples of ballots not covered are Labour Party Conference Delegation, TUC Conference Delegation, Advisory Committees and other branch based ballots. The NEC is instructed to conduct all such CWU Ballots from the 1st January 2018 by this means.

Mid Wales the Marches and North Staffs

57 **CATEGORY A: COMPOSITE MOTION** **If Carried 62 Falls**

Conference notes the carriage of motion 63, at General Conference 2009, reproduced below:

"This conference instructs the incoming National Executive Council to ensure that National Briefing/Meetings called by the NEC, the Industrial Executives or National Officers should be rotated around the country by a structured pattern to ensure that they are not mainly held in London. This will mean that branches are not penalised in relation to time, travel and subsistence costs."

Conference notes a trend to predominantly hold briefings, meetings and forums in London and that the policy contained within motion 63 has not been upheld.

Conference agrees that since 2009 the need to change the way meetings are currently structured has become paramount: therefore the NEC are instructed to not only move meetings out of London, but when possible utilise the use of other methods for holding meetings to cut down on all travel, time and subsistence. Such methods are: conference call, SKYPE, webinar etc. this list is not exhaustive.

Greater Mersey and South West Lancs Amal
North West Regional Committee

58 **CATEGORY A:** That this Conference instructs the NEC to pursue the following policy: This conference is more than aware of the continuing problems faced after motions are carried at the equality conferences.

They should be placed onto the pad for General Conference to hear the motions and to have the debate; these motions are affecting the equality strands and have already been passed at the relevant conferences. But time and time again motions are not heard, timed out, and so on.

At last year's conference we had Equality Day, in which there was an opportunity to hear the motions that are important to our members in equality, yet this still failed.

This motion instructs the NEC to work with the RAC to bring about a rule change to make the Monday morning or afternoon session of General Conference Equality Morning or afternoon.

SECTION 4B : ORGANISING AND STRATEGY

Monday (10.50 – 12.00)

The Standing Orders committee would still decide what motion is heard first just as they do now and this wouldn't change, this motion is only asking for a change in the running of the agenda.

This should be done as quickly as possible, no longer than by conference 2018.

Black Worker's Conference

59 **CATEGORY A:** Conference notes with alarm the increasing levels of food waste in the UK. To quote a report back on the 31/03/16 by FUSIONS, "Estimates Of European Food Waste". Around 88 Million Tonnes of food are wasted annually and that's just in the EU. Another separate study, "Bio Intelligence Study 2010" estimates that between 1/3 and 1/2 of ALL world food production is not consumed. Conference instructs the NEC & the CWU as a whole to adopt a strong policy with regards to food waste within the Union. This includes any events and or meetings where food is provided, both on and off CWU premises. Any food that is fit for human consumption, ALL efforts must be made to ensure this is not wasted. Whether this food is consumed by ourselves or taken to some form of a shelter. It's time for us to take some social responsibility for less fortunate people and also some environmental responsibility. This problem exists at ALL levels and MUST be tackled with due diligence.

Central Counties and Thames Valley

60 **CATEGORY A:** Conference notes the increasing amount of schools being converted to Academy's. Conference believes that the trade union movement, in particular the CWU, should be pro-active in re introducing trade unionism onto their curriculum. One way of doing this could be to purchase/acquire an Academy of our own.

Therefore this Conference instructs the executive to explore the prospect of bidding for an Academy.

A report to document the findings will be published no later than conference 2018.

The report should include as a minimum:

- ❖ Legal issues surrounding a bid.
- ❖ Possible areas of the country to make a bid.
- ❖ Pros and cons of a successful bid on the community, the CWU and the wider Trade Union and Labour Movement.
- ❖ The viability of bidding alone, in partnership with and as part of a group of trade unions.
- ❖ How a successful bid could complement our own education and training needs for our members and representatives.

This list is not exhaustive.

The report will conclude giving full recommendations on the findings.

Leeds No.1 Amal

61 CATEGORY A: Conference agrees that the dates and timing of CWU Annual Conference can often conflict with the dates of other conferences to which the CWU also sends delegations e.g. STUC, WTUC.

Given this can raise problems for Branches and Regional Committees in ensuring that we are properly represented at these other conferences on behalf of the CWU with full delegations to ensure a proper representation for our union conference agrees to call upon the NEC to carry out a review of the dates for our CWU Annual Conference with a view to amending the dates on which we arrange our annual decision making body so that we can be properly and fully represented at these other conferences.

Scotland Regional Committee

62 CATEGORY A: Conference accepts that often there is no substitute for face to face meetings where reps and activists spend actual time together. Conference believes that such interaction, togetherness and solidarity is part of the lifeblood of our movement.

However in the current climate, with ever increasing costs in terms of transportation, and a declining membership base the CWU has to look to leverage conference and video conference calling technology more effectively.

Conference believes that the tools to do this have become ever easier to use and accessible and cheap to anyone with a smartphone or normal laptop.

Therefore conference instructs the NEC to formulate and policy and guidelines for best practice for Regions, Branches, Sub committees and Industrial Organising committees to use these tools to enhance our ability to quickly and cheaply interact with one another for planning and solidarity purposes.

Furthermore Conference believes that these tools, either as interactive two way conversations, or as a Broadcast medium from CWU HQ to Regions and Branches should be utilised more frequently for information so the NEC is additionally instructed to use the guidelines and tools from this policy to actively communicate to Regions and Branches on major issues.

The NEC is instructed accordingly.

Bristol and District Amal

SECTION 5 : MEMBERSHIP/LEGAL/COMMS

Monday (12.00 – 12.45)

63 CATEGORY A: COMPOSITE MOTION

This conference recognises that with changes made to the structuring of employment tribunals, pre-hearings are taking place more frequently. It is also recognised that some branches do not have the skilled, experienced, and trained representatives required to offer members adequate representation at these meetings.

To ensure our members are correctly represented at Employment Tribunal Pre-Hearing meetings, conference instructs the NEC, working in conjunction with the Legal Services Department, to provide adequate representation at the meeting if requested by the branch. This representation will be made available, even if a decision has not yet been made on whether the CWU will support representation at the actual tribunal.

South Central Postal
Eastern Regional Committee

64 CATEGORY A: In light of the carrying of Motion 62 last year and the comments made during the debate from the top table, recognising the need for improvements required particularly in the search engine, this conference is disappointed in the lack of progress in resolving the web site issues. Conference therefore instructs the NEC to as a matter of urgency fulfil their commitment in improvement to the search engine and access to union agreements with management where possible.

Scotland No.1

65 CATEGORY A: Conference is concerned that the service provided by UnionLine is unsatisfactory and is not meeting the needs of our members. Conference therefore instructs the NEC to investigate the service being provided by UnionLine and produce a full report to determine whether or not it is fit for purpose. The report shall be completed and published prior to any long-term and permanent restructuring of the CWU's Legal Department.

Gloucestershire Amal

66 CATEGORY A: Conference recognise that there are elements of member's information that Branches cannot adjust locally through the OLS Database. This includes a member's workplace, contracted hours and death benefit nominee if they do not already have one. Conference understands that this can restrict a branch from keeping their information up to date and is an unnecessary hindrance.

Conference instructs the NEC to ensure arrangements are made that allow a branch's designated users the authority and ability to change all information relevant to its own members locally and without the need to contact the membership department.

South Central Postal

67 CATEGORY A: COMPOSITE MOTION

Conference notes that the country voted to leave the European Union, otherwise known as BREXIT. Conference is therefore rightly concerned that the current government will use this as a way of “watering down” or removing Health and Safety legislation that has been enacted from European Directives and possibly even further regulation.

Conference therefore instructs the NEC, with the support of the Health and Safety department, to campaign with the TUC, other trade unions and likeminded bodies to protect and preserve any and all legislation on the statute books from indiscriminate removal in the name of “better for business” or other so called initiatives.

Branches should be kept updated as appropriate.

London Regional Health and Safety Forum
North East Health and Safety Forum
Newcastle Amal
Eastern Regional Health and Safety Forum
North West Health and Safety Forum

68 CATEGORY A: Conference acknowledges the hard work already undertaken by the CWU to tackle the targeting of young workers by performance management in BT, but conference remains concerned with the impact on its young members by the barbaric use of this process and the poor quality of training received.

Conference believes that performance management and micro managing has had a long term and damaging impact on Young workers and therefore instructs the NEC, working where possible with the National Youth Committee to compile a professional and independent psychological report on the effect performance management and the substandard training in BT has had on its young members.

Youth Conference

69 CATEGORY A: Electromagnetic radiation is harmful to people at certain levels and recently the Government imposed legal limits for occupational exposure, namely The Control of Electromagnetic Fields at Work (CEMFAW) 2016. It notes that people with underlying health conditions may make them more susceptible to electromagnetic field exposure. Compliance with these limits can either be achieved through measurement or calculation, however they change with the frequency of the radiation and the evaluation, hence the legislation, is often complex

The legislation states that electromagnetic radiation assessments, measurements and calculations should be planned and carried out by competent persons at regular intervals to enable accurately assessment of the risks from radiation exposure to electrical equipment and installations. They add that where there is a possibility of working near electromagnetic fields and have workers that fall in to vulnerable groups there must be specific Risk Assessments. This includes employees who have active and passive implanted medical devices and pregnant employees.

SECTION 7 : HEALTH, SAFETY AND ENVIRONMENT

Monday (14.00 – 15.10)

Therefore Conference instructs the NEC to work with the Health & Safety Department to ensure that where we have members, who fall into the vulnerable group categories in any company where we have members, that full Risk Assessments are carried out by a competent person and that any risks are suitably managed.

North West Health and Safety Forum

70 CATEGORY A: Conference instructs the NEC to do the following with the assistance of H& S department -

1. Carry out a survey/review into the effects of workplace stress, anxiety and depression on our membership as the last survey was 2001 & the work environment has changed significantly since that survey was commissioned.

The findings of the survey/review should be used by the NEC to formulate CWU strategy going forward furthermore these findings will be released to branches by no later than Conference 2018.

North East Health and Safety Forum

71 CATEGORY A:

If Carried 73 Falls

Conference acknowledges the rapid development of technology and in particular the progress being made on "driverless vehicles".

Conference also notes the Department for Transport report "The Pathway to Driverless Cars" which outlines the government approach to the testing and eventual introduction of them.

Conference therefore instructs the NEC, with the support of the Health and Safety department, to set a strategy that deals with the possible safety implications should this type of vehicle be considered for use by any of the employers where we have recognition.

Branches should be kept updated with progress reports.

London Regional Health and Safety Forum

72 CATEGORY A: This conference recognises the advances made by the CWU in recent years in providing better information for its safety representatives in the field of health, safety and welfare.

Conference also recognises that in line with the guidance given by the SRSC regulations there are numerous online facilities that are useful and should be continued to be made available to assist safety representatives.

Over the years Branches have produced some very useful media resources locally, and these have been very successful. Unfortunately there are barriers that prevent online access and restrict representatives from having access to this information.

SECTION 7 : HEALTH, SAFETY AND ENVIRONMENT

Monday (14.00 – 15.10)

Therefore the NEC are instructed to investigate the feasibility of producing an electronic resource, either in removable media format, e.g. USB stick or downloadable from a single source.

This being along the lines of a Health & Safety representatives resource package.

This may contain such items as relevant national agreements, legislation, documents relevant to improving our member's conditions. These may be tailored for relevant representatives in each of the business's in which we have members.

In addition, it may be possible to maximise benefits due to using economies of scale to subscribe to a number of professional bodies / publications centrally and make them accessible to Branches and Safety Representatives

This list is not exhaustive.

A report should be given to Branches no later than 31st December 2017.

Eastern Regional Health and Safety Forum

73 CATEGORY A: Conference notes that the recent Government consultation on proposals to facilitate advanced driver assistance systems and automated vehicle technologies has brought such technology closer. BT Group and Royal Mail Group have two of the largest non-governmental fleets in Europe and it would be reasonable to expect that both companies, and all others where we have members, will be looking at the possibilities such technology offers.

The Government is already looking at regulatory reform with regard to new advanced driver assistance systems and automated vehicle technologies, creating a compulsory motor insurance framework fit for the arrival of automated vehicles and amending the regulatory framework for driving, including the Highway Code and construction and use regulations to facilitate the arrival of near to market advanced driver assistance systems.

Therefore Conference instructs the NEC to work with the Health & Safety Department to consider the possible introduction of Driverless Vehicles into use wherever we have members who will be affected. The CWU needs to consider the ramifications for members and wider society and be prepared with a report for CWU Conference 2018.

North West Health and Safety Forum

SECTION 1D : POLICY

Monday (15.10 – 16.40)

74 CATEGORY A: That this conference instructs the NEC to oppose any proposal to break up BT, in particular when the proposal comes from a regularity body like OFCOM. The CWU research department should produce briefing material for the Labour party and the TUC as required. Some of our sponsored MP's, we believe, require assistance in understanding our case and clear information assisting them support this policy should be provided.

If deemed appropriate that the NEC require to contact a larger audience about any break up of BT, then the NEC should also make use of all forms of communication including social media and member's home mailing and email to get the policy message across.

Scotland No.1

75 CATEGORY A: This conference condemns the continuing attacks and discrimination suffered by LGBT people in Turkey.

Turkey has a higher rate of trans murders than anywhere in Europe. For those who manage to stay alive, every day is a new ordeal. These attacks and ongoing discrimination against LGBT people is aided by the Turkish government's disgraceful silence and tacit support of homophobia and transphobia.

This conference therefore calls upon the NEC to work with the Equality Department and affiliated organisations to highlight the discrimination and physical violence suffered by LGBT people in Turkey and to support those organisations working for equality in that country.

Great Western

76 CATEGORY A: Conference believes that we stand on the brink of a technological/digital revolution that will fundamentally alter the way we live, work, and relate to one another. In its scale, scope, and complexity, the transformation will be unlike anything humankind has ever experienced. This phenomenon has been referred to as the 'Fourth Industrial Revolution'.

Whilst the first, second and third Industrial Revolutions introduced dramatic changes to employment it brought in its wake greater opportunities and advancements for many. However, rather than a drive to positively exploit new technology to create higher levels of quality employment with significant developments towards family friendly working practices, such as shorter hours, many are working harder and faster for longer and for less. This has driven a society where the rich are getting richer and poor are getting poorer. This concentration of 'power' is the backdrop to the 'Fourth Industrial Revolution' where, unchecked, mass unemployment and exploitation is a real if not inevitable outcome!

Conference believes that the impact of the Fourth Industrial Revolution is developing at such a pace that it requires the urgent development of a labour and trade union strategy both nationally and internationally. The NEC is therefore instructed to work with other likeminded organisations nationally and

internationally in order to develop a strategy to ensure that the effects of the Fourth Industrial Revolution are utilised to the benefit of all humankind.

London Postal Engineering

77 CATEGORY A: Conference acknowledges that recent historic events, notably the UK's vote to leave the European Union, the election of Donald Trump as the President of the United States and conflicts resulting in an international immigration crisis, are unprecedented. In the wake of these tumultuous events there is potential for conflict and economic turmoil unlike anything in recent history. The combination of such events will undoubtedly test the resolve and strength of the labour and trade union movement like no other period in recent history.

Further, conference recognises that the election of Jeremy Corbyn as the leader of the Labour Party has seen membership grow to over half a million. This is an indication of an increasing interest in the impact politics has on every aspect of modern life. However, conference is concerned that the current and developing crisis has not yet been matched by a sufficiently effective and organised labour and trade union movement. In order to rectify this the NEC is instructed to develop an appropriate strategy and consideration will be given, but not exclusively, to the following:

- * Discussions with other unions with a view to forging links, including joint seminars, at regional and local level.
- * Assessing the potential of engaging with and reinvigorating Trades Councils.
- * Encouraging the most effective involvement with the Labour Party at all levels.
- * Ensuring that positive encouragement and support is given to members to participate in appropriate local campaigns e.g. anti-cuts, closures of hospital, libraries, and Post Offices and the move to academy status schools etc.
- * To ensure that all appropriate committees, including Advisories, are working towards and where appropriate provide guidance to the development and execution of the aforementioned strategy.

The above is not intended to undermine or compromise any TUC protocol and where appropriate any actions should be co-ordinated as such.

A report with any intended actions will be circulated to Branches for comment by the end of October 2017. Consideration shall also be given to Regional seminars in order to develop and/or launch any agreed strategy.

London Postal Engineering

SECTION 1D : POLICY

Monday (15.10 – 16.40)

78 CATEGORY A: Conference is concerned about Trade Union Membership; a report by the Office for National Statistics in January 2017 put the number of employed people in the United Kingdom at 31.80 Million.

There are around 6.5 Million Trade Union Members in the United Kingdom, a further report published annually in May 2015 by the same office reported.

Trade union membership in 1995 was 32.4% of the UK workforce. In 2005 it was down to 28.6% and in 2015 it had fallen even further to 24.7%

We have to stop the decline.

We need to up our game.

We need to reach out to all workers.

There are too many non-members in Unionised workplaces and far too many non-members in the United Kingdom's Workforce.

The NEC are instructed to take a proposal to the TUC that asks for a marketing campaign to be launched that would include and involve every trade union in the United Kingdom, using all reasonable mainstream media & broadcasting avenues with the specific aim of educating, informing and persuading the whole of the UK working population to join a trade union.

The campaign would have the sole purpose of increasing Trade union membership across the whole of the United Kingdom which in turn will empower, protect and secure every worker in our country. Costs should be offset and shared by all trade unions.

West Yorkshire

79 CATEGORY A: This conference believes that the TUC in its present structure does not represent the UK Trade Union membership as a whole. The NEC is instructed to put a motion to Congress seeking a review of the current structures. Included in this review will be recommendations that change the rules that allow smaller Trade Unions to substantially increase their representation on the General Council.

Greater Manchester

80 CATEGORY A: Conference endorses the terms of LTB 712/16 which records decisions taken by the CWU delegation at the TUC Congress held in Brighton 2016.

National Executive Council

81 CATEGORY A: Conference endorses the terms of LTB 747/16 which records decisions taken by the CWU delegation at the Labour Party Conference held in Liverpool 2016.

National Executive Council

82 CATEGORY C: This Conference notes that in the 2016 Autumn Statement the Chancellor Philip Hammond declared that the 'Triple Lock' for State Pensions would be reviewed prior to the next general election due in 2020. This co-insides with a report from the Government Work and Pensions Committee that the Triple Lock be scrapped as it is unsustainable and unfair on younger people.

The triple-lock is a system that guarantees State pensions rise by the same as average earnings, the consumer price index, or 2.5%, whichever is the highest.

Conference agrees that with low inflation and higher earnings the "Triple Lock" allows Pensioners to "catch-up" on their State Pensions must be defended and maintained.

Conference agrees that the NEC will work with the RMAC to Campaign with the Labour Party, the NPC, the TUC and other organisations to defend the "Triple Lock" and maintain the commitment during the next Parliament.

Retired Members Conference

83 CATEGORY A: COMPOSITE MOTION

This conference applauds the excellent work and commitment of the Orgreave Truth and Justice Campaign which is trying to force the Government to agree to a Public Enquiry into the events at the Orgreave coking plant during the 1984/85 miners strike.

This Conference notes that to date the TUC have not put anything like the amount of resources and urgency into the Campaign to ensure it receives the attention it deserves and that following the Tory Government's decision not to set up an enquiry, that unless the TUC takes this issue up, it will inevitably slip off the radar and might never prove to be successful.

Therefore the NEC is instructed to carry out the following:

1. That the CWU, if they have not already done so, will affiliate to the OTJ Campaign and donate an amount to the Campaign to be decided on by the NEC.
2. That the CWU will raise via the TUC the need for this campaign to now have the full force of the labour and trade union movement behind it to ensure sufficient pressure is brought to bear on the Government.
3. That the TUC be asked to organise with the OTJ Campaign, the NUM and local trades councils amongst others, a national rally and demonstration along the lines of bringing out into the public domain once more, former miners from across the UK together with trade unionists of today

Western Counties
South West Regional Committee

84 CATEGORY A: On April 15th 1989 a disaster at Hillsborough Stadium in Sheffield led, ultimately, to the deaths of 96 innocent fans who had left home that morning to watch a football match. Due to crowd control mis-management, those fans, whose ages ranged from 10 to 67, had the life crushed out of them.

Contrary to the facts, the Sun published a front-page story with the banner headline 'The Truth' which contained blatant lies, including:

"Drunken Liverpool fans viciously attacked rescue workers as they tried to revive victims and police officers, firemen and ambulance crews were punched, kicked and urinated upon!"

This was printed in a national British newspaper, the Sun!

For this reason, this Conference instructs the NEC to support the campaign for all retailers and vendors of newspapers to stop selling the Sun.

Conference applauds the group called 'The Total Eclipse of the Sun' for their endeavours to rid the UK of this newspaper.

Mersey

85 CATEGORY A:

If Carried 88 Falls

Conference recognises the horrifying effects of increasing privatisation and deregulation in public services and the communications industry in which the CWU organises. Working people and future generations are set to be the hardest hit by the accelerating decaying of living standards and conditions for working people.

Conference welcomes the call by Jeremy Corbyn for re-nationalisation of the Rail industry and other key industries.

Conference instructs the NEC to increase campaigning and promotion for the unions policy of re-nationalisation of Royal Mail and British Telecom both amongst members and wider labour movement and also to campaign and lobby the NEC, Labour Party and other relevant bodies to ensure an agenda of re-nationalisation and democratic public ownership of the whole of the Postal and Telecoms industry is part of the Labour Party program and manifesto.

Coventry

86 CATEGORY A: This Conference instructs the incoming National Executive Council to mount a National campaign to raise awareness of the British letterbox standards and its enforcement. Whilst the standard gives letter box placement guidelines, developers are under no obligation to adopt the standard.

Conference instructs the NEC to campaign to make the British letter box standard a mandatory stipulation under building regulations on all new builds.

The campaign could include the lobbying of :

Developers
Construction companies
Door manufacturers
Local authorities Building Control Officers
Government
Any other avenue the NEC deems appropriate to achieve this goal

In addition the NEC could seek partnership with organisations that share this vision.

The NEC is further instructed to produce and circulate a progress report by no later than January 2018.

The NEC is instructed accordingly.

Durham County Amal

SECTION 1E : POLICY

Monday (16.40 – 17.35)

87 **CATEGORY A:** Conference notes with concern the increasing use of divisive media especially in some daily newspapers and their move towards the right wing of politics with their treatment of immigrants and the vulnerable in our society. These same newspapers are allowing language and behaviours that wouldn't be tolerated in our workplaces and yet some of those employers advertise in such papers.

As such the NEC should launch a campaign in the labour movement to tackle such behaviours and encourage advertisers to use other media that don't ignore industry standards and decency or are at least editorially ethical in the news and stories they print and distribute.

The NEC is instructed accordingly.

Greater Mersey and South West Lancs Amal

88 **CATEGORY A: COMPOSITE MOTION**

We note that the ongoing OFCOM review on the regulatory arrangements for BT Openreach and are concerned about the threat to terms and conditions, including pensions, that would result from greater separation of Openreach from BT group.

We note the current remit of OFCOM is to promote greater competition and liberalisation and that this needs to be challenged as it has at its centre the aim to maximise profits for the few. The competitive model leads to downward pressure on our pay and terms and conditions, intensification of work driven by statistics and targets and leads to a worsening of standards of customer service. It is also a model that cannot develop communications technology, including superfast broadband, for the benefit of the whole country.

We therefore instruct the NEC to promote the case for public ownership and democratic control of the Post and Telecoms industries in the interests of workers and customers and campaign for this policy within the TUC and the Labour Party. Our campaign should include alliances with other Unions committed to public ownership of utilities and organisations including We Own It. The NEC is instructed accordingly.

Greater London Combined
London Regional Committee

89 CATEGORY X: Following the recent Labour Party Leadership election recommendation by CWU Headquarters, our Branch feels that in future elections it would be more democratic if the full membership was to be consulted in future leadership elections.

Conference instructs the NEC that for any future Labour Party Leadership elections a consultative ballot of the full membership be undertaken with the result published and a membership recommendation being for the candidate with the most votes by the CWU members who voted in the consultative ballot.

Lancs and Cumbria

90 CATEGORY X: This Conference agrees that in the event of a member submitting an Employment Tribunal claim, they will have the opportunity of having a face to face interview with an ET Panellist, if the claim is not going to be pursued by the CWU.

Leicestershire Amal

91 CATEGORY X: That this conference concurs and agrees, that we galvanise and lend our support, to the "Save Grass Roots Football Campaign".

The GS is kindly asked to notify and appoint the relevant HQ personnel, within our resourcing capability, including himself in that regard. We would envisage liaising with the campaign team, MP's, the Premier League and the Football Association.

The list is exhaustive.

Warrington Mail Centre

92 CATEGORY X: That this conferences concurs and agrees the urgent need to provide a fair geographical rotational approach, in regards to Annual Conference venue provision.

Warrington Mail Centre

93 CATEGORY X: This Conference agrees to move the Retired Members Conference from January to October of each year.

The next Retired Members Conference will take place in October 2017 and every October thereafter.

Eastern No.5

94 **CATEGORY X:** Within hours of allegedly cementing the UK governments "special relations" with Donald Trump and his billionaire's government, Trump implemented his Ban on Muslims and attack on Refugees.

The Ban immediately provoked massive demonstrations of US workers blocking the airports in defence of Refugees and Muslims. The following day tens of thousands took to the streets of England, Scotland, Wales and NI in solidarity protests demanding a ban on Trump until the ban on Muslims was lifted. This follows on from the mass worldwide protests against his attacks on women and L.G.B.T. rights

Despite this the Tory Government has confirmed their intention to have a full state visit to UK paid for at the tax payer's expense. For the Tory government the rights of refugees and Muslims are secondary to their desire to secure and protect the profits of big business through new neo-liberal trade agreements no matter what the consequences are for workers in the US and UK

This conference calls on the union's representatives in the TUC and Labour Party to campaign to rescind the invitation, however should the visit go ahead the union should GIVE full support to any demonstrations opposing the visit.

Birmingham, Black Country and Worcester

95 **CATEGORY X:** Conference agrees to affiliate to the TUC Dying to Work" campaign.

Birmingham, Black Country and Worcester

96 **CATEGORY X:** We instruct the NEC to hold an annual political conference of CWU activists who are Labour Party members and affiliated supporters of the Labour Party. This should be open to all members who are, or wish to be, involved in their CLPs as CWU delegates, to be selected as local Councillors, Assembly members, and Parliamentary candidates as well as those who are delegates to Labour Party Regional and Equality organisations

The focus of this Conference will be the development of a strategy to promulgate CWU policies, principles and values effectively within the Labour Party at local, regional and national level and in wider political debate. The Conference should also discuss how to encourage more CWU members to join the Labour Party, to 'opt in' as affiliated supporters under the current arrangements, and to vote for the Labour Party in elections. The NEC is instructed accordingly.

Greater London Combined

97 **CATEGORY X:** Conference condemns Amber Rudd, Home Secretary's rejection on 31st October 2016 in Parliament of an Orgreave Inquiry as a grave injustice.

Conference is appalled by the decision not to hold an inquiry into the policing of picket lines at the Orgreave coking plant 18th June 1984 Miners' Strike. With this ruling, Amber Rudd has shown great contempt for the Orgreave Truth and Justice Campaign, many former miners, their families and communities who for more than 32 years have waited for the truth and who have displayed huge courage and tenacity in trying to hold the authorities to account.

Conference agrees that the CWU should give full support to the Orgreave truth and justice campaign for an independent enquiry into the events of 18th June 1984 and full disclosure of all information therein.

York and District Amal

98 CATEGORY X: Conference instructs the NEC to work with the Health & Safety Dept to Highlight & Improve the present standard for Alcohol Labelling using the system in place for the Tobacco & Food industry etc, because at present a large proportion of UK adults are overweight or obese and this number is growing; obesity increases the risk of developing many serious medical conditions including diabetes, heart disease, osteoarthritis and some cancers, and has financial implications for the NHS and the UK economy as a whole, alcoholic drinks are frequently high in calories and their regular consumption can lead to weight gain in adults that drink excessive amounts of alcohol.

This to include feedback from the field, a report and recommendations to be brought before NEC before September 2018.

North East Health and Safety Forum

99 CATEGORY X: Conference agrees that Mental Health has become an issue within the workplace and for our Representatives.

To enable our Representatives to therefore be able to initially recognise the signs of Mental Ill Health and then be able to deal effectively with these issues that arise.

Conference instructs the NEC to try and get an agreement for a voluntary training program which will be devised jointly with the employers that we have recognition with. The training will equip our Representatives with the necessary "Mental Health First Aid" skills to assist members who have Mental Health Issues.

South East Wales Amal

100 CATEGORY X: Conference notes Motion 95 which was carried at General Conference 1995 in the name of Western Counties Branch as follows:

'This conference instructs the incoming National Executive Council against a backdrop of General Conference consistently failing to find sufficient time to debate all of the motions put before it for a number of years, conference agrees it is proportionate to review how much time in the conference agenda is given over to guest speakers and presentations.

MOTIONS NOT ADMITTED TO THE AGENDA

The NEC is therefore instructed to work with the SOC to perform an analysis of how many motions get time out at General Conference and produce a report by the end of 2015 with recommendations as to how the timetable at General Conference should be amended to ensure more of the business of conference gets heard.

The NEC is instructed accordingly.

Conference further notes the response from the NEC as follows: -

'Other priorities have prevented progress on this motion. Discussions to re-continue prior to 2017 preparations.'

Conference further notes that the problem of timed out motions is not just applicable to General Conference, but is also a problem at Industrial Conferences.

Conference therefore instructs the NEC to extend the analysis and recommendations to include Industrial Conferences in the report, which shall be published by no later than the end of 2017.

Newcastle Amal

101 **CATEGORY X:** Conference understands the significance of Global Warming and the effects it is having on our climate and planet. Conference instructs the NEC to lobby all companies which are represented with CWU grades to divest any investments they may have in the fossil fuel industry. This includes any third party pension companies that they may be in partnership with.

Great Western

102 **CATEGORY X:** This conference believes that punitive fees for Employment Tribunals are allowing Employers to get away with underhand treatment of workers.

The introduction of fees since 2013 has had a disproportion effect, particularly to those on lower incomes, when it comes to affording the £1200.00 fees in seeking justice.

This conference believes the CWU should use its influence to insure that Employment Tribunals Fees are completely abolished by the next incoming Labour Government.

South London, Surrey and North Hampshire

103 **CATEGORY X:** This Conference believes that young people are worst hit when unemployment runs rampant. Vacant jobs remain concentrated in low skilled, low paying sectors and unpaid internships are becoming the single point of entry into many professions. Competition for decent apprenticeships and university places is intensified with supply lagging well behind. The Government's sparse package of support for your workers is of insufficient scale to make a significant impact on endemic youth unemployment.

Conference worries that the Government's enthusiasm for internships and work experience as potential solutions will irreparably damage young workers' rights. Without guarantees of decent minimum standards, young workers in low and unpaid work will remain open to exploitation, while many internships leading to higher paid roles remain the reserve of those from wealthy backgrounds.

Conference believes that to combat this injustice, we must make our union attractive and inclusive for young people and develop future activists. It's therefore essential that the CWU develops our younger members and empowers them with a voice within their own union. We must be champions for young people in the workplace in order to prove that becoming a trade union member is not some relic of a bygone industrial age, but the best way to guarantee decency, safety, security and dignity in work.

Conference calls for:

1. A campaign of lobbying Government and Companies where the CWU have recognition to demand:
 - a) Job creation targeted specifically at school, college and university leavers with the aim to provide sustainable pathways into employment,
 - b) Fully paid internship and work experience initiatives that are rewarding and effective,
 - c) High quality apprenticeships paid at or above the National Minimum Wage be made available to all young people.
2. A commitment from the CWU to develop union rep "buddies" for young members, equipped to mentor and support young apprentices, work experience placements and other new entrants.
3. A back-to-basics review of the CWU organisation as it relates to young workers, and a recruitment campaign specifically targeting you.

South London, Surrey and North Hampshire

104 CATEGORY X: Conference recognises that as part of the ongoing top down review of the way the CWU is structured, there may well be a surplus of staff in some departments and workplaces. Conference also notes that the CWU has existing policy that opposes compulsory redundancy for its employees.

Conference agrees that the policy of no compulsory redundancies across its workforce is to be reinforced by the NEC and included as part of any relevant Surplus Framework agreement discussions with the employees recognised trade union. There must also be a policy to provide adequate training provisions for surplus employees where suitable alternative work locations cannot be identified as part of a voluntary redundancy package.

South Central Postal

105 **CATEGORY X:** Conference recognises that a big section of working people and their families saw the referendum as an opportunity to strike back at austerity and the establishment, however as the official leave and remain campaigns relied heavily on whipping up anti-migrant sentiment, then it has also led to a rise in racism and legitimate fear for many workers in Britain.

Currently the different wings of the Tory party are fighting over how best to defend the profits of their friends in big business in or out of the single market.

This conference believes that the labour and trade union movement must campaign for a Brexit in the interests of working people - for a socialist, internationalist exit from the EU directives and treaties that attack worker's rights and that would block a government bringing back into public ownership the service's the Tories have sold off over the last 30 years.

- Defend the right to asylum. Oppose all racist immigration controls. Guarantee the rights of EU citizens in the UK to remain. For workers unity against racism and austerity.
- Stop the 'race to the bottom' - for a minimum wage of at least £10 per hour with no age restrictions.
- Bring the privatised BT, Royal Mail and public utilities, including the energy companies and the threatened steel industry, back into public ownership. Invest in renewable energy - publicly-owned and controlled. No fracking.
- Re-nationalise all rail and transport to build an integrated public transport system.
- Hands off our NHS - for a high-quality, free National Health Service under democratic public ownership and control.
- Rejection of all trade agreements with the EU, the USA nations and other trading blocs which increase corporate power and its ability to take over our public services and weaken workers' rights.

Conference instructs the NEC to campaign for this policy in the Labour Party and TUC.

Coventry

106 **CATEGORY X:** Rule amendment to Branch Model Constitution Rule 4.4

Under the heading NOTE at the foot of the rule 4.4.6 delete the second paragraph in its entirety. Insert the following New Rules.

4.4.7 Retired Members are not entitled or eligible to stand for election in the above elections (a) to (i).

4.4.8 The entire branch membership are entitled to vote in the above elections (a) to (i).

Bournemouth and Dorset Amal

107 CATEGORY X: Rule amendment to Branch Model Constitution
Rule 4.4

Under the heading NOTE at the foot of the rule 4.4.6 delete the second paragraph in its entirety.
Insert the following New Rules.

4.4.7 Retired Members are not entitled or eligible to stand for election in the above elections (a) to (i).

4.4.8 The entire branch membership are entitled to vote in the above elections (a) to (i).

Greater Mersey and South West Lancs

108 CATEGORY X: Amend Rule 10.6.7a

Add at end:- 'which shall include unheard motions previously submitted to the preceding Conference'

Newcastle Amal

OBITUARY LIST

OBITUARY LIST

During the year the National Executive Council has learned with regret of the death of a number of respected colleagues of the union. Among them were:

S BELL	ALGUS NATIONAL	J W CARR	EASTERN NO.3
M ANSELL	BIRMINGHAM DISTRICT AMAL	R DICKINSON	EASTERN NO.3
N L DOCKER	BIRMINGHAM DISTRICT AMAL	R ELLIOTT	EASTERN NO.3
P LUCAS	BIRMINGHAM DISTRICT AMAL	W HOPE	EASTERN NO.3
P MALONEY	BIRMINGHAM DISTRICT AMAL	R F LARKINS	EASTERN NO.3
A MILLS	BIRMINGHAM DISTRICT AMAL	T PAGE	EASTERN NO.3
G OWEN	BIRMINGHAM DISTRICT AMAL	B WARFORD	EASTERN NO.3
M RYAN	BIRMINGHAM DISTRICT AMAL	F WEAVERS	EASTERN NO.3
M TAITT	BIRMINGHAM DISTRICT AMAL	A WHITING	EASTERN NO.3
R V VIJAYA-SARATHY	BIRMINGHAM DISTRICT AMAL	P WOOFF	EASTERN NO.3
V SMALL	BIRMINGHAM, BLACK COUNTRY & WORCESTER	D ARGENT	EASTERN NO.5
	BOURNEMOUTH AND DORSET AMAL	J ATKINSON	EASTERN NO.5
P DEAN	BOURNEMOUTH AND DORSET AMAL	E J BOND	EASTERN NO.5
D DOBSON	BOURNEMOUTH AND DORSET AMAL	N BRIGGS	EASTERN NO.5
J ENGLAND	BOURNEMOUTH AND DORSET AMAL	J DALLY	EASTERN NO.5
G HAZELTON	BOURNEMOUTH AND DORSET AMAL	C FLINT	EASTERN NO.5
J RODDEN	BOURNEMOUTH AND DORSET AMAL	P GAINNEY	EASTERN NO.5
J THOMAS	BOURNEMOUTH AND DORSET AMAL	C GILDING	EASTERN NO.5
C J WILES	BOURNEMOUTH AND DORSET AMAL	J GUYVER	EASTERN NO.5
J W CODLING	CAPITAL	P C HILL	EASTERN NO.5
B COLLINS	CAPITAL	G HOLLIS	EASTERN NO.5
J EVANS	CAPITAL	P JONES	EASTERN NO.5
G FORSTER	CAPITAL	N KENDRICK	EASTERN NO.5
U GLOSTER	CAPITAL	D MAGUR	EASTERN NO.5
M GOLDEN	CAPITAL	G MIDDLETON	EASTERN NO.5
D HALE	CAPITAL	K MILLARD	EASTERN NO.5
T R LEE	CAPITAL	S MORELY	EASTERN NO.5
F OLDREIVE	CAPITAL	J PICKNELL	EASTERN NO.5
T O'REILLY	CAPITAL	G POGSON	EASTERN NO.5
R PARKER	CAPITAL	F PRESCOTT	EASTERN NO.5
G PATEL	CAPITAL	F WINDOWS	EASTERN NO.5
D PEET	CAPITAL	M SZABO	ESSEX AMAL
J RICHARDSON	CAPITAL	H WRAY	ESSEX AMAL
W SANDERS	CAPITAL	P FOWLIE	GRAMPIAN AND SHETLAND AMAL
L SIMMONS	CAPITAL	J JACKSON	GRAMPIAN AND SHETLAND AMAL
H WALKER	CAPITAL	A STRATTON	GRAMPIAN AND SHETLAND AMAL
C WIGNALL	CAPITAL	V C COOMBS	GREAT WESTERN
M ZLOBEC	CAPITAL	B DEVINE	GREAT WESTERN
R AYRES	CENTRAL COUNTIES AND THAMES VALLEY	I P FORSEY	GREAT WESTERN
R BANFIELD	CENTRAL COUNTIES AND THAMES VALLEY	P GUEST	GREAT WESTERN
K DREW	CENTRAL COUNTIES AND THAMES VALLEY	E F HERRINGTON	GREAT WESTERN
A EDMEAD	CENTRAL COUNTIES AND THAMES VALLEY	R A JAMES	GREAT WESTERN
R G FREED	CENTRAL COUNTIES AND THAMES VALLEY	T D JONES	GREAT WESTERN
S LEWIS	CENTRAL COUNTIES AND THAMES VALLEY	R E JONES	GREAT WESTERN
J MORRIS	CENTRAL COUNTIES AND THAMES VALLEY	P KITCHER	GREAT WESTERN
M NUNN	CENTRAL COUNTIES AND THAMES VALLEY	M NELTHORPE	GREAT WESTERN
F PIKE	CENTRAL COUNTIES AND THAMES VALLEY	J S PARKER	GREAT WESTERN
C READINGS	CENTRAL COUNTIES AND THAMES VALLEY	J POTTER	GREAT WESTERN
J W SELLARS	CENTRAL COUNTIES AND THAMES VALLEY	A STOKES	GREAT WESTERN
J WOOD	CENTRAL COUNTIES AND THAMES VALLEY	F TURNER	GREAT WESTERN
B HARVEY	CORNWALL AMAL	L WATSON	GREAT WESTERN
G A KIRBY	COVENTRY	R ANDREWS	GREATER LONDON COMBINED
H KOKKINOS	COVENTRY	J BIRCH	GREATER LONDON COMBINED
K DAY	DERBYSHIRE AMAL	C CAMPBELL	GREATER LONDON COMBINED
M GIDDINGS	DERBYSHIRE AMAL	L CHAVNER	GREATER LONDON COMBINED
A MOORE	DERBYSHIRE AMAL	L COLLINSON	GREATER LONDON COMBINED
P RODGERS	DERBYSHIRE AMAL	M DARLING	GREATER LONDON COMBINED
A SHEPHERD	DERBYSHIRE AMAL	S DAVIES	GREATER LONDON COMBINED
G WARING	DERBYSHIRE AMAL	J DUCKER	GREATER LONDON COMBINED
S WILLIAMSON	DERBYSHIRE AMAL	G JOHNSTON	GREATER LONDON COMBINED
J WILSON	DERBYSHIRE AMAL	C LEWIS	GREATER LONDON COMBINED
M ALI	EAST MIDLANDS	R MILTON	GREATER LONDON COMBINED
A V DOLBY	EAST MIDLANDS	R MITCHELL	GREATER LONDON COMBINED
W J FORSEY	EAST MIDLANDS	B NORMAN	GREATER LONDON COMBINED
G I HOLLAND	EAST MIDLANDS	E RIVERS	GREATER LONDON COMBINED
K HOSLER	EAST MIDLANDS	R WARE	GREATER LONDON COMBINED
C PEARCE	EAST MIDLANDS	N WILLIAMS	GREATER LONDON COMBINED
B STEVENSON	EAST MIDLANDS	G WOOD	GREATER LONDON COMBINED
G B TAYTON	EAST MIDLANDS	D ACKER	GREATER MERSEY AND SW LANCS
R THICKPENNY	EAST MIDLANDS	J BARTLEY	GREATER MERSEY AND SW LANCS
J THOMPSON	EAST MIDLANDS	M BELSHAW	GREATER MERSEY AND SW LANCS
G TILLEY	EAST MIDLANDS	J BENJAMIN	GREATER MERSEY AND SW LANCS
O E ALGER	EASTERN NO.3	K BRYAN	GREATER MERSEY AND SW LANCS
B ASLETT	EASTERN NO.3	D CAVANAGH	GREATER MERSEY AND SW LANCS
J BAILEY	EASTERN NO.3	P J COOKE	GREATER MERSEY AND SW LANCS

J COX	GREATER MERSEY AND SW LANCS	J LAWSON	MIDLAND NO.1
D CROFT	GREATER MERSEY AND SW LANCS	T MANN	MIDLAND NO.1
T A HAYES	GREATER MERSEY AND SW LANCS	D MILLWARD	MIDLAND NO.1
V HOLYLAND	GREATER MERSEY AND SW LANCS	M MITCHELL	MIDLAND NO.1
R HORSFALL	GREATER MERSEY AND SW LANCS	M PARKER	MIDLAND NO.1
J HOWARD	GREATER MERSEY AND SW LANCS	R PARSONS	MIDLAND NO.1
R JOHNSON	GREATER MERSEY AND SW LANCS	S PHILLIPS	MIDLAND NO.1
R LEYLAND	GREATER MERSEY AND SW LANCS	R PHILLIPS	MIDLAND NO.1
T LEYLAND	GREATER MERSEY AND SW LANCS	D PREECE	MIDLAND NO.1
R J LLOYD	GREATER MERSEY AND SW LANCS	E W PURKIS	MIDLAND NO.1
R C LUNT	GREATER MERSEY AND SW LANCS	T RAY	MIDLAND NO.1
M MADDOCKS	GREATER MERSEY AND SW LANCS	R RENNICKS	MIDLAND NO.1
L MAGUIRE	GREATER MERSEY AND SW LANCS	C REYNOLDS	MIDLAND NO.1
A MCCORD	GREATER MERSEY AND SW LANCS	W RUSHTON	MIDLAND NO.1
J MCGEEHAN	GREATER MERSEY AND SW LANCS	I SIMISTER	MIDLAND NO.1
P O'BRIEN	GREATER MERSEY AND SW LANCS	B SURRAGE	MIDLAND NO.1
J OLLIER	GREATER MERSEY AND SW LANCS	K WATKINS	MIDLAND NO.1
E STOWERS	GREATER MERSEY AND SW LANCS	S BRYAN	MIDLAND NO.7
J W WOODBURN	GREATER MERSEY AND SW LANCS	A BUCKLESS	MIDLAND NO.7
B WOODS	GREATER MERSEY AND SW LANCS	V BUTTERY	MIDLAND NO.7
H H ALLEN	HARROW AND DISTRICT AMAL	A MASON	MIDLAND NO.7
I CLEARY	HARROW AND DISTRICT AMAL	R SALT	MIDLAND NO.7
J DAVIS	HARROW AND DISTRICT AMAL	P BASS	NORTH ANGLIA
M JOHNSON	HARROW AND DISTRICT AMAL	B CRANE	NORTH ANGLIA
W M FERGUSON	LANCS AND CUMBRIA	J HARVEY	NORTH ANGLIA
T HOROBIN	LANCS AND CUMBRIA	R HINDLE	NORTH ANGLIA
P PEARSON	LANCS AND CUMBRIA	W NEWSON	NORTH ANGLIA
J PRIESTLEY	LANCS AND CUMBRIA	K PEARSON	NORTH ANGLIA
J ROSBOTTOM	LANCS AND CUMBRIA	W BLOOM	NORTH WALES AND MARCHES
I WALKER	LANCS AND CUMBRIA	C CAFFERY	NORTH WALES AND MARCHES
M BARKER	LEICESTER AND MIDSHIRES	D JONES	NORTH WALES AND MARCHES
R BENNETT	LEICESTER AND MIDSHIRES	V LEIGH	NORTH WALES AND MARCHES
J CHURCH	LEICESTER AND MIDSHIRES	D F LLOYD	NORTH WALES AND MARCHES
D HICKLING	LEICESTER AND MIDSHIRES	S MORRIS	NORTH WALES AND MARCHES
J INGALL	LEICESTER AND MIDSHIRES	O G THOMPSON	NORTH WALES AND MARCHES
R JONES	LEICESTER AND MIDSHIRES	A CAMARA	NORTH/NORTH WEST LONDON
K G MURFIN	LEICESTER AND MIDSHIRES	T GIBSON	NORTH/NORTH WEST LONDON
F ORLAND	LEICESTER AND MIDSHIRES	K GILBERT	NORTH/NORTH WEST LONDON
E F VARNEY	LEICESTER AND MIDSHIRES	J LIVERPOOL	NORTH/NORTH WEST LONDON
J COURTS	LEICESTERSHIRE AMAL	J TILLING	NORTH/NORTH WEST LONDON
G POINTON	LEICESTERSHIRE AMAL	R J ABRAHAM	NORTHERN IRELAND WEST
A ROBINSON	LEICESTERSHIRE AMAL	W BLAKELY	NORTHERN IRELAND WEST
A SALT	LONDON AND WEST	F DENNIS	NORTHERN IRELAND WEST
W SHILLAM	LONDON AND WEST	N DE ROSARIO	PLYMOUTH AND EAST CORNWALL
T ADDINALL	LONDON PARCELS & STATIONS AMAL	W KELLY	PLYMOUTH AND EAST CORNWALL
C K GEORGIU	LONDON PARCELS & STATIONS AMAL	M NICHOLAS	PLYMOUTH AND EAST CORNWALL
N HARSANT	LONDON PARCELS & STATIONS AMAL	F ROSEVEARE	PLYMOUTH AND EAST CORNWALL
A N LEWIS	LONDON PARCELS & STATIONS AMAL	E WARD	PLYMOUTH AND EAST CORNWALL
K C LEWIS	LONDON PARCELS & STATIONS AMAL	K CHITTY	PORTSMOUTH AND DISTRICT
P J O'DONNELL	LONDON PARCELS & STATIONS AMAL	G HICKS	PORTSMOUTH AND DISTRICT
M SALEH	LONDON PARCELS & STATIONS AMAL	E JOHNSON	PORTSMOUTH AND DISTRICT
A E WEATHERSTONE	LONDON PARCELS & STATIONS AMAL	K MCKAY	PORTSMOUTH AND DISTRICT
E L WILLIAMS	LONDON PARCELS & STATIONS AMAL	J PICKETT	PORTSMOUTH AND DISTRICT
A SMITH	LONDON PHOENIX	F ROSIER	PORTSMOUTH AND DISTRICT
T MCHENDRY	LONDON POSTAL ENGINEERING	L TRACE	PORTSMOUTH AND DISTRICT
J MCMAHON	LONDON POSTAL ENGINEERING	L SAUNDERS	PORTSMOUTH, W SUSSEX & IOW
A PONSFORD	LONDON POSTAL ENGINEERING	V CHIFFERS	SCOTLAND NO.1
B AUSTIN	MERIDIAN	W CRUICKSHANK	SCOTLAND NO.1
L BREAREY	MERIDIAN	W DONALDSON	SCOTLAND NO.1
L BRETON	MERIDIAN	G HENDERSON	SCOTLAND NO.1
B BURGESS	MERIDIAN	A MACLEOD	SCOTLAND NO.1
R CARLEY	MERIDIAN	J MACLEOD	SCOTLAND NO.1
H FENTON	MERIDIAN	G MARSHALL	SCOTLAND NO.1
J MURRAY	MERIDIAN	B MEAD	SCOTLAND NO.1
L PEARCE	MERIDIAN	G ROSS	SCOTLAND NO.1
W SEWELL	MERIDIAN	M H CARRUTHERS	SCOTLAND NO.2
J CHADWICK	MID WALES, THE MARCHES & N.STAFFS	D S CLERKSON	SCOTLAND NO.2
J COLE	MID WALES, THE MARCHES & N.STAFFS	T DUNCAN	SCOTLAND NO.2
W M DAVIES	MID WALES, THE MARCHES & N.STAFFS	B B GLANCY	SCOTLAND NO.2
F EVANS	MID WALES, THE MARCHES & N.STAFFS	D HENDERSON	SCOTLAND NO.2
G EVANS	MID WALES, THE MARCHES & N.STAFFS	E KELLY	SCOTLAND NO.2
P HAZELDINE	MID WALES, THE MARCHES & N.STAFFS	G R WATTERS	SCOTLAND NO.2
G BEESLEY	MIDLAND NO.1	J A WILLIAMS	SCOTLAND NO.2
D BRAIN	MIDLAND NO.1	J YEOMAN	SCOTLAND NO.2
E DIAPER	MIDLAND NO.1	R E COLMAN	SOMERSET, DEVON AND CORNWALL
R DREW	MIDLAND NO.1	A COMER	SOMERSET, DEVON AND CORNWALL
R EDEN	MIDLAND NO.1	N COPLEY	SOMERSET, DEVON AND CORNWALL
C FELL	MIDLAND NO.1	D J B COUTTS	SOMERSET, DEVON AND CORNWALL
P FRAZER	MIDLAND NO.1	B J HUSBAND	SOMERSET, DEVON AND CORNWALL
E GRIANGER	MIDLAND NO.1	B KELLY	SOMERSET, DEVON AND CORNWALL
L HARDING	MIDLAND NO.1	B NICHOLLS	SOMERSET, DEVON AND CORNWALL
G HARRIS	MIDLAND NO.1	J R NORTHCOOT	SOMERSET, DEVON AND CORNWALL
J HOLLAND	MIDLAND NO.1	D R TOZER	SOMERSET, DEVON AND CORNWALL
W HUTCHINS	MIDLAND NO.1	C FUNNELL	SOUTH EAST CENTRAL

OBITUARY LIST

E KING	SOUTH EAST CENTRAL	H ALLEN	WEST YORKSHIRE
E KING	SOUTH EAST CENTRAL	C COOPER	WEST YORKSHIRE
J LEACH	SOUTH EAST CENTRAL	G DICKINSON	WEST YORKSHIRE
L LEWIS	SOUTH EAST CENTRAL	E ELLIS	WEST YORKSHIRE
D SAUNDERS	SOUTH EAST CENTRAL	D EXLEY	WEST YORKSHIRE
A ABDULLA	SOUTH EAST NO.5	G HAMBLING	WEST YORKSHIRE
A APARK	SOUTH EAST NO.5	P HART	WEST YORKSHIRE
D BAILEY	SOUTH EAST NO.5	A JOHNSON	WEST YORKSHIRE
D BISHOP	SOUTH EAST NO.5	J KING	WEST YORKSHIRE
A BOISSON	SOUTH EAST NO.5	A KRANYAK	WEST YORKSHIRE
D BRENCHLEY	SOUTH EAST NO.5	L LODGE	WEST YORKSHIRE
R BUCKLEY	SOUTH EAST NO.5	V G MAIN	WEST YORKSHIRE
D CARTER	SOUTH EAST NO.5	J MORRIS	WEST YORKSHIRE
A COLLYMORE	SOUTH EAST NO.5	J NOBLE	WEST YORKSHIRE
T COOPER	SOUTH EAST NO.5	C PINN	WEST YORKSHIRE
E COVEY	SOUTH EAST NO.5	P RENSHAW	WEST YORKSHIRE
T GLYNN	SOUTH EAST NO.5	C ROBSON	WEST YORKSHIRE
G GRENNEY	SOUTH EAST NO.5	M SAUNDH	WEST YORKSHIRE
K HEVI	SOUTH EAST NO.5	T STANCER	WEST YORKSHIRE
M ILYAS	SOUTH EAST NO.5	P A TAYLOR	WEST YORKSHIRE
A KHALIF	SOUTH EAST NO.5	R WELLS	WEST YORKSHIRE
Y KING	SOUTH EAST NO.5	M WINTERBURN	WEST YORKSHIRE
S LADANI	SOUTH EAST NO.5		
B LEE	SOUTH EAST NO.5		
F MABBETT	SOUTH EAST NO.5		
R MIDDLEDITCH	SOUTH EAST NO.5		
A MULLARD	SOUTH EAST NO.5		
D MYLES	SOUTH EAST NO.5		
T PEARCE	SOUTH EAST NO.5		
G POCOCK	SOUTH EAST NO.5		
J RAYSON	SOUTH EAST NO.5		
M SATCHELL	SOUTH EAST NO.5		
S SEWARD	SOUTH EAST NO.5		
B SMALLBONES	SOUTH EAST NO.5		
R SMITH	SOUTH EAST NO.5		
A THORNTON	SOUTH EAST NO.5		
V WAIN	SOUTH EAST NO.5		
K WILKINS	SOUTH EAST NO.5		
T J BURTON	SOUTH EAST WALES AMAL		
W H GALE	SOUTH EAST WALES AMAL		
E GRIFFITHS	SOUTH EAST WALES AMAL		
G F JOHNS	SOUTH EAST WALES AMAL		
A KNIGHTON	SOUTH EAST WALES AMAL		
A THOMAS	SOUTH EAST WALES AMAL		
D THOMAS	SOUTH EAST WALES AMAL		
A BICKFORD	SOUTH LONDON, SURREY & N.HANTS		
R EAST	SOUTH LONDON, SURREY & N.HANTS		
P GORDON-STEWART	SOUTH LONDON, SURREY & N.HANTS		
R HOPE-SMITH	SOUTH LONDON, SURREY & N.HANTS		
M JHEETA	SOUTH LONDON, SURREY & N.HANTS		
M JONES	SOUTH LONDON, SURREY & N.HANTS		
T JONES	SOUTH LONDON, SURREY & N.HANTS		
D MARTIN	SOUTH LONDON, SURREY & N.HANTS		
J NEL	SOUTH LONDON, SURREY & N.HANTS		
L POTTER	SOUTH LONDON, SURREY & N.HANTS		
B READ	SOUTH LONDON, SURREY & N.HANTS		
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B SMITH	SOUTH LONDON, SURREY & N.HANTS		
C TOVEY	SOUTH LONDON, SURREY & N.HANTS		
T WOODWARD	SOUTH LONDON, SURREY & N.HANTS		
L ALLEN	SOUTH MIDLANDS POSTAL		
R A BAILEY	SOUTH MIDLANDS POSTAL		
M S BARRETT	SOUTH MIDLANDS POSTAL		
I COX	SOUTH MIDLANDS POSTAL		
L DUFFY	SOUTH MIDLANDS POSTAL		
A F FENNING	SOUTH MIDLANDS POSTAL		
J E FORD	SOUTH MIDLANDS POSTAL		
K M FREEMAN	SOUTH MIDLANDS POSTAL		
R HADLEY	SOUTH MIDLANDS POSTAL		
R J HARDING	SOUTH MIDLANDS POSTAL		
K J HENDRIE	SOUTH MIDLANDS POSTAL		
C HUGHES	SOUTH MIDLANDS POSTAL		
D C LAMONT	SOUTH MIDLANDS POSTAL		
A J MCGREGOR	SOUTH MIDLANDS POSTAL		
S A NAJEEB	SOUTH MIDLANDS POSTAL		
Z PAWLEY	SOUTH MIDLANDS POSTAL		
C WALSH	SOUTH MIDLANDS POSTAL		
E R JACKSON	WESSEX SOUTH CENTRAL		
R OTHERN	WESSEX SOUTH CENTRAL		
M PINHORN	WESSEX SOUTH CENTRAL		
R VIDLER	WESSEX SOUTH CENTRAL		
J R W WATTS	WESSEX SOUTH CENTRAL		

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