

**25<sup>th</sup> – 27<sup>th</sup> April 2017**  
**Bournemouth International Centre**  
**Windsor Hall**

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## **Instructions to Delegates**

### **ADMISSION TO CONFERENCE**

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

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

### **OPENING OF CONFERENCE**

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

### **STANDING ORDERS**

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

### **VOTING**

Votes are normally by a show of hands. Each Branch should have a card vote book for card votes.

### **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 2 are drawn to the attention of all delegates.

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

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# POSTAL INDUSTRY CONFERENCE

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## STATEMENT

Dear Colleagues,

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

This year we have continued with the practice of previous years in mixing up the Sections of Conference.

It has become apparent in the last few years that time has become an issue with regards to completing the Agenda. The Committee, as always, keep such matters under review. This year we have kept the time for speaking on each motion the same, however we take this opportunity to remind delegates of the terms of Standing Orders 5 (h), (i), (j) and (k) and especially 5 (p) which exists so delegates can move the Agenda on. In doing so we seek to minimise the use of Standing Order II, which has been utilised in the last few years to move the Agenda back to business that had not been reached.

Finally, the Standing Orders Committee would like to wish all delegates a successful Conference. If you have any enquires regarding the Agenda or Conference Procedures please do not hesitate to contact us during Conference.

Yours fraternally,

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

**Paddy Magill, Chair**

**John Gaby, Secretary**

**Phil Callaghan**

**Brian Irvine**

**Tony Sneddon**

**Julia West**

**Richard Wilkins**

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**AGENDA**

**SECTION 1 : PAY AND RELATED MATTERS**

**SECTION 2 : POSTAL INDUSTRY GENERAL ISSUES**

**SECTION 3 : SECTIONAL ISSUES**

**SECTION 4 : POSTAL INDUSTRY ORGANISING**

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# TIMETABLE/POSTAL EXECUTIVE AND OFFICERS

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## TIMETABLE/PROGRAMME OF BUSINESS

### TUESDAY 25<sup>TH</sup> APRIL 2017

09.00 – 17.30 POSTAL INDUSTRY CONFERENCE

### WEDNESDAY 26<sup>TH</sup> APRIL 2017

09.00 – 17.45 POSTAL INDUSTRY CONFERENCE

### THURSDAY 27<sup>TH</sup> APRIL 2017

09.00 – 16.00 POSTAL INDUSTRY CONFERENCE

## POSTAL EXECUTIVE COUNCIL AND OFFICERS

### EXECUTIVE COUNCIL

M ALI  
P BROWNE  
J LOFTUS  
L SIMPSON  
D WILSHIRE

S BANBURY  
A HOPPING  
C MADEN  
A TATE

M BAULCH  
S JONES  
J MALONE  
I WARD

A BOUCH  
M KAVANAGH  
K QUIRKE  
B WEATHERALL

### OFFICERS

#### DEPUTY GENERAL SECRETARY : T PULLINGER

R ELLIS

A FUREY

B GIBSON\*

D ROBERTSON

\*Until Feb 2017

DETAILS CORRECT AS OF MARCH 2017

**MINUTES POSTAL CONFERENCES 2016**

**POSTAL INDUSTRY CONFERENCE - TUESDAY 26<sup>TH</sup> APRIL**

<b>POSTAL INDUSTRY GENERAL ISSUES</b>		
<b>SECTION 2.1</b>	<b>Tues 09.55 – 11.00</b>	<b>POLICY</b>
Composite Motion E1	09.33-10.03	Carried
Motion 1	10.04-10.15	Carried
Motion 2	10.15-10.19	Carried
Motion 3	10.19-10.22	Carried
Motion 4	10.23-10.34	Carried
Motion 5	10.34-10.39	Carried
Motion 6	10.39-10.47	Carried
Motion 7	10.47-10.56	Carried
Motion 8	10.56-11.13	Carried
Motion 9		Accepted
<b>SECTIONAL ISSUES</b>		
<b>SECTION 3.1</b>	<b>Tues 11.00 – 12.20</b>	<b>POLICY</b>
<b>Royal Mail Letters</b>		
Motion 10	11.13-11.40	Not Carried
<b>Packages and Express</b>		
Comp Motion 11 "In Camera"	11.44-11.56	Carried
<b>Royal Mail Letters</b>		
Motion 12	11.56-12.13	Carried
Motion 13		Falls
Comp Motion 14		Falls
<b>Royal Mail Letters</b>		
Motion 17		Falls
<b>PAY AND RELATED MATTERS</b>		
<b>Section 1.1</b>	<b>Tues 12.20-12.45</b>	<b>POLICY</b>
Motion 20	12.14-12.19	Carried
Motion 21	12.20-12.27	Carried
<b>GENERAL</b>		
<b>Section 2.2</b>	<b>Tues 14.00 – 15.20</b>	<b>POLICY</b>
Emergency Motion 3	14.12-15.00	Carried
Motion 23 "In Camera"	15.05-15.13	Carried
Motion 24	15.13-15.19	Carried
Motion 25	15.21-15.38	Not Carried
Motion 28		Accepted
Motion 30		Accepted
<b>SECTIONAL ISSUES</b>		
<b>Section 3.2</b>	<b>Tues 15.20-16.40</b>	<b>POLICY</b>
<b>Clerical and Cash Handling</b>		
Motion 32 "In Camera"	15.42-15.52	Carried
<b>Royal Mail Letters</b>		

# MINUTES

Motion 33	15.52-15.56	Carried
Motion 34	15.56-16.04	Withdrawn after debate
Comp Motion 35		Accepted
<b>Packages and Express</b>		
Motion 36	16.04-16.12	Withdrawn after debate
Motion 37	16.13-16.28	Carried
<b>Royal Mail Letters</b>		
Motion 38	16.28-16.39	Carried
Motion 39		Falls
<b>ORGANISING</b>		
<b>Section 4.1</b>		
	<b>Tues 16.40-17.30</b>	<b>POLICY</b>
Motion 40 "In Camera"		Falls
Motion 41 "In Camera"	16.40-16.51	Carried
Motion 42	16.51-17.01	Carried
Motion 43		Accepted
Motion 44	17.01-17.08	Carried
Motion 45		Falls
<b>PAY AND RELATED ISSUES</b>		
<b>Section 1.2</b>		
	<b>Tues 17.30 - 18.00</b>	<b>POLICY</b>
Motion 46		Accepted
Motion 47	17.08-17.14	Carried
Motion 48	17.14-17.19	Carried
Motion 49	17.19-17.28	Carried

## POSTAL GROUP CONTINUED – WEDNESDAY 27<sup>TH</sup> APRIL

<b>GENERAL</b>		
<b>Section 2.3</b>		
	<b>Weds 09.00 – 09.40</b>	<b>POLICY</b>
Motion 50	09.15-09.29	Carried
Comp Motion 51		Accepted
Motion 52	09.29-09.35	Carried
Motion 53	09.35-09.44	Carried
Motion 54		Accepted
<b>PAY AND RELATED MATTERS</b>		
<b>Section 1.3</b>		
	<b>Weds 09.40 – 10.10</b>	<b>POLICY</b>
Motion 55	09.44-09.52	Carried
Motion 56	09.53-10.07	Carried
Motion 57	10.08-10.17	Carried
Motion 58		Accepted
<b>GENERAL</b>		
<b>Section 2.4</b>		
	<b>Weds 10.10 – 11.00</b>	<b>POLICY</b>
Motion 59	10.17-10.29	Carried
Motion 60	10.30-10.40	Not Carried
Motion 61		Withdrawn
Motion 62	10.41-10.58	Carried
Motion 63	10.58-11.03	Not Carried
<b>SECTIONAL ISSUES</b>		

<b>MINUTES</b>		
<b>Section 3.3</b>	<b>Weds 11.20-12.45</b>	<b>POLICY</b>
<b>Royal Mail Letters</b>		
Motion 66 "In Camera"		Wnithdraw
Motion 67 "In Camera"	11.27-11.39	Carried
Motion 68	11.39-11.46	Carried
Comp Motion 69		Withdrawn
Motion 70		Falls
Motion 70a		Falls
Motion 71	11.46-11.50	Carried
Motion 72		Falls
Motion 73	11.50-11.56	Carried
<b>Packages and Express</b>		
Motion 74	11.56-12.01	Carried
Motion 75	12.02-12.05	Carried
<b>ORGANISING</b>		
<b>Section 4.2</b>	<b>Weds 14.00-14.40</b>	<b>POLICY</b>
Motion 76	12.06-12.13	Carried
Motion 77		Withdrawn
Motion 78	12.14-12.19	Carried
Motion 79	12.20-12.27	Carried
Motion 80		Withdrawn
<b>GENERAL</b>		
<b>Section 2.5</b>	<b>Weds 14.40-15.45</b>	<b>POLICY</b>
Motion 81 "In Camera"	14.02-14.13	Carried
Motion 82 "In Camera"	14.13-14.28	Carried
Motion 83	14.29-14.38	Not Carried
Motion 84	14.39-14.54	Not Carried
Motion 85	14.55-15.01	Not Carried
Motion 86	15.01-15.12	Carried
Motion 87	15.12-15.22	Not Carried
Motion 88	15.22-15.30	Carried
<b>SECTIONAL ISSUES</b>		
<b>Section 3.2</b>	<b>Weds 11.01 – 11.55</b>	<b>POLICY</b>
<b>Clerical and Cash Handling</b>		
Motion 89	15.30-15.49	Carried
<b>Royal Mail Letters</b>		
Motion 90	15.49-16.10	Carried
Motion 91		Accepted
Motion 92	16.11-16.14	Carried
Motion 93		Falls
Motion 94		Falls
<b>Packages and Express</b>		
Motion 95	16.15-16.21	Carried
<b>Clerical and Cash Handling</b>		
Motion 96	16.22-16.36	Carried
<b>PAY AND RELATED ISSUES</b>		
<b>Section 1.4</b>	<b>Weds 17.00-18.00</b>	<b>POLICY</b>

# MINUTES

Motion 97	16.36-16.50	Not Carried
Motion 98	16.50-16.57	Carried
Motion 99	16.57-17.01	Carried
Motion 100	17.02-17.06	Carried
Motion 101	17.06-17.17	Withdrawn after debate
<b>(Brought Forward from Thursday)</b>		
<b>GENERAL ISSUES</b>		
<b>Section 2.6</b>	<b>Weds</b>	<b>POLICY</b>
Motion 102	17.17-17.33	Withdrawn after debate
Motion 103	17.34-17.44	Carried
Motion 104	17.44-18.02	Not Carried

## POSTAL GROUP CONTINUED – THURSDAY 28TH APRIL

<b>GENERAL ISSUES</b>		
<b>Section 2.6</b>	<b>Thurs 09.00-10.30</b>	<b>POLICY</b>
Motion 106	09.04-09.15	Not Carried
Motion 107	09.15-09.19	Carried
Motion 108	09.20-09.31	Carried
Motion 109	09.31-09.35	Carried
Motion 110	09.35-09.42	Carried
Motion 111		Falls
Motion 112	10.05-10.18	Carried
<b>SECTIONAL ISSUES</b>		
<b>Section 3.5</b>	<b>Thurs 10.30-11.50</b>	<b>POLICY</b>
<b>Packages and Express</b>		
Motion 113	10.42-10.55	Carried
<b>Royal Mail Letters</b>		
Motion 114		Withdrawn
Motion 115	10.56-11.07	Carried
Motion 116	11.08-11.20	Not Carried
<b>Packages and Express</b>		
Motion 117	11.21-11.27	Carried
<b>Clerical and Cash Handling</b>		
Motion 118	11.28-11.49	Card Vote 1 – Carried
<b>Packages and Express</b>		
Motion 122	<b>14.59-15.04</b>	<b>Carried</b>
<b>Royal Mail Letters</b>		
Motion 123		Accepted
Motion 124		Accepted
<b>PAY AND RELATED MATTERS</b>		
<b>Section 1.5</b>	<b>Thurs 11.50-12.45</b>	<b>POLICY</b>
Motion 125		Accepted
Emergency Motion 2	11.55-12.03	Carried
Motion 126	12.04-12.36	Carried
Motion 127		Accepted
Motion 128		Falls



Motion 129 Composite		Accepted
Motion 130		Falls
<b>Section 1.6</b>	<b>Thurs 14.00-15.15</b>	<b>POLICY</b>
Motion 131 "In Camera"	14.07-14.14	Carried
Motion 132		Withdrawn
Motion 133	14.14-14.19	Carried
Motion 134	14.19-14.24	Carried
Motion 135		Withdrawn
Motion 136		Accepted
Motion 137	14.24-14.30	Carried
Motion 138	14.30-14.43	Carried
Motion 139	14.43-14.51	Carried
Motion 140	14.54-14.59	Carried
<b>ORGANISING</b>		
<b>Section 4.3</b>	<b>Thurs 15.15-15.45</b>	<b>POLICY</b>
Motion 141	15.04-15.11	Carried
Motion 142	15.11-15.20	Carried
Motion 143	15.20-15.24	Carried
Motion 144	15.24-15.29	Carried

## Standing Orders of the Postal Industry Conference 2017

### 1. Postal Industry Conference – Order of Business

- (a) The Chair formally opens Conference and welcomes delegates.
- (b) Adoption of the minutes of Postal Industry Conference 2016.
- (c) Any correspondence, communication, or other business specifically brought forward by direction of the Chair.
- (d) Moving of Standing Orders Committee Report(s) and appeals against Standing Orders Committee decisions (SO 10(a)(v) refers).
- (e) Adoption of Standing Orders of the Postal Industry Conference 2017.
- (f) Terry Pullinger.
- (g) Motions.

### 2. Prohibitions

Mobile phones or devices (Smart Phones, 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.

### 3. Timetable & Categorisation of Motions (Rule 10.6.7 refers).

- (a) Conference is divided into half day sessions that are comprised of time slotted sections. If the Category A motions of any section are completed within the timetable, Conference will proceed to the next section with Category A motions, except where consequential rulings may affect section 3 issues, in which case motions with consequential rulings will be heard before moving to the next section.
- (b) If all Category A motions of the final section are completed within the timetable, Conference will return to the earliest uncompleted Category A motions, in agenda order.
- (c) If all remaining Category A motions are completed within the timetable, Conference will return to the earliest Category B, C, D motions.
- (d) Category B will be designated a higher priority than Category C and Category C will be designated a higher priority than Category D.

### 4. Conference Items Referred to the Postal Executive

All matters on the agenda not reached at the conclusion of the Conference shall be referred to the Postal Executive.

### 5. Order of Debate

- (a) A delegate when speaking shall address the Chair and if two or more delegates indicate to speak at the same time, the Chair shall decide to whom priority shall be given.
- (b) A delegate who speaks shall direct their speech strictly to the item under discussion, or to a question of order.
- (c) (i) Motions in the name of a sponsor (Branch/Co-ordinating Committee, PE) must be moved by a delegate, of the Branch/Co-ordinating Committee or

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- PE, or if specifically requested to do so by the Branch/Co-ordinating Committee responsible for the motion, by the Officers of the Regional/Business Co-ordinating Committees to which the Branch is attached.
- (ii) Motions standing in the name of Equality Conferences must be moved by a nominee from the appropriate Conference (Rule 10.15.7 refers).
  - (iii) Motions standing in the name of a Regional Health & Safety Forum must be moved by a nominee from that body (Rule 10.10.3 refers)
- (d) Single motions may be seconded by a Branch other than the Branch responsible for the motion at the specific request of the sponsoring Branch. The same provisions shall apply in the case of Officers of Regional/Business Co-ordinating Committees at the specific request of his/her Committee or of a Branch within that Committee.
  - (e) Officers of Regional/Business Co-ordinating Committees may participate in a discussion at Conference on the specific request of a Branch within that Committee.
  - (f) A Branch or Business Co-ordinating Committee or Equality Conference nominated by the Standing Orders Committee to move or second a Composite Motion, shall have the right to delegate that responsibility to any other Branch or Committee included in the Composite Motion, after notice of such intention has been placed with the Chair of the Standing Orders Committee.
  - (g) Proposers of motions and speakers replying to a debate are governed by the time allocation laid down in Appendix A.
  - (h) An extension of time shall only be permissible if Conference clearly elects that it be granted and then not to exceed the time allocation laid down in Appendix A.
  - (i) All appeals against a decision of the Standing Orders Committee will be formally seconded and no debate allowed. No extension of time shall be permitted to any speaker on appeals against Standing Orders Committee decisions, as laid down in Appendix A.
  - (j) The mover of a motion may reply to the debate, only if there has been opposition in debate. In their reply they shall confine themselves to answering previous speakers and shall not introduce any new matter into the debate.
  - (k) No other person/Branch shall be heard a second time on any motion being debated.
  - (l) The views of the Postal Executive will be heard on all items under discussion at the Postal Industry Conference. A PE member when speaking on a motion sponsored by a Branch/Co-ordinating Committee or Equality Conference will do so immediately prior to the mover exercising his/her right of reply to the debate, unless the terms of 5(m) apply.
  - (m) At the discretion of the Chair, and subject to Standing Order 5(g), Appendix A and 5(k) a member of the PE wishing to make a statement seeking acceptance of a motion may enter the debate at any time after the motion under discussion has been moved and seconded.
  - (n) A Statement Seeking Acceptance of a motion under discussion shall only be allowed when a PE member wishes to make a point to Conference, which must

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be of a positive nature, in pursuance of the original motion.

- (o) No extension of time shall be permitted to any PE member when entering a debate to make a Statement Seeking Acceptance of a motion, which has been moved by a Branch/Co-ordinating Committee or Equality Conference.
- (p) Without interrupting a speaker, any delegate who has not spoken on the motion before Conference, may move 'That the motion be put' on the seconding of which the Chair shall, without discussion, put this motion to the vote. In the event of it being carried by a simple majority, Conference shall vote on the question itself subject to Standing Orders 5(g) and 5(l).
- (q) Any motion may be withdrawn from the agenda at any time by the sponsor, or in the case of a composite all sponsors that are contained within the composite. However, once it has been moved and seconded, it shall not be withdrawn except with the consent of Conference agreeing by a simple majority.
- (r) The Standing Orders Committee shall have the right to enter debate on all matters affecting the decisions and role of the Committee.

## 6. Point of Order

- (a) Any person wishing to question the proceedings of Conference may rise on a 'point of order', and when called shall state the procedural point in exact terms, whereupon the Chair shall immediately give a ruling or refer the matter to the Standing Orders Committee for a decision. Any person raising points of order must seek to prove one or more of the following:-
  - (i) That the speaker is using unparliamentary language.
  - (ii) That the speaker is digressing from the subject of the motion.
  - (iii) That the rules of the Union are being broken.
  - (iv) That there is an infringement of the customary rules of debate.
  - (v) That there is an infringement of the Standing Orders (which shall be referred to the Standing Orders Committee).
- (b) The Chair'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.

## 7. Debates in Camera

Any motion submitted to Conference, which in its wording recommends consideration of industrial action and any other issue deemed necessary by the Chair shall be debated in camera.

## 8. Voting Procedure (Rules 10.6.6.ii and 10.11 refer.)

- (a) Voting shall normally be by a show of hands, except in relation to motions in Section 3 Packages & Express, C&CH, PTS, which will automatically be a card vote where opposition has been shown.
- (b) A card vote may be called by the Chair or by a number of delegates on their feet calling for such, as 8(c) refers. When a card vote is taken it shall be based on Branch membership/Sectional membership as published in the agenda.
- (c) At the Postal Industry Conference the number of delegates required to be standing in their places to seek a card vote shall be 30 or more, in Section 3a(Royal Mail Letters) 20 or more delegates, otherwise 8(a) above applies.

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- (d) The Standing Orders Committee will be represented at the count and will counter sign the final result before handing the result to the Chair of the Conference.
- (e) **DURING A CARD VOTE ALL DELEGATES MUST REMAIN IN THEIR SEATS AND NO PERSON SHALL ENTER OR LEAVE THE FLOOR OF CONFERENCE.**

## 9. 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 Standing Orders Committee 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 **9<sup>th</sup> April 2017**. Sponsors will be advised by the Standing Orders Committee whether or not the emergency motion has been accepted for inclusion to the Agenda prior to the commencement of Conference.
- (c) Any emergency motion submitted after the above date must be notified to the Standing Orders Committee as soon as possible and before the commencement of Conference **(9.00am on Tuesday 25<sup>th</sup> April)**. Emergency motions submitted after midnight on **9<sup>th</sup> April 2017**, may only be accepted where the subject of the emergency is such that the matter could not have been submitted by that date. Sponsors will be advised by the Standing Orders Committee, whether or not the emergency motion has been accepted for inclusion to the Agenda.
- (e) The Postal Executive will also be required to follow these procedures.

## 10. Appeals Procedure

- (a) Written notice of appeals against decisions of the Standing Orders Committee as published in the Agenda regarding:-
  - (i) Motions not admitted to the agenda.
  - (ii) Inclusion/exclusion of motions in a composite.
  - (iii) The priority/placement given to a motion.
  - (iv) Timetable/programme of business.
  - (v) The Standing Orders for Conference.
  - (vi) The consequential rulings on motions.

Appeals must reach the Standing Orders Committee at CWU Headquarters by midnight on **9<sup>th</sup> April 2017**. Such written notice must advise of the intention to appeal to alter the published agenda with details and reasons for doing so.

All parties advised by the Standing Orders Committee that their appeal has not been accepted will also be sent an appeal card entitling them to address Conference when called to do so by the Chair of Conference during the moving of the Standing Orders Committee report(s) (SO 1(d) refers).

- (b) Provided that the terms of such appeals do not constitute a breach of the Rules of the Union, shall come before Conference (SO 1(d) refers). The appeals machinery will also be open to Sponsors of motions when each subsequent Standing Orders Committee Report is put to Conference for adoption.

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(c) The Postal Executive will also be required to follow these procedures.

## **11. 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 Chair may accept a motion for the suspension of Standing Orders provided no motion is on the floor being debated. Any such motion must state the Standing Order(s) involved and also state the nature and urgency of the business as to why the suspension is required. The Chair shall immediately refer any such motion to the Standing Orders Committee who shall express their view before the vote is taken. A motion for the suspension of Standing Orders will be carried by a simple majority of Conference.
- (c) At the end of the period of suspension of Standing Orders, Conference shall return to the published timetable. A second motion of suspension of Standing Orders for the purpose of varying the order of business shall not be accepted within a period of two hours of Conference time. No subsequent motion of the variation of the timetable to compensate for time lost by the suspension of Standing Order(s) or the discussion of such suspension shall be admissible.

## **12. Postal Executive Acceptance**

- (a) The Postal Executive will indicate, in a Standing Orders Committee Report(s), published to Conference, the motions (excluding their own) which they are prepared to accept. When the Standing Orders Committee Report is adopted those motions will be deemed to be carried subject to SO 12(c) and will not be debated. Subsequent consequential rulings will be applied accordingly.
- (b) The acceptance of motions under the terms of this Standing Order shall not take priority over consequential rulings.
- (c) Opposition to the acceptance can only be registered by advising the Standing Orders Committee prior to the Standing Orders Committee Report(s) being moved.

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## APPENDIX (A) TIME ALLOCATIONS

Subject: Motion	Time Allowed (minutes)	Extension (To be granted <b>only</b> if Conference agrees)
Proposer/Mover	5	2
Seconder	3	NONE
Others	3	2
PE Statement Accept	3	NONE
Appeal Against Standing Orders Committee	3	NONE
Standing Orders Committee	3	NONE
Right of Reply	3	2

**Note by SOC**  
Categorisation

THE POSTAL CONFERENCE STANDING ORDERS COMMITTEE SHALL BE RESPONSIBLE FOR THE ADMISSION, COMPOSITING, PLACEMENT, AND PUBLICATION OF MOTIONS AND EMERGENCY MOTIONS. ADDITIONALLY THE STANDING ORDERS COMMITTEE SHALL GIVE PRIORITY TO MOTIONS IN THE FOLLOWING ORDER:

- i) Category A: motions requiring a decision by Conference;
- ii) Category B: motions reversing policy from the previous year's Conference;
- iii) Category C: motions seeking only to confirm existing policy;
- iv) Category D: motions that in the view of the Standing Orders Committee should be dealt with in correspondence;
- v) Category X: motions that are out of order. These shall be published, but shall not be admitted to the Agenda.

(Rule 10.6.7 refers)

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## STANDING ORDERS (POSTAL) REPORT NO.2

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### PROGRAMME OF BUSINESS POSTAL INDUSTRY CONFERENCE

#### Tuesday 25<sup>th</sup> April 2017

Time	Item	Subject
09.00	1a	Ms J Loftus opens Conference and welcomes delegates
	1b	Adoption of minutes of the Postal Industry Conferences 2016
	1c	Correspondence, communications or other business specifically brought forward by directions of the Chair
09.10	1d	Moving of Standing Orders Report(s) and appeals against Standing Order Committee decisions
	1e	Adoption of Standing Orders of the Postal Industry Conferences
09.30	2	Terry Pullinger, Deputy General Secretary (Postal)
09.45	3	Section 2.1 Motions 1-9 Page 26-30
10.45	4	Section 3.1 Motions 10-18 Page 31-34
11.45	5	Section 1.1 Motions 19-25 Page 35-36
12.45	6	Conference Adjourns for Lunch
14.00	7	Section 2.2 Motions 26-31 Page 37-40
14.40	8	Section 4.1 Motions 32-36 Page 41-42
15.20	9	Section 2.3 Motions 37-44 Page 43-46
16.00	10	Section 1.2 Motions 45-50 Page 47-48
16.45	11	Section 4.2 Motions 51-55 Page 49-50
17.30	12	Conference Adjourns

#### Wednesday 26<sup>th</sup> April 2017

Time	Item	Subject
09.00	13	Section 4.3 Motions 56-61 Page 51-52
09.55	14	Section 2.4 Motions 62-71 Page 53-56
10.55	15	Section 1.3 Motions 72-77 Page 57-58
11.45	16	Section 2.5 Motions 78-85 Page 59-61
12.45	17	Conference Adjourns for Lunch
14.00	18	Section 3.2 Motions 86-97 Page 62-67
15.10	19	Section 2.6 Motions 98-104 Page 68-70
16.05	20	Section 1.4 Motions 105-109 Page 71-72
16.45	21	Section 2.7 Motions 110-114 Page 73-74
17.45	22	Conference Adjourns



**PROGRAMME OF BUSINESS  
POSTAL INDUSTRY CONFERENCE****Thursday 27<sup>th</sup> April 2017**

Time	Item	Subject			
09.00	23	Section 4.4	Motions	115-118	Page 75-76
09.50	24	Section 1.5	Motions	119-123	Page 77-78
10.40	25	Section 3.3	Motions	124-134	Page 79-83
11.50	26	Section 2.8	Motions	135-140	Page 84-85
12.45	27	Conference Adjourns for Lunch			
14.00	28	Section 2.9	Motions	141-148	Page 86-90
14.55	29	Section 1.6	Motions	149-153	Page 91-92
15.30	30	Closing Remarks from Terry Pullinger, Deputy General Secretary (Postal) with fraternal exchanges			
16.00	31	Conference Closes			



# **POSTAL INDUSTRY CONFERENCE**

**WINDSOR HALL**

**BOURNEMOUTH  
INTERNATIONAL CENTRE**

**CHAIR: JANE LOFTUS**

**VICE CHAIR: MICK KAVANAGH**

**STANDING ORDERS COMMITTEE:**

**PADDY MAGILL (CHAIR)**

**JOHN GABY (SECRETARY)**

**PHIL CALLAGHAN**

**BRIAN IRVINE**

**TONY SNEDDON**

**JULIA WEST**

**RICHARD WILKINS**

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## VOTING STRENGTHS

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### MEMBERSHIP OF BRANCHES ATTENDING POSTAL INDUSTRY CONFERENCE

REF	BRANCH	Members
01/001	Essex Amal	2,519
01/002	Colchester and District Amal	618
01/003	Eastern No.3	1,348
01/004	Eastern No.4	1,322
01/005	Eastern No.5	1,875
01/006	Eastern No.6	1,220
01/008	Suffolk Amal	850
01/009	South Central Postal	2,169
02/001	Birmingham District Amal	2,677
02/002	South Midlands Postal	4,609
02/003	Leicestershire Amal	1,261
02/005	Wolverhampton and District Amal	2,055
02/006	Derbyshire Amal	841
02/007	Midland No.7	1,085
02/008	Nottingham and District Amal	2,408
03/001	Doncaster and District Amal	1,421
03/002	South Yorkshire and District Amal	2,559
03/003	Bradford and District Amal	1,205
03/005	Leeds No.1 Amal	2,975
03/006	York and District Amal	1,037
03/007	Hull and East ridings Amal	528
03/008	Newcastle Amal	2,460
03/009	Darlington Amal	475
03/010	Cleveland Amal	872
03/011	Durham County Amal	372
03/012	North East Coastal Amal	399
04/001	Northern Ireland Combined	1,363
04/002	Northern Ireland East	418
04/003	Northern Ireland West	755
05/002	Isle of Man	208
05/003	Cheshire No.1 Amal	428
05/004	North West Central Amal	1,984
05/006	Greater Manchester Amal	2,839
05/007	North West No.1	1,396
05/010	East Lancs Amal	488
05/011	North Lancs and Cumbria	2,878
05/012	Darwen Capita	301
05/013	Warrington Mail Centre	761
06/001	Glasgow and District Amal	3,694
06/002	Scotland No.2	2,895

## VOTING STRENGTHS

REF	BRANCH	Members
06/003	Grampian and Shetland Amal	756
06/005	Scotland No.5	733
06/006	Clyde Valley Amal	442
06/007	Orkney	46
06/008	Highland Amal	388
07/002	Portsmouth and District Postal	1,076
07/003	Southdowns, Weald and Rother	2,258
07/004	Kent Invicta Amal	2,410
07/005	South East No.5	5,979
08/001	Western Counties	2,627
08/002	Plymouth and East Cornwall Amal	1,497
08/003	Bournemouth and Dorset Amal	1,315
08/004	Wessex South Central	1,715
08/005	Bristol and District Amal	2,807
08/006	Gloucestershire Amal	945
08/007	South West No.7	1,514
08/009	Jersey	219
08/010	Guernsey	169
08/011	Worcester and Hereford Amal	777
08/012	Cornwall Amal	542
09/001	North Wales and Marches	1,617
09/002	Shropshire and Mid Wales	871
09/003	South East Wales Amal	1,682
09/004	South West Wales Amal	1,297
09/005	Gwent Amal	763
10/002	Mount Pleasant	1,320
10/004	London Phoenix	644
10/007	London No.7	343
10/009	Northern Home Counties Postal	1,434
10/011	London Parcels and Stations Amal	555
10/012	Northern/North West London	1,688
10/013	East London Postal	1,065
10/015	West London Postal	541
10/016	South East London Postal and Counters	1,413
10/017	London South West Postal	1,306
10/018	Kingston Area	667
10/019	Romford Amal	1,674
10/020	Harrow and District Amal	1,630
10/021	South and East Thames Amal	1,225
10/022	Croydon and Sutton Amal	1,287
10/023	South West Middlesex Amal	1,389
21/006	South Central MT	102
21/819	Central Counties and Thames Valley	100
21/827	South East Anglia	29
21/831	North Anglia	20

## VOTING STRENGTHS

REF	BRANCH	Members
22/032	Midland No.1	89
22/238	Leicester and Midshires	36
22/239	Midlands MT	131
22/803	East Midlands	46
22/809	Coventry	30
23/404	South Yorkshire	53
23/808	North East	65
23/830	West Yorkshire	125
24/024	Northern Ireland Telecom	62
25/274	Manchester Combined	2
25/821	Lancs and Cumbria Combined	43
26/156	Glasgow and Motherwell	43
26/157	Scotland MT	113
26/825	Edinburgh, Dundee and Borders	50
27/805	Meridian	66
28/053	Western MT	110
28/459	Somerset, Devon and Cornwall	39
28/828	Great Western	102
29/807	Mid Wales, the Marches and North Staffs	6
29/823	South Wales	40
30/122	London Regional MT	131
30/252	Greater London Combined	3
30/255	London Postal Engineering	230
45/001	Greater Mersey and SW Lancs	1,777
	<b>TOTAL</b>	<b>117,837</b>

# VOTING STRENGTHS

## MEMBERSHIP OF BRANCHES ATTENDING POSTAL INDUSTRY CONFERENCE

REF	BRANCH	RML	C&CH	P&E	PTS
01/001	Essex Amal	2,303	1	70	1
01/002	Colchester and District Amal	614	-	1	-
01/003	Eastern No.3	1,188	10	121	-
01/004	Eastern No.4	1,161	148	-	-
01/005	Eastern No.5	1,724	9	27	1
01/006	Eastern No.6	1,147	1	67	-
01/008	Suffolk Amal	840	-	-	1
01/009	South Central Postal	2,107	3	39	-
02/001	Birmingham District Amal	2,324	153	82	2
02/002	South Midlands Postal	3,225	14	556	-
02/003	Leicestershire Amal	1,152	1	45	-
02/005	Wolverhampton and District Amal	1,933	34	1	-
02/006	Derbyshire Amal	835	-	-	-
02/007	Midland No.7	880	116	57	-
02/008	Nottingham and District Amal	2,158	46	82	1
03/001	Doncaster and District Amal	1,348	28	34	4
03/002	South Yorkshire and District Amal	2,180	283	50	-
03/003	Bradford and District Amal	1,193	1	-	-
03/005	Leeds No.1 Amal	2,398	111	100	8
03/006	York and District Amal	963	34	38	-
03/007	Hull and East Ridings Amal	507	16	-	-
03/008	Newcastle Amal	2,050	219	102	-
03/009	Darlington Amal	460	15	-	-
03/010	Cleveland Amal	772	17	79	-
03/011	Durham County Amal	351	18	-	-
03/012	North East Coastal Amal	397	-	-	-
04/001	Northern Ireland Combined	1,172	81	75	-
04/002	Northern Ireland East	394	23	1	-
04/003	Northern Ireland West	713	6	31	-
05/002	Isle of Man	-	-	-	-
05/003	Cheshire No.1 Amal	423	-	-	1
05/004	North West Central Amal	1,595	-	1	-
05/006	Greater Manchester Amal	2,374	227	52	135
05/007	North West No.1	1,322	62	-	-
05/010	East Lancs Amal	487	-	-	-
05/011	North Lancs and Cumbria	2,560	37	194	1
05/012	Darwen Capital	-	272	-	-
05/013	Warrington Mail Centre	728	-	-	17
06/001	Glasgow and District Amal	3,049	339	115	-

## VOTING STRENGTHS

REF	BRANCH	RML	C&CH	P&E	PTS
06/002	Scotland No.2	2,607	94	132	1
06/003	Grampian and Shetland Amal	709	16	20	-
06/005	Scotland No.5	666	8	50	1
06/006	Clyde Valley Amal	436	1	-	-
06/007	Orkney	41	5	-	-
06/008	Highland Amal	359	2	23	-
07/002	Portsmouth and District Postal	1,014	54	2	-
07/003	Southdowns, Weald and Rother	2,136	84	28	-
07/004	Kent Invicta Amal	2,147	32	84	-
07/005	South East No.5	5,320	85	206	-
08/001	Western Counties	2,430	67	68	-
08/002	Plymouth and East Cornwall Amal	1,177	163	82	1
08/003	Bournemouth and Dorset Amal	1,208	24	59	-
08/004	Wessex South Central	1,575	16	68	2
08/005	Bristol and District Amal	2,254	196	92	-
08/006	Gloucestershire Amal	825	108	-	40
08/007	South West No.7	1,402	-	-	5
08/009	Jersey	-	-	-	-
08/010	Guernsey	-	-	-	-
08/011	Worcester and Hereford Amal	749	9	12	1
08/012	Cornwall Amal	505	32	-	-
09/001	North Wales and Marches	1,470	78	50	-
09/002	Shropshire and Mid Wales	809	5	46	-
09/003	South East Wales Amal	1,591	1	-	36
09/004	South West Wales Amal	1,181	37	65	-
09/005	Gwent Amal	658	56	44	-
10/002	Mount Pleasant	1,295	-	-	-
10/004	London Phoenix	421	218	-	-
10/007	London No.7	29	302	1	-
10/009	Northern Home Counties Postal	1,176	45	62	-
10/011	London Parcels and Stations Amal	101	-	133	-
10/012	Northern/North West London	1577	99	-	-
10/013	East London Postal	968	78	1	-
10/015	West London Postal	538	-	-	-
10/016	South East London Postal and Counters	1,162	242	-	-
10/017	London South West Postal	1,284	3	1	-
10/018	Kingston Area	651	1	1	-
10/019	Romford Amal	1,472	70	95	1
10/020	Harrow and District Amal	1,610	1	-	-
10/021	South and East Thames Amal	909	22	278	-
10/022	Croydon and Sutton Amal	1,248	2	2	-
10/023	South West Middlesex Amal	1,401	-	1	-
21/006	South Central MT	8	-	-	99
21/819	Central Counties and Thames Valley	66	-	-	100
21/827	South East Anglia	27	-	-	29



## VOTING STRENGTHS

REF	BRANCH	RML	C&CH	P&E	PTS
21/831	North Anglia	7	-	-	20
22/032	Midland No.1	43	-	-	89
22/238	Leicester and Midshires	14	-	-	35
22/239	Midlands MT	25	1	1	121
22/666	Birmingham, Black Country & Worcs	-	1		-
22/803	East Midlands	33	-	-	45
22/809	Coventry	2	-	28	28
23/404	South Yorkshire	21	-	-	52
23/808	North East	19	-	-	64
23/830	West Yorkshire	30	-	-	123
24/024	Northern Ireland Telecom	17	-	-	62
25/274	Manchester Combined	-	-		2
25/821	Lancs and Cumbria Combined	22	-	4	41
26/156	Glasgow and Motherwell	18	-	-	43
26/157	Scotland MT	6	-	-	110
26/825	Edinburgh, Dundee and Borders	23	-	-	49
27/805	Meridian	41	-	-	66
28/053	Western MT	14	-	-	103
28/459	Somerset, Devon and Cornwall	19	-	-	38
28/828	Great Western	51	-	-	101
29/807	Mid Wales, the Marches and North Staffs	3	-	-	6
29/823	South Wales	21	-	-	39
30/122	London Regional MT	8	-	-	129
30/252	Greater London Combined	-	-		3
30/255	London Postal Engineering	115	-	-	229
45/001	Greater Mersey and SW Lancs	1,541	43	106	87
	<b>TOTAL</b>	<b>102,332</b>	<b>4,625</b>	<b>3,865</b>	<b>2,173</b>

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## **POSTAL INDUSTRY GENERAL ISSUES**

### **SECTION 2.1 : Tuesday (09.45 – 10.45)**

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#### **1 CATEGORY A: COMPOSITE MOTION** **If Carried 2 and 9 Fall**

**Conference notes the carriage of motion 139 at 2015 Postal Conference, and the subsequent LTB 090/2017 issued in response to the same.**

**However, Conference notes with concern the shift in measure from 'Lost Time Accidents' to 'Road Traffic Collisions', and the continuing detrimental effect to CWU membership, albeit for different reasons.**

**The change in measure has now led to misapplication of both the RTA Agreement and the Conduct Code Agreement.**

**Conference therefore instructs the Postal Executive to engage with Royal Mail to remove any links going forward between manager's bonus payments/KPI scorecard and any form of accident reduction statistics whatsoever.**

Newcastle Amal  
Durham County Amal  
South Yorkshire & District Amal

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#### **2 CATEGORY A:** This Conference instructs the Postal Executive to engage with Royal Mail at the earliest opportunity.

In order to launch a new business initiative, in follow up to the LTB 090/17 Motion 139 (2015) – Royal Mail Managers Bonus Payments linked to Accident on Duty Statistics:

For in excess of 10 years, Royal Mail Managers have sought any and every opportunity to deny access to the Erica recording system. For reasons including, managers and senior managers bonus scheme.

Non-recording of events has become current business culture of the company. It needs to be totally removed from RM culture.

A clear and supported policy of change, encouraging Erica recording needs to be agreed.

Vigorously promoted, to repair 10+ years of damage.

Without Erica interventions, individual members and their workplace's are missing out on genuine safe systems at work.

Furthermore the Postal Executive must report back no later than September 2017.

The Postal Executive is instructed accordingly.

**Birmingham District Amal**

**NOTE BY SOC**

***Motion 137 Composite X Marked 139***

***This Conference instructs the Postal Executive to engage with Royal Mail at the earliest opportunity in order to remove or break the link between management bonuses and accident recording, targets and LTA's (Lost Time Accidents).***

***Birmingham District Amal  
Leicestershire***

**3 CATEGORY A:** Conference instructs the Postal Executive to conduct an in depth review of the terms and conditions of so called employee benefits included in Royal Mail's My Bundle.

It has emerged that buried away in the terms and conditions of some of these employee offers are terms that are designed to benefit Royal Mail at the direct expense of employees.

One example being, the terms and conditions attached to lease cars. Hidden in the terms and conditions is the fact that if an employee takes on a lease car then RMG will class this as a company car and if the employee uses the car on official business, e.g. agreeing to work at another office Royal Mail Group will only reimburse the employee the fuel only mileage rate of 9-11p per mile rather than the full mileage rate of 45p. Royal Mail Group make no contribution towards the cost of leasing the car, but by including thoroughly immoral terms and conditions they directly benefit from these arrangements.

The Postal Executive is instructed to conduct a review of the terms and conditions of the employee offers included in My Bundle and where it is identified that terms that are disadvantageous to members are contained in any offer to produce suitable publicity for members advising them of this and the need to be wary of RMG's so called employee benefits.

The Postal Executive will also make appropriate representations to Royal Mail Group seeking to have such terms removed from the offers.

**Birmingham District Amal**

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**4 CATEGORY A:**

**If carried 5 and 11 fall**

Following the success of the Professional Drivers Coaches in Logistics and the introduction of the Driver Coaches in Distribution, and with discussions taking place for the same in Parcelforce, this Conference believe the time is right to take this a stage further, by bringing back in-house driver training/instruction including LGV training.

This Conference instructs the Postal Executive to enter into immediate discussions with Royal Mail to secure an agreement that does just that, and builds upon the professionalism of our other national agreements relating to drivers.

**Scotland and Northern Ireland Regional Parcels Committee**

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## **POSTAL INDUSTRY GENERAL ISSUES**

### **SECTION 2.1 : Tuesday (09.45 – 10.45)**

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**5 CATEGORY A:** Conference agrees that the use of outside agencies (i.e. Pertemps) undermines the role of the Advanced Driver Coach and is not in the interests of CWU Grade progression.

Conference instructs the Postal Executive to secure an agreement that this work shall continue to be performed by CWU represented grades and will remain in-house.

**North West Central Amal**

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**6 CATEGORY A:**

**If carried 7 falls**

Conference notes with concern Royal Mail's continued approach towards its Employee Survey, in particular the way members are pressed, and pushed, into replying to the survey, and the lack of genuine involvement with the CWU surrounding the survey and its results at any level.

The Postal Executive is therefore instructed to secure an agreement with Royal Mail, which ensures genuine involvement by the CWU at all levels, in the Employee Survey process, and resulting action points.

Failure to secure such an agreement will result in the CWU withdrawing all current co-operation, from the Employee Survey process, and a membership boycott of the survey.

**Nottingham and District Amal**

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**7 CATEGORY A:** Conference agrees that the current Employee Opinion Survey is not fit for purpose and for the CWU to encourage our Members to participate in it is not in the best interests of our members. The Postal Executive is instructed to inform our members not to participate in any future surveys until such times as a newly formulated survey, compiled with the full involvement of the CWU, is introduced. Any newly agreed survey of our members must allow their full participation without managerial influence and has within it questions which are easily understood simple to compare for year on year evaluation and any resultant ideas and plans are jointly implemented using our current agreements and terms of reference.

The Postal Executive is further instructed to undertake a review of the current Employee Opinion Survey to be completed by the end of November 2017 involving all Branches and individual members of the CWU with a view to presenting at the next available Policy Forum or Conference a report detailing the level of responses and opinions to formulate an agreed set of questions which can be included within the next available Employee Opinion Survey.

The review of CWU branches and individual members may include the following:-

1. Do our members understand the current process involved in the completion of the survey and their rights and obligations to participate.
2. An evaluation as to the effectiveness or otherwise of the answers given in response to the ways in which managers within Units gather completed questionnaires e.g members not being allowed to take forms home for completion and return and members being forced to complete forms in a

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## POSTAL INDUSTRY GENERAL ISSUES SECTION 2.1 : Tuesday (09.45 - 10.45)

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- WTLL or given incentives such as free food and or entry into draws for days off etc.
3. The effectiveness or otherwise of participation levels and time taken by our members to complete the surveys and does this influence the quality of the comments given by participants e.g by being pressurised into completing a survey form in a shorter time than the thirty minute WTLL session, being contacted at homes whilst on annual or sick leave with managers visiting members' homes.
  4. The relevance to our members of the current questions asked and how easily they are understood by them, e.g can our members track and see the value of their answers and understand the value of their input to the process.

This list is not exhaustive and the Postal Executive is instructed to gather as much information as possible so that the CWU can plan to include a fair and easily understood method of surveying our members without undue pressures applied at work and that has questions that are easily understood and relevant and above all values the quality of the input more than the quantity.

The Postal Executive is instructed accordingly.

**Shropshire and Mid Wales**

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**8 CATEGORY A:** This Conference instructs the Postal Executive to begin as a matter of urgency meaningful negotiations with Parcelforce Worldwide and Royal Mail Special Services, to secure the removal of battery boost boxes and vehicle jump leads from all of their depots/units.

Conference further instructs the Postal Executive, in conjunction with representatives and members from the two business units mentioned previously as well as those representatives and members from Fleet & Maintenance Services to embark on a serious campaign including the use of posters and any other relevant materials highlighting the possible dangers, to life, limb and property, involved when this equipment is used by unprofessional and inappropriately trained staff.

**Scotland and Northern Ireland Regional Parcels Committee**

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**9 CATEGORY A:** Conference may recall the successful motion 137 at Postal Conference 2015.

Conference instructs the Postal Executive to engage with the Royal Mail Management at the earliest opportunity.

In order to break the link between management bonus's and any issue attributable to safety, health and the welfare and wellbeing of our members.

Apart from their usual activities, the only reckonable issues senior or other management need to consider with their usual fare, is maintaining "Their Own" safety compliance.

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**POSTAL INDUSTRY GENERAL ISSUES**  
**SECTION 2.1 : Tuesday (09.45 – 10.45)**

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Further the Postal Executive must report back no later than September 2017.

The Postal Executive is directed accordingly.

**Birmingham District Amal**

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**NOTE BY SOC**

***Motion 137 Composite X Marked 139***

***This Conference instructs the Postal Executive to engage with Royal Mail at the earliest opportunity in order to remove or break the link between management bonuses and accident recording, targets and LTA's (Lost Time Accidents).***

***Birmingham District Amal***  
***Leicestershire***

**Royal Mail Letters**

**10** CATEGORY A: COMPOSITE MOTION

Conference acknowledges that Royal Mail are obsessed with improving efficiency.

Conference is further concerned that the only efficiency measure that the CWU has is Effective Performance (EP). Conference recognises that with a reducing indoor workload and an increase in automation that this is leading to pressures on start times, attendance patterns and full time jobs and the ability for part timers to increase hours.

Conference rejects Royal Mails preferred efficiency measure of Weighted Items Per Gross Hour (WIPGH) and their strategy of data capture.

However, Conference believes that it is important that we capture the increased time on delivery by such issues, as increased tracked items, door step scans, attendance calls and new points of delivery.

Conference instructs the Postal Executive to enter into negotiations to achieve and agreed efficiency measure that ensures that all Delivery staff are given an efficiency credit for both indoor and outdoor work; This new efficiency measure should be Weighted Items Per Work Hour (WIPWH).

Further to this, Conference agrees that having a new nationally agreed efficiency measure will assist the CWU in improving the weightings and measures behind the WIPWH and ensure that we have an agreed and fair efficiency measure that recognises the principle of fair and manageable workload and a high level of Quality of Service,

The Postal Executive is instructed accordingly.

East London Postal Amal  
South West London Postal  
West London Postal

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**Packages and Express**

**11** CATEGORY A: Conference recognises the benefits that Advance Driver Coaches have delivered in Network and Area Distribution, therefore the Postal Executive is instructed to negotiate the introduction of Advance Driver Coaches within Parcelforce on a similar basis as those in Network and Area Distribution.

**Kent Invicta Amal**

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## SECTIONAL ISSUES

### SECTION 3.1 : Tuesday (10.45 – 11.45)

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#### Royal Mail Letters

## 12 CATEGORY A:

**If Carried 15 and 17 Fall**

Conference agrees that in an age of new technology, now is the time that we embrace and utilise the technology Royal Mail have available.

Currently when planning the outdoor element of a delivery we have Geo-Route, which through experience is not always fit for purpose and requires manual interventions.

With the advent of Trimble and telemetry being able to be fitted to vehicles and with the new technology/capabilities within the new PDA's we believe it is time we used this technology to support our members. Also this type of technology can be sought and purchased for little expense and therefore other devices could be trialled.

The data available would only be used for duty design and planning purposes and would not be used as a performance tool.

The Postal Executive is instructed to reach agreement with Royal Mail on the introduction of a fully comprehensive National Agreement or Terms of Reference, taking into account all current policies concerning the introduction of technology and data capture. This agreement to run in tandem with current or future revision processes and any agreement on a new delivery model.

**Western Counties**

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#### Royal Mail Letters

**13 CATEGORY A:** This Conference instructs the Postal Executive to condemn Royal Mail's attacks on the agreed duty patterns that include 9 day fortnights, 4 days weeks, 1 week off in 4 as well as the Wallington model one week off in 4 / 5 in delivery offices.

The Postal Executive is instructed to develop further duty patterns for all functions with assistance from the Field Officials and Branches that maximise full time jobs that are linked to a 35 hour week.

The duty models must ensure we maximise time away from the workplace for our members affected in the proposed pipeline changes.

The options could include any of the above across all functions as well as more Monday to Friday duties linked to the Shorter Working Week.

**North East Divisional Committee**

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**Packages and Express**

**14** CATEGORY A: COMPOSITE MOTION

If Carried 18 Falls

Conference notes that Parcelforce have Customer Service Provider (CSP) graded members who fulfil the depot trainer's role. Furthermore, Conference recognises that depots have duties covering admin, warehouse and driving and that in many depots the role is covered by a CSP who is not trained in all areas of the business.

Conference therefore instructs the Postal Executive to:

- Review with the business the current train the trainers course content delivered by business to ensure that it is relevant and up to date.
- Review content of training materials provided to trainers to train new starters and current CSP grades to ensure it is up to date.
- Ensure that Depot Trainers are used to deliver customer service training being introduced to C & D Drivers.
- Negotiate a proper package to train members in admin answering calls.
- Negotiate a new terms of reference with Parcelforce ensuring that depots are able to recruit more than one depot trainer.

This list is not exhaustive and the Postal Executive is to work with depot reps to ensure all concerns are addressed.

South Central Wales and West Regional Parcels Committee  
South Central Postal

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**Royal Mail Letters**

**15** CATEGORY A:

If Carried 17 Falls

This Conference instructs the Postal Executive that a review takes place of the Trimble Agreement, and that a new paragraph is inserted that categorically states that Trimble will not and cannot be used for office revisions.

**North East Divisional Committee**

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**Royal Mail Letters**

**16** CATEGORY A: The Postal Executive are instructed to reach agreement with Royal Mail that all cleaning hours & tasks are measured and included in the hourage for that Office/Depot /Unit

To be achieved by December 2018.

**York and District Amal**

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## SECTIONAL ISSUES

### SECTION 3.1 : Tuesday (10.45 – 11.45)

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#### Royal Mail Letters

**17** **CATEGORY A:** Conference instructs the Postal Executive to negotiate a terms of reference with Royal Mail to enable the use of Trimble as a planning tool during the delivery revision processes.

**Gloucestershire Amal**

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#### Packages and Express

**18** **CATEGORY A:** This Conference instructs the Postal Executive that as part of any review of the depot trainers' role must include not only up to date training and materials, but must make provision for continuous updates as and when techniques and legislation changes.

**Scotland and Northern Ireland Regional Parcels Committee**

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**19** CATEGORY A: COMPOSITE MOTION

This Conference instructs the Postal Executive to enter discussions with the aim to pursue a formal agreement with Royal Mail Group that makes full use of the new apprenticeship levy contribution being introduced in 2017, (this requires all employers operating in the UK, with a pay bill over £3 million each year, to invest in apprenticeships). The agreement will support apprenticeship opportunities in Royal Mail Group by accessing the new apprenticeship service account and where possible and appropriate the use of CWU/ULR Reps will be used to support the apprenticeships.

Shropshire and Mid Wales Amal  
South Midlands Postal  
North Wales and Marches

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**20** CATEGORY A:

**If Carried 23 Falls**

Following the carriage of motion 55 at Postal Conference 2016 this Conference instructs the Postal Executive to conclude all harmonisation issues involving RoMEC grades as a matter of urgency as this matter has been ongoing since 2014. This includes sick pay and callout payments.

**Greater Manchester Amal**

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**NOTE BY SOC**

*Postal Conference 2016*

*Motion 55 Category A:*

*The Postal Executive is instructed that as a matter of urgency the following issues must be resolved for RoMEC grades:*

- 1) RoMEC BSM (Building Service Maintenance) outstanding grading issues.*
- 2) RoMEC BFM (Building Facilities Management) staff harmonisation issues, these members should now receive the same terms and conditions as other RoMEC employees.*

*Greater Manchester Amal*

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**21** CATEGORY A: The Postal Executive is instructed to achieve the following policy: that all new entrants, or members with less than a year of service, are afforded the same rights as members who have an accident on duty i.e. full pay for six months absence then half pay for next six months etc.

**York and District Amal**

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## **PAY AND RELATED MATTERS**

### **SECTION 1.1 : Tuesday (11.45 – 12.45)**

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**22 CATEGORY A:** Conference instructs the Postal Executive to achieve this policy: that new entrants on delivery receive footwear, or are given a voucher to purchase footwear that is suitable for delivery. In order to prevent accidents and so that they are not out of pocket.

Furthermore, all new entrants are to receive waterproof clothing to protect them from the elements.

This to be achieved by January 2018.

**York and District Amal**

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**23 CATEGORY A:** The national negotiation team did a fantastic job of getting RoMEC Cleaners back under the Royal Mail umbrella, alas there was some disappointment, mainly from members of staff who were employed from, and after, the 30 September 2002, who are now paid at lower rate of pay when doing overtime at the weekend, than their counter parts employed before the 30 September 2002, in fact over £3 an hour less.

The Postal Executive is therefore instructed to negotiate with the employer an increase in their (post 30 September 2002 employed Cleaners) pay/overtime in line with their colleagues who joined before 30<sup>th</sup> September 2002.

**Mount Pleasant International**

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**24 CATEGORY A:** This Conference instructs the Postal Executive to begin negotiations at the earliest possible opportunity, to achieve parity on the Night Duty Allowance element of pay for all Logistics LGV Professional Drivers, bringing to an end an anomaly that has been in place for far too long.

**Glasgow and District Amal**

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**25 CATEGORY C:** Conference agrees that to ensure that Network Drivers terms and conditions are protected, all drivers performing LGV duties at existing or future Royal Mail sites shall be subject to the terms set out in the Professional Drivers Agreement.

**South East No.5**

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**26 CATEGORY A:** Conference agrees that the spiteful attacks on the terms and conditions of employment and job security of both our members and field and national representatives employed by Post Office Limited (POL) is wholly unwarranted, and is without precedent in the CWU's history.

Conference salutes the tenacity of all our members and officials employed in POL who in continuing to support our Unions aim of protecting Jobs, Pensions, and the retention of a public owned and accountable post office network have endured financial hardship and levels of intimidation, which have no place in modern industrial society let alone a public service, and reflect poorly on the current leadership of Post Office Limited.

Conference further condemns those senior members of POL board whose primary aim amongst many things, is to destroy any trade union influence within the company, hive off post office services, cite continuing losses whilst at the same time "rewarding" themselves with financial packages way beyond that which can be considered reasonable.

Conference applauds the tremendous work undertaken by the Assistant secretary, his HQ section staff, The GS and DGS (P) together with those members of the Postal Executive/NEC/Branch, Regional & Divisional Committees who have continued to support our reps and lay members in POL throughout the campaign.

Conference further agrees that the level of media and public support generated by Chris Webb and his team has been of the highest order, and the unprecedented level of support for the CWU position, from major paper media outlets is testament to the outstanding work that Chris and his team have produced, and should become the blueprint for future campaign to come particularly so in regard to the attacks now being faced by our members in Royal Mail.

Conference further agrees to;

- Consider the establishment of a national fighting fund so as to enable those members engaged in sustained industrial action in support of our union to receive a level of financial support in order to mitigate in some small measure against the financial hardships faced by them. Both the level and criteria for support shall be determined and overseen by the NEC.
- Identify areas where members in Royal Mail Group and POL can undertake joint initiatives/ action in order to campaign and protect against the continual attacks against our members pay & conditions, using all lawful means at our disposal to highlight the ressur and unjustified attacks on all postal members' terms & conditions.
- Build upon the support received from MPs and devolved assemblies across the political spectrum, challenging the role of Government who appear to offer support to the employer's agenda of destroying long held conditions of employment. Seek to build, in conjunction with the union communications department a coalition from both inside and outside the Trade Union movement and Labour movement who believe in the maintenance of a UK postal network that is based upon social need and service and not profit.
- Call for an independent enquiry into the franchising (privatisation) model adopted by current Post Office Board, particularly but not exclusively, in

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## POSTAL INDUSTRY GENERAL ISSUES

### SECTION 2.2 : Tuesday (14.00 – 14.40)

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regard to the continuing sell off of the crown network, and to seek independent oversight ( such as the to establish if the PO boards closure policy is fit for purpose, is sustainable going forward, meets the Post Office's social responsibility to provide reasonable access to the citizens of the UK, and to examine the role of Government ministers in regard to the 'slash & burn' agenda, that if left unchecked, will see the elimination of the People Post Office, in its entirety.

- Seek to identify, and maximise any areas whereupon we can identify the possibility of transferring traditional post office work, and staff to Royal Mail premise's utilising areas such as 739s outlets in Sort Centres.
- Continue to pressurise Government/ and interested stakeholders in order to expand as far as is possible upon the CWU Policy of the establishment of a 'Peoples Post Office Bank'.

The above list is not exhaustive, and the Postal Executive is instructed to introduce any policy or measures that may assist the campaign to halt the destruction of the post office network.

**London 7**

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**27 CATEGORY A:** Conference welcomes the vision and leadership displayed by the Postal Executive at the recent 'Four Pillars' national briefing; outlining our strategy for reaching agreement on the areas of pay, pensions, shorter working week, extended legal protections and a redesigned pipeline.

However Conference remains concerned that Royal Mail may well not share the same appetite for reaching agreement on these matters as the CWU does.

Furthermore Conference agrees our options in pressuring Royal Mail to reach agreement are not now limited to either negotiation or industrial action. And that in the climate of a cost obsessed, financial target driven, Royal Mail, we have an additional opportunity to exert pressure on the organisation by utilising non co-operation with revision activity and savings etc.

Consequently Conference agrees that should the Postal Executive not have been able to make significant progress towards agreement on these topics by the end of September 2017 then the CWU will withdraw all co-operation from any trials, revisions or savings activity across our operational grades.

The Postal Executive is instructed accordingly.

**Plymouth and East Cornwall**

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**28 CATEGORY A: COMPOSITE MOTION**

**Conference agrees that national agreements are paramount in defending and enhancing the terms & conditions of CWU members. Conference further agrees that the current national agreed framework for dealing with Delivery Office Mergers/ Closures no longer meets this test.**

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## **POSTAL INDUSTRY GENERAL ISSUES**

### **SECTION 2.2 : Tuesday (14.00 – 14.40)**

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Conference notes that at the time of reaching this agreement (October 2012), there was no strategic plan to reduce the number of delivery units. Post privatisation, this information is clearly outdated. Moreover, rather than protect CWU members from the inevitable thirst for shareholder dividends, the agreement tacitly places the union right at the heart of any closure plans.

Conference agrees that the Postal Executive will renegotiate the agreement at the very earliest opportunity. Any new agreement will include:-

- **The express right of the CWU to oppose any moves that don't comply with our mutual interest agreements.**
- **Formal clarification on matters proper to non-disclosure agreements.**
- **The removal of joint communication commitments where the company takes a decision to close or merge a unit without CWU support.**
- **That no closure or merger will take place without all relevant elements of existing national agreements being met.**

**The Postal Executive is instructed accordingly.**

Greater Manchester Amal  
North West Central Amal  
NW/NW Divisional Committee

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**29 CATEGORY A:** This Conference condemns the Post Office for its incessant attacks on the Crown Office Network and our members' jobs. Furthermore this Union is appalled at the lack of vision from the Post Office Board towards establishing a viable and sustainable future with growth that ensures job security.

Accordingly, with the continued obsession of the Post Office to reduce costs by franchising Crown Offices (privatisation) it is fully acknowledged that the most effective way of protecting jobs and the Crown Offices is to instigate robust community campaigns at all Crown Offices threatened with franchising.

Following the announcement by the Post Office of Tranche 3 of the Franchising Programme in January 2017 placing at threat a further 37 Crown Offices and around 700 members' jobs in total, it is imperative all branches that have Crowns on the franchise list immediately instigate effective community led campaigns in order to protect the Crown status and our members' jobs. Equally important is the establishment and/or the re-launching of community campaigns in the 31 Crowns outstanding from Tranche 1 and 2 where seemingly the Post Office is struggling to identify and secure partners.

To support the effective instigation of 68 community led campaigns it is recognised that the refreshed campaign pack – Save the Heart of the High Street – will provide Branches with considerable guidance and direction in respect of lobbying politicians for support and engaging in the media both of which are essential activities in order to put the Post Office under immense pressure to reverse its franchising plans.

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## **POSTAL INDUSTRY GENERAL ISSUES**

### **SECTION 2.2 : Tuesday (14.00 – 14.40)**

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The Postal Executive is instructed to ensure in conjunction with all affected branches, supported by Regional Secretaries and the IR Representatives, that public meetings are organised as a priority with the aim of securing support from all key stakeholders such as Residents Associations, Councillors, Pensioners groups etc from across the local community. Boycotting local businesses that indicate an interest in seeking to partner with the Post Office by offering an inferior alternative to the Crown Office is an important and integral part of our campaigning activities.

It is crucial all Branches do everything possible to defend our member's jobs in Crown Offices by mounting vigorous community campaigns with the aim of deterring potential franchise partners and protecting the great customer service provided our members in Crown Offices.

**Postal Executive**

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**30** **CATEGORY A:** Conference agrees that in the event that any element of the 'Four Pillars of Security' is subject to industrial action, the Postal Executive shall canvass Branches as widely as possible on any potential industrial action strategy.

The Postal Executive is instructed accordingly.

**North West Central Amal**

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**31** **CATEGORY A:** Conference agrees that where cases for Crown Office closures, franchises or hosting have been accepted there will be a start-up meeting in the same way as when there are Royal Mail closures, that will involve RM, POL, CWU and the receiving organisation (e.g. Smiths or shopping centre) to cover off all aspects of the move, to ensure that the interests of both POL members and postal members are protected.

Conference instructs the Postal Executive to negotiate the introduction of this procedure with both businesses.

**South East No.5**

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**32 CATEGORY A:** Conference agrees that given the level of Crown Offices that have now been privatised under Post Office limited 'Franchise' agenda, and with it, the subsequent transfer of Post Office counters/products/staff into for example, companies such as WH SMITH, it is imperative that we build upon the unions policy of seeking to retain and recruit staff who will undertake post office duties within the new privatised business units.

The Postal Executive are therefore instructed to carry out a strategic review, working with the organising department to establish ways and means of recruiting/ retaining members in this new area along the following lines:

- Seek as a part of any settlement of our current dispute with Post Office Limited, automatic CWU union 'recognition rights' for members transferring under 'TUPE' Arrangements.
- Seek discussions with the appropriate franchisee to seek recognition rights for those members directly employed, and whom would undertake Post Office work.
- In conjunction with the organising department seek to develop trade union services that would be relevant to them, and would encourage members in this sector to want to retain membership or to join CWU.

The Postal Executive is instructed to prepare a report on progress in this area by 2018.

**London 7**

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**33 CATEGORY A:** Increasing BAME Membership within the CWU

- Conference acknowledges the excellent progress in relation to the membership systems and our ability to accurately analyse membership data in the various strands. Obviously this is work in progress as members prior to the changes will not have had the opportunity to self-determine their strand as they do now.
- This motion sets out to maximise BAME membership within the CWU. From an organising point of view it is essential that we organise and recruit within our core areas. The CWU must continue to be relevant to its BAME members and to be able to reach out to BAME non-members.

Conference instructs the Postal Executive, in conjunction with the RAC, to organise a program where it shall seek to increase BAME membership within the CWU. This program will also seek to communicate with existing members so that BAME members who have not declared their ethnicity are encouraged to do so via various communications. Broader BAME recruitment will be subject to input and assistance from our Senior Organisers.

**CWU Black Workers Conference**

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**34 CATEGORY A:** This Conference commends the CWU's Project 20 Plus campaign which has led to increases of CWU membership in Royal Mail.

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## **POSTAL INDUSTRY ORGANISING**

### **SECTION 4.1 : Tuesday (14.40 – 15.20)**

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**34 CATEGORY A:** This Conference commends the CWU's Project 20 Plus campaign which has led to increases of CWU membership in Royal Mail.

But there are a great number of other courier/parcel/mail business's outside of Royal Mail Group that need organising.

Therefore, the Postal Executive is instructed to run a similar recruitment campaign for these companies/individuals. The Postal Executive is also instructed to investigate the cost of putting adverts in transport magazines/papers and transport trade papers advertising the benefits of joining the CWU.

**Leicestershire Amal**

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**35 CATEGORY A:** This Conference instructs the Postal Executive to put in place suitable provisions for Regional Organisers to visit the membership in their workplaces to carry out organising activity. These provisions should be structured in a manner that is clearly designed to assist branches and not to take away or conflict with any of their own organising activity.

As part of the unions organising strategy, focus will be around Branches who have a high level of units with more than 20 non-members. Working in conjunction with Branch Officers, Area Reps and Units Reps, the Regional Organisers will assist in ensuring regular mapping is carried out and recruitment activity is taking place in line with the CWU's strategy. Where this activity cannot be identified within the branch to the Postal Executive satisfaction, or where the Branch requests it, the Postal Executive will allow the Regional Organisers the authority to carry out the activity independently.

**South Central Postal**

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**36 CATEGORY A:** This Conference welcomes the Location Data that is sent to Branches on a regular basis from CWU HQ which is used in Recruitment & Organising, which we understand is provided by Royal Mail.

Unfortunately, this data is incorrect, it has offices/units that have closed. And also, offices/units with the wrong number of staff in post.

Therefore, the Postal Executive is instructed to provide each Branch a list of Units and their addresses in their Branch Area, which Royal Mail have provided to CWU HQ. Once Branches have received this they will update and return back to CWU HQ. If any anomalies are found the Postal Executive will investigate with Royal Mail and confirm with Branches that changes have been made.

**Leicestershire Amal**

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**37** CATEGORY A: COMPOSITE MOTION

Conference recognises that domestic abuse/violence is a crime that affects our members and their families. Conference also recognises that the sad statistic that nearly 10% of the UK's populations of women and 5% of the men in the UK, have been or will be the victim of domestic abuse. Despite this Royal Mail's policy on recognising, supporting and dealing with employees that are victims is virtually non-existent. Conference challenges the view of Royal Mail that the Domestic Violence Policy and Bullying & Harassment Procedure are suitable and adequate to deal with cases that involve domestic violence and believe they do not offer our members the protection they deserve in the workplace.

Abusers are not just physically violent to their victims, they are manipulative, calculated and seek ways to protect themselves if they are ever accused of domestic violence. In cases where the abuse taking place is worker against worker, there is opportunity for abusers to manipulate the processes and use them to further attack their victims.

Domestic violence is a workplace issue and many of our members are victims. This is often through the abuse at home impacting on the performance, attendance, attitude and ability of the employee. In rare cases the relationship is with employees working together whereby the abuse is suffered at work as well as at home.

Conference instructs the Postal Executive to agree a policy with the employer that offers members protection when current procedures are being applied. This includes training for management and representatives where possible, to help them identify 'Red Flag Signals' of domestic abuse as well as actions of abuse. There also needs to be a change to the Bullying and Harassment Procedure, or the introduction of a standalone procedure that can be applied to provide more protection to victims when domestic abuse is identified.

South Central Postal  
South Central Wales and West Regional Parcels Committee

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**38** CATEGORY A: This Conference instructs the Postal Executive to enter into urgent talks with Royal Mail regarding the imminent implementation of a 'new' occupational health service support and provision to employee's, that has not been subject to legally required consultation or agreement. Safeguards should be put in place that ensure all CWU members are able challenge a local decision not to refer on grounds of cost, via either an appeal or a suitable and sufficient complaints procedure. It is also both key and essential that there is a robust system agreed nationally that allows individuals to challenge a local or senior managers decision (or HR) to ignore a medical professionals advice and guidance or indeed an OH Assist provided plan. Royal Mail regional absence managers inform branches that this is no longer their role and so an alternative means of raising a legitimate issue and someone to act as referee is required.

**Romford Amal**

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## **POSTAL INDUSTRY GENERAL ISSUES**

### **SECTION 2.3 : Tuesday (15.20 – 16.00)**

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**39** **CATEGORY A:** This Conference instructs the Postal Executive to negotiate with Royal Mail a procedure that deals adequately with the representation of Royal Mail employees during Health & Safety Executive PACE (Police and Criminal Evidence Act) interviews.

Conference believes that the best way to approach this; is to place a burden of responsibility on the employer to provide legal representation of members at a Health & Safety Executive PACE interview.

The Royal Mail needs to ensure that adequate protections are in place for our members in regard to the legal responsibility concerning HSE investigations.

The Postal Executive is free to scope the best reference, that it feels will sufficiently serve our members on this issue.

**Eastern No.4**

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**40** **CATEGORY A:** Postal Workers and CWU members who are travelling to and from work at whatever time of day or night, should be able to record any incident/accident that occur during either end of their journey on the Royal Mail ERICA electronic reporting procedure. Whether OPGs are opening up or closing a site, using a vehicle for their daily/nightly tasks, performing overnight retention, or are just making their way to or from work or home, we believe individuals have the right to record these events especially where the Department of Work and Pensions has accepted the matter as industrial injury and accident at work and a legal precedent has been set.

The Postal Executive is instructed to enter into negotiations with all relevant business representatives to introduce this change in business policy as part of on-going 16.1 reporting/recording standards and future ERICA negotiations.

**Romford Amal**

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**41** **CATEGORY A:** This Conference instructs the Postal Executive that Conference acknowledges the ongoing difficulties in informing members who have unfortunately been involved in an accident on duty, of the rights and benefits of recording the event as an 'Industrial Injury' with the Department of Work and Pensions (DWP).

Therefore the Postal Executive is instructed to secure an agreement within the Royal Mail Group, that at the point of either Erica recording, or an accident investigation, members are supplied with a joint CWU/Royal Mail Group letter, informing the member of the rights and benefits, linked to ensuring that the event is registered with the DWP.

**Nottingham and District Amal**

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**42 CATEGORY A:** Conference notes that Royal Mail took an executive decision by way of issuing national instructions to all Royal Mail Units to remove the first aid day books from use without consultation and agreement with the CWU.

This has caused much concern and confusion for our first aiders who rightly feel that treatment given is not going to be recorded properly in future leaving them at risk without contemporaneous notes. Some members are withdrawing their services until this is clarified, leaving more gaps in first aid provision.

Conference also notes that the current legislation does not require these books, but the guidance does state the following;

*"It is sensible for employers to provide first-aiders and appointed persons with a book in which to record incidents they attend."*

It is not acceptable to assume the current ERICA system will provide a robust alternative because Royal Mail wishes to evade enforcing a process on their managers; that is to educate managers to record all accidents in the current ERICA system rather than using the first aid day books as an alternative to ERICA. There must be a system that also includes incidents that are not appropriate to ERICA.

The Postal Executive is therefore instructed to rebuke Royal Mail in the strongest terms for their action without proper consultation as required by law. Further, they shall enter into discussions to seek agreement on how this issue is resolved, including any proposed manner of recording first aid treatment as an alternative system.

Branches shall be kept regularly updated with progress and with a report three months from the close of Conference.

**London Regional Health and Safety Forum**

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**43 CATEGORY A:** This Conference instructs the Postal Executive to work towards and deliver improved protection for the safety, health and welfare of our workforce.

Perverse management currently distort accident recording to serve their own selfish objectives. Denying our colleagues access to injury recording (Telephone Accident reporting process).

A clear incorruptible system or process is needed, preventing mis-use and provide accurate accident recording for our colleagues, this can only be achieved by using PDA's in the same way as Outdoor Departments agreement on the recording of RTC (Telephone Accident reporting process)

Conference instructs the Postal Executive to negotiate with Royal Mail the extension to the use of the PDA's as per RTC agreement to include any OPG that uses PDA's as part of their duty, where members and workers can call a dedicated and impartial central point on their PDA's, to register their injury or accident.

**Leicestershire Amal**

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**POSTAL INDUSTRY GENERAL ISSUES**  
**SECTION 2.3 : Tuesday (15.20 – 16.00)**

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**44** **CATEGORY A:** Following the carriage of motion 108 at Postal Conference 2016 this Conference instructs the Postal Executive to resolve this matter with Royal Mail as a matter of urgency as we believe corrective surgery is a benefit to the member and the business.

**Greater Manchester Amal**

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**NOTE BY SOC**

**Postal Conference 2016**

**Motion 108 Category A:**

**This Conference instructs the Postal Executive to seek clarification from Royal Mail that corrective surgery is acceptable mitigation.**

**Work area managers are being given advice by H.R and/or other managers that corrective surgery is no longer acceptable mitigation and are issuing Attendance Reviews on the back of this advice which is not helping the relationship between management and staff. Corrective surgery is a benefit to the member and the business which will help their condition and mean less time off in the future.**

**Greater Manchester Amal**

**45** **CATEGORY A:** **COMPOSITE MOTION**

Conference notes that the CSP Grade in Parcelforce have full time conditional hours of 40 hours per week.

Conference instructs the Postal Executive as part of the next pay and conditions claim for Parcelforce Worldwide employees will be that all full time employees with the exclusion of the Coventry hubs are afforded a minimum of 40 minutes paid meal relief.

This policy will be pursued until such time as a shorter working week or a revised meal relief arrangement can be achieved.

South Central Wales and West Regional Parcels Committee  
South Central Postal

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**46** **CATEGORY A:** This Conference instructs the Postal Executive to recognise that an individual's earning potential erodes significantly whilst carrying out the role of Territorial Representative in RM Fleet. Indeed, opportunities to earn above the basic Postal Transport Technician (PTT) pay are unworkable, which not only places the Territorial Representative at a monetary disadvantage but also has a negative impact in regards to succession plans for respective Territory Representatives of the future.

Conference instructs the Postal Executive to examine and negotiate a resolution to this imbalance.

**London Regional MT**

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**47** **CATEGORY A:** This Conference applauds the work carried out by the former Deputy General Secretary (Postal), in securing agreement with Royal Mail Group to allow Branches to pay for loss of SA contracted earnings, through central billing, when carrying out specific CWU duties (email from Dave Ward on 25/2/2015).

This Conference instructs the DGSP along with the Postal Executive to further build upon this agreement and seek to secure with Royal Mail Group that where a CWU Rep is on paid union leave, for example Essential Skills Course etc. then loss of contacted SA will be paid for by the business.

**Eastern No.5**

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**48** **CATEGORY A:** Representatives that have been reinstated following a successful National Appeals Panel (NAP) are subsequently being informed by Royal Mail Group that any money earned through alternative employment, whilst they were dismissed, will be taken out of their reimbursed wages.

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## **PAY AND RELATED MATTERS**

### **SECTION 1.2 : Tuesday (16.00 – 16.45)**

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Conference recognises:

- That when a representative is dismissed unfairly it is an incredibly stressful time for them, their family, and their friends.
- That when the dismissed representative is absent from their workplace, it has a detrimental effect on the members there.
- That when alternative employment is sought it is not like for like, and in all likelihood will be inferior.
- That when a representative is unfairly dismissed they are already being penalised by Royal Mail, and that when Royal Mail seek reimbursement, it adds insult to injury.

Conference instructs the Postal Executive to agree a policy with the employer that ensures that any remedy sought following a successful NAP does not include any reimbursement of wages earned through alternative employment whilst dismissed.

**South Central Postal**

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**49** **CATEGORY A:** Conference recognises that RM Fleet are now carrying out external work in the form of Commercialisation and Autocare, both of which are generating external income, which is predicted to be financially profitable for the business year on year. To ensure our members in Fleet share in this success Conference instructs the Postal Executive to negotiate an annual payment from a percentage of the profits made through Commercialisation and Autocare work for all CWU Technical grades in RM Fleet. This payment is to be in addition to all other pay and bonus agreements.

**London Regional MT**

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**50** **CATEGORY C:** This Conference instructs the Postal Executive to pursue agreement with Parcelforce Worldwide that any Customer Service Provider (CSP) grade who undertakes driving a vehicle on behalf of Parcelforce Worldwide will be entitled to receive the Driving Allowance, even if they are in receipt of any other allowance.

**South East No.5**

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**51 CATEGORY A:** This Conference instructs the Postal Executive that as a result of the statistics that show night shift workers are much more likely to fall ill and take sick absence than others, then the Postal Executive are therefore to agree a package of care to protect these vulnerable workers as a matter of urgency and a report made back to Branches no later than December 2017.

**Newcastle Amal**

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**52 CATEGORY A:** This Conference instructs the Postal Executive to enter into negotiations with Royal Mail Group with regards to the possible detrimental pension effects of any changes to any Royal Mail Pension Plan's (RMPP's).

If the original pension proposal from Royal Mail Group or indeed an agreed viable alternative is accepted by the CWU and implemented from March 2018 the Postal Executive will negotiate the following to assist all CWU members to secure their individual financial retirement needs:

1. National road shows/surgeries for all regions to offer advice on what effect the changes will have on them as individuals.
2. Assistance for members that would signpost them to a number of options available to ensure that the retirement pension they will receive will meet their individual personal needs. Example AVC's, savings plans etc.

These negotiations should start as soon as possible after the pension changes are announced, but no later than December 2017.

The list above is not exhaustive.

**Warrington Mail Centre**

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**53 CATEGORY A: COMPOSITE MOTION** **If Carried 54 Falls**

**Conference believes that good communications is a key driver in providing an excellent service to both Branches, representatives and in consequence the membership.**

**However, Conference believes that there is still a gap between HQ and the field in terms of genuine engagement.**

**Conference instructs the Postal Executive to organise meetings with the Health and Safety Department and representatives on a quarterly basis to improve communications and to promote a partnership approach to strategy, as outlined below;**

- **They shall not be combined with other meetings on the same day.**
- **They shall include two 'letters based' postal ASR's per CWU region.**
- **Representatives from PTS (Fleet & Engineering), Parcelforce Worldwide and any other minority group shall be included by default.**

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## **POSTAL INDUSTRY ORGANISING**

### **SECTION 4.2 : Tuesday (16.45 – 17.30)**

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- **Invitations should be extended to the appropriate Postal Executive members who sit on the Health and Safety committee.**
- **The Health and Safety Department shall be responsible for the agenda, but shall in advance seek items for inclusion from Branches.**
- **These meetings do not preclude any specialist meetings that may take place with Branches or representatives.**

**The first meeting is to take place no later than three months from the close of Conference.**

South East Regional Health and Safety Forum  
Kent Invicta Amal

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**54 CATEGORY A:** Conference instructs the Postal Executive with the assistance of the National Officer Dave Joyce to carry out a review on how they/he interface, communicates, meets safety reps from Royal Mail Group , in carrying out this review they/he must look at/ use & improve on the model used by the TFSE under stewardship of Tom Cooper , furthermore this review must include 1 safety representative from each Region.

This review to commence straight after Conference 2017 & report back by January 2018 to Postal Executive with recommendations.

**York and District Amal**

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**55 CATEGORY A:** This Conference instructs the Postal Executive that a communiqué is sent to all RM Fleet members.

The Communique will act as a comprehensive update, in regards to commercialisation, fleet auto-care and all ongoing matters. As a matter of extreme importance, the Communique will also cover off the need for new activists and representatives, within the Fleet-IR structure.

The Communique will be sent at a timing in 2017, under the guidance and direction of the National Officer.

The Postal Executive is instructed accordingly.

**Warrington Mail Centre**

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## **56** CATEGORY A: COMPOSITE MOTION

**This Conference instructs the Postal Executive to introduce a CWU pensions training course, which shall give a broad understanding of all previous, current and future pension schemes in which we have members.**

Hull and East Ridings Amal  
Newcastle Amal

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**57** CATEGORY A: 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 Postal Executive 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**

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**58** CATEGORY A: This Conference notes that further to the increased awareness surrounding mental health issues, such as Mental Health Day and the associated initiatives from the HSE and many of our employers, the Postal Executive is therefore instructed to achieve paid leave for attendance on the CWU Mental Health Awareness course.

**Newcastle Amal**

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## **59** CATEGORY A: COMPOSITE MOTION

**This Conference notes the increased use of the Ill Health Retirement process by Royal Mail, and particularly, its misuse as a 'fast track' route to headcount reduction.**

**It is also recognised that IHR can be a complex issue; especially when cases involve our members that have medical conditions that may be covered under the Equality Act 2010 and that as a consequence, representatives and the national CWU could potentially face legal action from members that felt they were poorly advised or represented regarding the finer points of the Act.**

**Therefore, Conference agrees that there is an urgent need to devise a training package covering IHR and the Equalities Act 2010 and instructs the Postal Executive to work with its own industrial training experts and the education department to construct such a package.**

**This training package should be designed for Area Reps (both functional and safety) and Branch Equality Officers, in the first instance.**

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## **POSTAL INDUSTRY ORGANISING**

### **SECTION 4.3 : Wednesday (09.00 – 09.55)**

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The purpose of the training package would be to upskill our representatives in the field to enable the best representation possible to our members facing the prospect of Ill Health Retirement.

The Postal Executive is instructed accordingly.

Anglia Divisional Committee  
Eastern No.3

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## **60 CATEGORY A: COMPOSITE MOTION**

Conference notes that the Parcelforce Worldwide Agreements and Procedures residential course delivered in 2016 was a huge success and the training provided has benefited all reps who attended both in terms of representational skills and agreement awareness coupled with the importance of recruitment and organising in PFWW.

Furthermore, not all reps that applied for the course were able to be offered a place as only limited places were available.

Conference recognises that this training is an important part of representative's development and will give reps the knowledge in the agreements and procedures to tackle growing issues within Parcelforce. Conference instructs Postal Executive to ensure that a course specific to Parcelforce IR structure and business based agreements becomes part of the yearly Education & Training programme.

The Postal Executive are instructed accordingly.

South Central Wales and West Regional Parcels Committee  
South Central Postal

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**61 CATEGORY A:** This Conference instructs the Postal Executive that a joint workshop has been developed and delivered with Royal Mail on IWT (Indoor Working Tool), however Conference agrees that it is in the best interests of the CWU Membership that a CWU bespoke workshop for CWU Reps is designed to up skill reps on IWT and this will be delivered in the field similar to the Industrial Relations Framework, Conduct Agreement and Attendance Agreement training.

**North East Divisional Committee**

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**62** CATEGORY A: COMPOSITE MOTION

**“IN CAMERA”**

Conference acknowledges it is now more than 12 months since the reintegration of RoMEC back in to Royal Mail Group PLC. However during this period RoMEC continue to marginalize the involvement of the CWU and its members employed in the company in its day to day running of the operation.

Across the numerous workplaces across the UK, RoMEC managers do all they can to circumnavigate the CWU at local / unit level when dealing with issues that impact on CWU represented grades.

Therefore the Postal Executive is instructed as a matter of urgency to secure a new IR Framework for RoMEC workers where there is formal right of representation / interface at Local, Area, and Divisional levels, as part of a new IR Framework.

Should RoMEC indicate that they are not up for a new IR agreement within 2 months of this Conference then the Postal Executive will call a national briefing with the view of recommending an industrial action ballot of the CWU.

Mount Pleasant International  
South East London Postal and Counters  
North/North West London

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**63** CATEGORY A: COMPOSITE MOTION    **If Carried 67 and 70 Fall**

This Conference instructs the Postal Executive to work with the Health and Safety Department to improve the Escalation Process and Dispute Resolution Process by including the ability of ASRs to invoke '*Status Quo*' when deemed necessary as per the provisions already in place for the Industrial Representatives under the I.R. Framework.

This is to be achieved by September 2017.

North East Health and Safety Forum  
North West Health and Safety Forum  
Midlands Regional Health and Safety Forum

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**64** CATEGORY A: COMPOSITE MOTION

Conference notes with concern the move by Royal Mail Group to create 'One Logistics' with no involvement of the CWU; this exercise has replaced Area Distribution and Network management with a single management structure called One Logistics.

Conference instructs the Postal Executive that no agreement is entered into with Royal Mail Group to create 'One Logistics' for CWU represented grades that has a detrimental effect on the terms and conditions of CWU members in either Area Distribution or Network.

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## **POSTAL INDUSTRY GENERAL ISSUES**

### **SECTION 2.4 : Wednesday (09.55 -10.55)**

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Conference further instructs the Postal Executive that any agreement on 'One Logistics' must include protection for 600cf drivers; this should be by either upskilling to LGV (C1E) or ensuring that there are sufficient 600cf driving duties for those who do not wish or who are unable to drive LGV.

Also any agreement must not have any detrimental effect on the CWU representational structure within either Area Distribution or Network.

Furthermore, any agreement reached must go out to a membership ballot of the members affected for ratification.

South Midlands Postal  
Eastern No.5

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## **65 CATEGORY A: COMPOSITE MOTION**

This Conference recognises the hard work of the DGST, Andy Kerr, to secure the additional release for youth reps employed by BT plc. This Conference believes that postal youth reps should be able to have the same opportunities to complete the work for both the Branch and national youth structures.

The Postal Executive, working with the National Youth Committee is instructed to lobby the employers to secure the additional paid release to match the BT agreement.

Youth Conference  
Eastern No.5

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**66 CATEGORY A:** This Conference instructs the Postal Executive that in line with the embodiment of the IR Framework that Fleet Territorial Representatives should always stay aligned to their relevant Motor Transport Workshop location.

**Warrington Mail Centre**

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## **67 CATEGORY A:**

**If Carried 70 Falls**

Conference instructs the Postal Executive to work with the Health and Safety Department, for the improvement of the Escalation Process and Dispute Resolution Process by including the ability of ASRs to invoke 'Status Quo' when deemed necessary.

As per similar provisions already in place for Industrial Representatives, under the I.R. Framework.

And it is essential that this is achieved this year.

**Birmingham District Amal**

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**68 CATEGORY A:** Conference notes that Royal Mail Group's continuing restructuring of its management teams, especially at the DOM level is not conducive to good Industrial Relations at local and Area level and prevents agreements being reached at the local level.

Therefore, the Postal Executive is instructed to challenge Royal Mail Group on its commitment to a stable Industrial Relationship and seek from them commitments on their willingness to maintain a working relationship at local and Area level.

**Kent Invicta Amal**

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**69 CATEGORY A:** Conference notes the proposals for the reintegration of RoMEC back into Royal Mail Group on issues such as wages and HR.

However, Conference believes that Health and Safety has to be at the forefront of that work as a priority for the members concerned. Bringing all members into the same system and improving upon them with the RoMEC systems where possible is paramount.

To that end the Postal Executive is instructed to enter into urgent talks to progress this policy. The Postal Executive should make use of the expertise from Branches to assist in any way possible.

Branches should be kept apprised of progress with the first report at three months from the close of Conference.

**London Regional Health and Safety Forum**

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**70 CATEGORY A:** Conference notes that there is a Health and Safety Escalation Process (RMG standard 5.1) in place which is designed to facilitate disputes that arise at workplace level and enable resolution in a timely manner at the lowest possible level.

However, it is the view of Conference that this process is not working effectively and outcomes are being skewed by SHE managers in a biased fashion without proper analysis of the problem. There is no objectivity in decision making within the regional teams to correct issues in the operations line and are therefore seen as toothless.

Conference therefore instructs the Postal Executive to seek urgent talks with Royal Mail to agree a revised process that will support both the CWU and Royal Mail SHE teams in jointly resolving issues in a transparent manner. The process should also include a '*status quo*' provision so that unagreed changes cannot be made operationally until the process is exhausted. It is also suggested that a joint panel be set up to oversee and have final authority on disputes that are not resolved at regional or business level and exceptionally the need for national intervention.

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## **POSTAL INDUSTRY GENERAL ISSUES**

### **SECTION 2.4 : Wednesday (09.55 -10.55)**

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Consultation shall take place with the appropriate branches prior to any final agreement. Progress reports shall be made regularly starting at three months from the close of Conference.

**Eastern Regional Health and Safety Forum**

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**71 CATEGORY A:** This Conference is concerned that Royal Mail are requesting CWU representatives to have a Royal Mail e-mail account without any terms of reference being agreed. Although the CWU is not against the principle, there must be terms of reference similar to appendix 4 of the IR Framework to deal with CWU representative`s conduct if things go wrong.

This Conference instructs the Postal Executive to obtain an agreement on terms of reference from Royal Mail on the issue of e-mail accounts for CWU representatives, so that representatives are given adequate protection.

**South East Wales Amal**

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**72** CATEGORY A: COMPOSITE MOTION

Conference notes that there cannot be any final agreement/settlement endorsed by them regarding the current pensions discussions with Royal Mail Group, unless the same terms of that settlement applies to the group of members employed in RoMEC/ Quadrant or any other business unit who are existing members of the RMPP and have been notified of the closure of the DB scheme in March 2018.

The Postal Executive is instructed accordingly.

West London Postal  
London South West Postal  
London Parcels and Stations Amal

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**73** CATEGORY A: This Conference instructs the Postal Executive that any agreement on a new scheme to replace the Royal Mail Pension Plan must also include and cater for RoMEC members.

**London Postal Engineering**

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**74** CATEGORY A: This Conference notes differences between that of seasonal variations and flexible working patterns, to that of annualised hours working.

Therefore, the Postal Executive is instructed not to reach any agreement with Royal Mail on the introduction of annualised hours contracts, working or recorded.

**Nottingham and District Amal**

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**75** CATEGORY A: This Conference instructs the Postal Executive any new agreed scheme to replace the Royal Mail Pension Schemes should have auto-enrolment minimum of 6% employee contributions.

**London Postal Engineering**

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**76** CATEGORY A: This Conference instructs notes the on-going fatigue challenges to members within Royal Mail, and the further physical difficulties, resulting from the continuing increases in state pension age.

Therefore the Postal Executive is instructed to explore opportunities and options with Royal Mail on supporting older workers, which should also include options around older workers being able to reduce working hours and days, on a planned and supported basis.

Any such progress on this matter should be underpinned by it being a voluntary process for members, outside the normal adjusted duty arrangements, covered

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## **PAY AND RELATED MATTERS**

### **SECTION 1.3 : Wednesday (10.55 – 11.45)**

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under the Attendance Agreement, with consideration on financial support for members against any reduce working hours.

**Nottingham and District Amal**

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**77** **CATEGORY A:** This Conference instructs the Postal Executive that any agreement on a scheme to replace the Royal Mail Pension Plans should enable RoMEC members currently on other schemes to have an option to transfer into that new scheme.

**London Postal Engineering**

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**78 CATEGORY A:** Conference is concerned with the number of members in Royal Mail who are on part time contracts despite wanting to be full time. The 75-25 full-time/part-time ratio policy is detrimental to members as they are forced on part-time contracts to maintain the ratio.

With the drive to a 35 hour full-time working week then Conference sees an opportunity for the number of full time members to be increased. Therefore, Conference instructs the Postal Executive to negotiate an 85-15 full time/part time ratio with Royal Mail, whether the 35 hour working week is achieved or not. This ratio will be used in all future revision activities.

**Gloucestershire Amal**

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**79 CATEGORY A:** Outdoor workers who suffer from Irritable Bowel Syndrome (IBS) such as postal workers who 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 Postal Executive, to work with the WAC to produce a 'can't wait card' for members who suffer with IBS.

**CWU Women's Conference**

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**80 CATEGORY A:** This Conference instructs the Postal Executive to negotiate a file for PSP that records and keeps updates on part time overtime levels and the type of overtime on a six monthly basis that can be easily accessible with figures and delivery office name similar to the auto IWT format, to aid Reps in any future 2.7.7 Agenda for Growth review.

**Wessex South Central**

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**81 CATEGORY A:** This Conference deplores the policy that the business has on Managing Industrial Action (I/R team V5 March 11) especially bullet point 2.3 that can be found on page 3 of their policy.

This policy allows the business to abate a members pay for their entire shift if they refuse to cross a picket line at any time during their normal hours of attendance.

The Postal Executive is instructed by this Conference to seek an agreement with the business to get bullet point 2.3 removed from their Managing Industrial Action Policy.

**South Central Postal**

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## **POSTAL INDUSTRY GENERAL ISSUES**

### **SECTION 2.5 : Wednesday (11.45 – 12.45)**

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**82 CATEGORY A:** This Conference instructs the Postal Executive to negotiate a more advanced way of booking overtime within Royal Mail that allows our members to be involved in the inputting process on the day the overtime is worked. The paper based 552 system is not fit for purpose and is open to alterations and misuse by managers, we are finding more and more of our members are not receiving the correct amount of monies owed at the correct time especially when they work in other offices.

**Wessex South Central**

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**83 CATEGORY A:** Conference instructs the Postal Executive to achieve the following with the assistance of the Health and Safety Department that changes to delivery are resulting in increased exposure to skin cancer causing sunlight (UVA/UVB Rays) and dehydration causing heat stress and heat exhaustion therefore agreement must be reached that any outdoor staff must have these as mandatory provision items:-

- provision of sun cream/sunblock vouchers if staff sign for it
- provision of water bottles

Furthermore, they also look into Royal Mail providing sunglasses as an additional uniform order.

The Postal Executive is also instructed to enter into urgent talks to look at providing better winter provision/uniform for our members.

**York and District Amal**

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**84 CATEGORY A:** This Conference congratulates the Postal Executive and the National Officer for their actions in negotiating an agreement that brought RoMEC and the CWU members employed within it back into Royal Mail.

However, there are some issues outstanding that would bring the ex-RoMEC members into line with Royal Mail members.

Therefore, Conference instructs the Postal Executive to negotiate an agreement with the employer to ensure that all ex-RoMEC members are included in any future Royal Mail free share offers made by the employer.

**London Phoenix**

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**85 CATEGORY A:** Conference notes that the due to the introduction of the self-printed stamp payments that there is no longer always a clear colour-coded product stream identification in place. Therefore the various tracked product streams have now become homogeneous in recognition and therefore sometimes unidentifiable from each product stream.

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**POSTAL INDUSTRY GENERAL ISSUES**  
**SECTION 2.5 : Wednesday (11.45 – 12.45)**

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The inability to identify product types can lead to walk delivery issues for our members. Therefore improvements for identification purposes of this type of product payment identifier need to be put in place such as the introduction of coloured stickers.

This list is not exhaustive.

The Postal Executive is instructed accordingly.

**Eastern No.4**

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## SECTIONAL ISSUES

### SECTION 3.2 : Wednesday (14.00 – 15.10)

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#### Royal Mail Letters

**86** **CATEGORY A:** Conference recognises and applauds the work carried out by the CWU in regards to the Long Term Fatigue Study. There is a concern however that many members are complaining of foot, knee, hip, shoulder, back injuries and other complaints as a result of using Light Weight Trolleys and High Capacity Trollies on deliveries that in many cases exceed 4 and a half hours. Conference agrees that long term use of this equipment on a daily basis has had an impact on member's health over a long period of time.

The Postal Executive is instructed to work with the employer in carrying out a survey of the workforce to establish possible physical impacts this change of delivery method and longer delivery spans has had since they were introduced.

**South Central Postal**

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#### Postal Technical Services

**87** **CATEGORY A:** This Conference instructs the Postal Executive to urgently seek agreement for the removal of CBRN (Chemical Biological Radioactive Nuclear) test equipment Use and Maintenance from Postal Engineers workload and by doing so create a new agreed procedure in line with HSE advice that all Royal Mail Sites will only use the emergency services for dealing with CBRN related incidents.

**South Yorkshire**

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#### Royal Mail Letters

**88** **CATEGORY A:** Conference agrees that the weight of mail is an important aspect that affects member's health and safety.

Despite the business having an agreed weight standard for pouches and HCTs, there is often no scales available in situ in offices to enable weighing to be carried out.

Conference calls on the Postal Executive to ensure Royal Mail make available sufficient funding so that Delivery Offices can provide the required weighing equipment.

The Postal Executive is instructed accordingly.

**South East No.5**

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**Royal Mail Letters**

**89** **CATEGORY A:** Conference recognises motions 80 - 2015 and 115 - 2016 and the work already done on the correct provision of footwear in Royal Mail.

However, the issue of gender specific footwear has not been raised. Currently all Royal Mail footwear is unisex, in practise this means that women are forced to wear men's shoes. But there are differences in men's and women's feet. Men generally have longer and broader feet whereas women tend to have narrower heels, higher arches and proportionally larger calves and ankles. Men's shoes tend to have support in the front to the ball of the foot, whereas women need more support near the arch.

Royal Mail offer a wide variety of footwear even shoes for vegans but not for women? With the average postal worker walking over 8 miles a day surely the PPE should be fit for purpose.

Conference, instructs the Postal Executive to enter into negotiations with Royal Mail to recognise the need for women to have the correct footwear and give them the confidence and dignity back to allow them to do their job in a safe manner.

**Colchester and District Amal**

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**NOTE BY SOC**

***Postal Conference 2015***

***Motion 80 Category A: This Conference may be aware that in Royal Mail the delivery walks are getting longer and the pressure on your feet becomes even more demanding in terms of wear and tear. It is not unusual to be on your feet for 5 hours at a time, maybe even longer both inside and outside.***

***Plantar fasciitis is common around 1 in 10 people will get plantar fasciitis at some time in their life.***

***This Conference believes that the footwear provided by Royal Mail is not up to standard and certainly does not take on board health issues linked to feet.***

***This Conference instructs the Postal Executive that the provision of suitable footwear of all sizes is considered to help alleviate foot health issues.***

***Disability Conference***

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**NOTE BY SOC**

***Postal Conference 2016***

***Motion 115 Category A: COMPOSITE MOTION***

***This Conference recognises the ever growing demands on members within deliveries and the prospect of longer delivery spans in the future from proposed business plans.***

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## SECTIONAL ISSUES

### SECTION 3.2 : Wednesday (14.00 – 15.10)

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*Conference recognizes member's footwear issues are causing problems such as plantar fasciitis, along with other feet problems which also causes both skeletal and muscular issues. Furthermore, there are also issues with replacing footwear.*

*The Postal Executive is therefore instructed to take the following action:*

- *Liaise with Royal Mail to look at providing a range of correctly supportive footwear, and to seek professional advice from podiatrists taking into account the demands of the job our members do.*
- *Seek an agreement with Royal Mail to make ordering replacement footwear an easier process based around conditions of footwear and less about predetermined timescales.*

**Gwent Amal**  
**South West Wales Amal**

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#### Packages and Express

**90** **CATEGORY A:** This Conference instructs the Postal Executive to pursue an agreement with Parcelforce Worldwide that defibrillators are fitted and made available in all of their workplaces with the appropriate training given to site First Aiders.

**South East No.5**

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#### Postal Technical Services

**91** **CATEGORY A:** Conference notes that both Royal Mail and the CWU are following national agreements to construct and apply a new way of working for mail centre engineers which provides a documented way to carry out engineering maintenance tasks safely known as strategic asset Maintenance Management System (saMMS).

However, safety driven from Royal Mail Group fails to provide the core detail required for engineers to fully understand all elements of the statutory requirements in relation to automation maintenance and Health and Safety at work.

The Postal Executive are therefore instructed to enter into urgent discussions on implementing a strategy so that Health and Safety information is embedded into the process as part of a robust documented system through the '6000 series' Standard Maintenance Procedures (SMP's). The content shall be subject to negotiation and agreement.

The appropriate engineering safety representatives shall be consulted in support of this motion with regular progress reports made to Branches with PTS members with the first report at three months from the close of Conference.

**London Postal Engineering**

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**Royal Mail Letters**

**92 CATEGORY A:** Conference is concerned that in some offices there is not a robust training programme being followed by Royal Mail for new entrants. Although it is now part of the Coach's brief, not all offices have volunteers to cover the coaching role.

Conference therefore calls on Postal Executive to reach agreement with Royal Mail on a fixed new entrant training structure that in addition to the Induction School as a minimum all Delivery new entrants receive a day in their office on indoor training & procedures/job methods, a day shadowing an experienced post person on delivery and a day being shadowed by an experienced post person (Coach where available).

The Postal Executive is instructed accordingly.

**South East No.5**

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**Packages and Express**

**93 CATEGORY A:** **If carried 94 falls**

This Conference notes that whilst welcoming further investment into the business any agreement on new delivery tools or methods in Parcelforce will follow other technology related agreements by adding safeguards and protections to our members who uses such equipment.

The Postal Executive is instructed accordingly.

**Greater Mersey and SW Lancs**

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**Packages and Express**

**94 CATEGORY A:** This Conference instructs the Postal Executive to secure an agreement with Parcelforce Worldwide concerning all future trials relating to use of new or updating of technology/kit, that these trials will only be given the go-ahead once the new or updated technology/kit is actually available for use during any such trials.

In the event that the business are not in a position to provide this then any trials will be put on hold until such times as the appropriate equipment is available to properly evaluate the outcome of said trials.

**Scotland and Northern Ireland Regional Parcels Committee**

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## SECTIONAL ISSUES

### SECTION 3.2 : Wednesday (14.00 – 15.10)

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#### Packages and Express

**95 CATEGORY A:** This Conference instructs the Postal Executive that any agreement for the introduction of in-cab cameras in Parcelforce should only be for safety or security purposes and not as a monitoring tool on driver habits. Furthermore if any agreement is reached it should include the following.

1. Road facing cameras only.
2. No sound recording.
3. Not to be used a punitive tool.

This list is not exhaustive.

**Greater Mersey and SW Lancs**

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#### Royal Mail Letters

**96 CATEGORY A:** Conference notes the continual abuse of our agreements by Royal Mail and the pressure our members face as a result of this. To assist our members in the workplace, Conference instructs the Postal Executive to produce a booklet for delivery members which contain the following:

- Cut off procedure
- Joint statement on avoiding delay (Commit to Deliver) and reporting standards
- Flexibility guidelines
- A/ L entitlements
- Meal break entitlements
- Attendance standard
- Accident reporting process
- Union line legal services information
- Section on 'Doing the job properly'
- Joint statement on Contact Strategy
- Information on Grievance Procedure and where to access forms
- Bullying and Harassment helpline and where to access forms

This list is not exhaustive.

**Portsmouth and District**

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#### Royal Mail Letters

**97 CATEGORY A:** This Conference recognises the need for outdoor staff to remain hydrated whilst carrying out their duty. Although they may take enough drinks with them, during periods of hot weather many find that after a short time the drinks become too warm to drink.

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**SECTIONAL ISSUES**

**SECTION 3.2 : Wednesday (14.00 – 15.10)**

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Therefore, this Conference instructs the Postal Executive and the Health & Safety Department to enter negotiations with Royal Mail to find a means for outdoor staff to be able to keep any drinks they take with them on Delivery/Collections cool.

**South West Middlesex**

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## **POSTAL INDUSTRY GENERAL ISSUES**

### **SECTION 2.6 : Wednesday (15.10 – 16.05)**

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**98 CATEGORY A:** This Conference instructs the Postal Executive to work towards an agreement on member's receiving paid special leave that covers the unfortunate event of an in-law passing away.

Currently Special Leave at Royal Mail only covers one days paid leave and only for immediate family, increased to a week if dealing with funeral arrangements.

The current policy in the event of a member's in-law passing away should be taken as unpaid leave after only one day.

In many cases you find our members have a very close relationship with their in-laws sometimes seeing them as second parents. Members also have to support their spouses during the bereavement period with various possible issues which may also include childcare.

This Conference believes in-laws should also be included in the Special Leave agreement for a minimum of three days when assisting with funeral arrangements.

**Eastern No.4**

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**99 CATEGORY A:** This Conference is concerned by the lack of support from Royal Mail for employees assaulted or abused on duty.

After an assault employees are often left to fend for themselves. Current working practices are not followed and the employee is left feeling unsupported. Failure to deal with the original incident and subsequent follow up may cause the employee to take extra time off work due to the incident.

Therefore Conference instructs the Postal Executive to work with Royal Mail on a joint agreement to include but not limited to:

- 1) Manager of employee's choice appointed to support employee following the assault.
- 2) Occupational Health involved to support employee and to provide counselling if required.
- 3) Employee offered indoor duties (where required) following assault, until employee feels comfortable enough to return to normal duties.
- 4) Employee offered the chance to work with a colleague in the initial process of returning to outdoor duties.
- 5) Full investigation of incident and risk assessment carried out.
- 6) CWU Branch to appoint a representative to support the member throughout the process.

**Colchester and District Amal**

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**100 CATEGORY A:** Conference notes concerns over the excessive and unclear timescales when progressing individual grievances through the Grievance Procedure.

With reference to the Bullying and Harassment Procedure, there is a clear prompt of timescales and actions which are accessible on the PSP system.

Conference instructs the Postal Executive to negotiate a similar system on PSP for use in the Grievance Procedure.

**Portsmouth and District**

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**101 CATEGORY A:** Conference notes that PSP does not allow anyone more than 6 weeks S/A holiday pay in any one year, although members are allowed to carry over one week's leave into the next year.

Conference therefore instructs the Postal Executive to achieve agreement that allows S/A holiday pay to be carried over with any leave into the next leave year.

**Newcastle Amal**

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**102 CATEGORY A:** This Conference instructs the Postal Executive that any future agreed changes to the CWU RM-Fleet Apprenticeship Agreement, should include the need to discuss and address apprentices wellbeing at monthly meetings, in particular, address issues such as perceived bullying and harassment, if required. Individual workplace bullying and harassment will be monitored as part of an apprentice's progress and wellbeing if required.

**Warrington Mail Centre**

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**103 CATEGORY A:** Conference notes the difficulty of LGBT Members in securing Saturday leave/days off to attend annual local Pride events in Royal Mail Delivery Offices. Summer budget plans and poorly implemented annual leave procedures make it very difficult to get a Saturday off during the Pride season.

Conference believes that Royal Mail should address this problem for its LGBT members. When this situation arises, Royal Mail Unit managers should have a sympathetic approach, and try to exhaust all the processes at their disposal to allow an LGBT employee to attend their local Pride event. Royal Mail should also make their Unit managers aware of the importance of the Pride event to its LGBT employees. They should also be aware that the adoption of their 'LGBT & Friends Network' in some areas has not changed, or improved the position for LGBT employees and their supporters gaining leave on a Saturday for Pride Events.

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**POSTAL INDUSTRY GENERAL ISSUES**  
**SECTION 2.6 : Wednesday (15.10 – 16.05)**

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Therefore, Conference instructs the Postal Executive to work together with the LGBTAC and relevant CWU HQ departments to ensure that LGBT members in Royal Mail have better access to pride events.

**CWU LGBT Conference**

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**104** CATEGORY A: COMPOSITE MOTION

**Conference agrees that the Postal Executive seeks an agreement with Royal Mail where any member who requires the use of Special Leave to deal with a bereavement and this clashes with pre-planned Annual Leave, then they will be entitled to claim back their Annual Leave.**

**The Postal Executive is instructed accordingly.**

Western Counties  
SW/SW Divisional Committee

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**105** CATEGORY A:

If Carried 106 and 107 Fall

**COMPOSITE MOTION**

Conference applauds the Postal Executive on achieving the payment of Scheduled Attendance earnings during Annual Leave and for Bank/Public holiday absences. However, there is still concern that this does not cover all earnings and many of our members still suffer a considerable drop in income when on Annual Leave. It is also recognised that this phenomenon disproportionately affects our part time members and can often be a barrier for them opting to take leave due to the financial hardship suffered.

Therefore, the Postal Executive is instructed to negotiate with the employer and gain agreement that all pre-authorized hours worked above contracted hours, up to and including 39 hours, in any given week will be classified as Scheduled Attendance hours.

The Postal Executive is instructed accordingly.

Anglia Divisional Committee  
Eastern No.3

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**106** CATEGORY A: This Conference fully recognises the Postal Executive's efforts and progress, made over many years, to secure a decent basic wage for OPG's and reduce a reliance on overtime.

It also applauds the work done to include a holiday pay entitlement for those performing Scheduled Attendances.

However, with the erosion of S/A hours in offices up and down the country, often sacrificed in attempt to maintain full time jobs in the face of automation, it is becoming increasingly clear that the current 3 tier overtime rate structure (S/A, First 10 hrs, over 10 hours) is no longer fit for purpose, nor fair for our members, and is being abused by Royal Mail as it seeks a much more flexible workforce and minimised fixed costs.

This Conference believes that all overtime rates should now reflect the efforts made by our members and therefore instructs the Postal Executive to include the following key points in the next round of pay negotiations:

- A minimum hourly rate of at least 1.25 x basic hourly pay on all overtime hours performed.
- A minimum hourly rate of at least 1.25 x basic hourly pay on all Scheduled Attendance hours performed.
- An average holiday payment on all overtime performed in line with the Enhanced Holiday S/A Payment Directive.

**South Central Postal**

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## **PAY AND RELATED MATTERS**

### **SECTION 2.6 : Wednesday (16.05 – 16.45)**

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#### **107** CATEGORY A: COMPOSITE MOTION If Carried 109 Falls

Conference welcomes the fact that the CWU has significantly improved basic pay over a number of years.

However, Conference accepts that the rate of pay for Scheduled Attendance (Monday to Saturday) now needs to be significantly increased.

Additionally, Conference agrees that the maximum S/A entitlement for individuals should be increased from 12 hours to 18 hours.

The Postal Executive is instructed accordingly.

London Parcels and Stations Amal  
North/North West London  
South East London Postal and Counters

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**108** CATEGORY A: This Conference instructs the Postal Executive to negotiate with Royal Mail and any other appropriate employer to agree policy that ensures all part time employees are remunerated/rewarded according to their worked hours over a specified period (i.e 13weeks) instead of their contracted hours for:

Bonuses  
Allowances  
Supplements  
Holiday pay  
Bank holiday pay  
Sick pay  
Redundancy pay

This list is not exhaustive and serves as an example of instances where part time employees are losing out due to the common practice of employers only paying out against contract hours.

**Cheshire No.1**

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**109** CATEGORY A: This Conference notes Royal Mails recent unexpected insistence on adhering to the working time provisions of the Way Forward Agreement. Whilst some of the provisions reflect current legislation this is not the case with the Scheduled Attendance ceiling of 12 hours per week.

The Postal Executive is instructed to negotiate the removal of this ceiling so that where members are able to perform in excess of 12 hours per week they will be allowed to do so.

**Greater Mersey and SW Lancs**

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**110** CATEGORY A: COMPOSITE MOTION

This Conference recognises that Royal Mail's continuous focus on recovery of overpayments will not decelerate. In response to such managerial actions, the Postal Executive is instructed to enter into immediate negotiations with the business.

The negotiations shall achieve the terms of the Joint Statement accomplished in May 2015, which was required to ensure suitable representation was afforded following the allowance review by management during 2014.

Conference also wishes to reference that like the Joint Statement of May 2015, there must be the ability to direct an individual case to RM and CWU headquarters, where the overpayment remains disputed after local discussions.

Furthermore, the recovery plan must take into account an individual's financial circumstances. The repayment must not lead to genuine individual hardship. In cases where an individual moves into a half pay situation, there must be the provision for the individual to trigger a repayment holiday, during such periods.

The Postal Executive is instructed accordingly.

Anglia Divisional Committee  
Eastern No.6

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**111** CATEGORY A: COMPOSITE MOTION

Conference is concerned that Royal Mail's selective enforcement of the Working Time Directive is leading to the following;

- Quality of Service problems
- Managers or agency staff performing OPG work
- Ad hoc absorption

Conference therefore agrees that the CWU should enter into negotiations with Royal Mail to ensure that some of the working time restrictions being enforced are not counterproductive to CWU members.

Conference calls for a new working time agreement that puts the safety of employees at the forefront but does not lead to Quality of Service problems or increased use of agency staff whilst maintaining reasonable levels of overtime.

The Postal Executive is instructed accordingly.

Mount Pleasant International  
London Divisional Committee  
East London Postal

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## **POSTAL INDUSTRY GENEREAL ISSUES**

### **Section 2.7 : Wednesday (16.45 – 17.45)**

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**112** **CATEGORY A:** This Conference notes with concern that a number of part time members are not receiving their full entitlement of RRIS payments.

Therefore the Postal Executive is instructed to engage with Royal Mail immediately following Conference to rectify this loss of RRIS entitlement.

Any arrears of RRIS underpayments must be backdated to the first date of entitlement.

**South West Middlesex Amal**

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**113** **CATEGORY A:** This Conference instructs the Postal Executive that any future agreed changes, to the CWU RM-Fleet Apprenticeship Agreement should deal with an apprentice's progress and performance under what is contained within that agreement only.

**Warrington Mail Centre**

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**114** **CATEGORY A:** This Conference instructs the Postal Executive that when an AR1 or AR2 is triggered then the 6 months should run from the last absence on record prior to the AR1 or AR2 decision being made to issue.

**Newcastle Amal**

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

Conference notes that the UK government has replaced the Two Ticks Scheme. It has now been replaced by the Disability Confident employer scheme. The Two Ticks Scheme gave recognition to employers who were positive about disabled people, where the Disability Confident scheme encompasses a number of voluntary commitments to encourage recruitment, retention and development of disabled staff.

The scheme is organised into three levels of commitment:-

The Royal Mail is currently a self assessed Level 2 employer in the scheme, which includes a commitment to 'getting the right people for your business' and 'keeping and developing your people'.

Level 3 of the scheme recognises the employer as a Disability Confident Leader, and any self assessment must be validated by a disability support group or other recognised body.

Conference recognises that a company the size of Royal Mail should be striving to reach the top level of any scheme put in place by the UK Government to support our disabled CWU members. The company should also welcome any outside validation of its commitment to these members of its workforce.

Conference therefore instructs the Postal Executive to encourage Royal Mail to commit to becoming a Level 3 employer in the Disability Confident employer scheme, and to make a report back to Branches on progress by no later than the end of November 2017.

The Postal Executive is instructed accordingly.

Plymouth and East Cornwall  
Bristol and District Amal

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## **116** CATEGORY A: COMPOSITE MOTION

This Conference instructs the Postal Executive to engage with Royal Mail 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 Postal Executive to approach Royal Mail to join forces and 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

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## **POSTAL INDUSTRY ORGANISING**

### **Section 4.4 : Thursday (09.00 – 09.50)**

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**Local authorities Building Control Officers  
Government**

**Any other avenue the Postal Executive /Royal Mail deems appropriate to achieve this goal**

**In addition the Postal Executive could seek partnership with organisations that share this vision.**

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

Durham County Amal  
Newcastle Amal  
South Yorkshire and District

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**117 CATEGORY A:** This Conference instructs the Postal Executive that due to a decline in Christmas card volumes that methods to increase letter volumes such as; a seasonal lower priced Christmas letter stamps be examined for viable introduction into the network during the Christmas period. Such items could have a longer delivery time but promote the increased usage of Christmas cards.

**Eastern No.4**

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**118 CATEGORY A:** Conference recognises the difficulties our members regularly face with the design of new housing estates, many of which are planned with a high density of addresses in a relatively small are of land. Streets often merge into each other, numbers do not always run in order and street signs are often in unsuitable locations to clearly distinguish addresses. It is believed if local authorities worked with Royal Mail to use the knowledge of its employees when these estates are in their early stages of design, it would only help to improve how streets are named, numbered and addressed.

The Postal Executive is therefore instructed to consult with Royal Mail on these issues with the aim of developing a strategy with local authorities and other interested parties to tackle this issue.

**South Central Postal**

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**119** **CATEGORY A:** Conference notes that part time members are disadvantaged whilst taking Annual Leave when they are on temporary/fixed term full time contracts, as the employer takes two weeks part time leave off them when they take a week of Annual Leave.

Conference therefore instructs the Postal Executive to achieve agreement to rectify this anomaly, on the basis that a week of leave is a week of leave, irrespective of hours worked.

**Newcastle Amal**

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**120** **CATEGORY A:** This Conference notes that a large number of members in Bristol Mail Centre receive a benefit known as 'Time Bonus Relief'. This is a benefit whereby they receive a period of time off the working day equating to 90 minutes per week for full time employees. Some part time employees also receive a lesser amount of time off or an agreed payment under TBR. This process is also in operation at a number of other Royal Mail workplaces.

Conference further notes that national negotiations are taking place around a shorter working week for full time OPGs.

Conference resolves that this benefit should not be absorbed as part of any agreement reached around the Shorter Working Week. Therefore, members receiving TBR should either continue to receive it on top of any agreement to reduce hours; or be given a voluntary option to relinquish TBR for appropriate financial remuneration.

The Postal Executive is instructed accordingly.

**Bristol and District Amal**

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**121** **CATEGORY A:** Conference notes that part time members who purchase Annual Leave whilst temporary full time are seeing their payments double and then when they return to substantive part time they are not receiving any extra leave above their purchased part time hours which in effect means they are paying extra money for no return

Conference therefore instructs the Postal Executive to achieve agreement that either extra leave is given to money paid or that the money is returned to the individuals concerned.

**Newcastle Amal**

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**122** **CATEGORY A:** The Postal Executive is instructed to achieve previous Conference Policy from 2009 Motion 53 & Motion 48 2014.

This to be achieved as part of the ongoing national talks on the 'Four Pillars of Security'.

**York and District Amal**

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## **PAY AND RELATED MATTERS**

### **Section 1.5 : Thursday (09.50 – 10.40)**

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#### **NOTE BY SOC**

##### ***Postal Conference 2009***

***Motion 53 Category A: This Conference instructs the incoming Postal Executive that to further maximise the choices available to people to improve their work life balance that agreement is reached which allows people with more than 20 years service to purchase extra leave over and above the six weeks maximum as agreed at Postal Conference 2006.***

***York and District Amal***

#### **NOTE BY SOC**

##### ***Postal Conference 2014***

***Motion 48 Category A: This Conference instructs the Postal Executive that all staff with 20 years or more service can buy additional weeks leave as per the facility afforded to staff with less than 20 years service, in line with motion 53 that was carried at Conference 2009.***

***York and District Amal***

## **123 CATEGORY C: "IN CAMERA"**

Conference understands the difficulties Quadrant have in the workplace with the changing demands of Royal Mail under the new commercial contract, this being said our members in Quadrant should not be disadvantaged by this change. Therefore, we instruct the Postal Executive to achieve the following:

To seek an agreement on Quadrant Pay based on the following lines.

- 1) Obtain the maximum pay increase possible.
- 2) Increase in the London Weighting payment
- 3) Any pay increase shall flow through to all overtime and allowances.
- 4) To increase Maternity and Paternity Leave.
- 5) All increases to be fully pensionable
- 6) To seek a reduction in the working week.
- 7) Continue to progress policy on child care/ carers/ family friendly provisions as part of the pay agreement.

This list is not exhaustive.

If negotiations are not completed by 1st January 2018 the Postal Executive shall consider implementing a ballot of the membership under National Rule 13.

**Kent Invicta Amal**

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**Packages and Express**

**124** CATEGORY A: COMPOSITE MOTION

The Postal Executive is instructed to secure agreement from Parcelforce management that should a Southern Processing Centre be pursued then there would be no detriment to either pay, terms and conditions and staffing levels of the substantive CWU graded employees at the existing Coventry Parcelforce Hubs and Chorley Processing Centre.

Central Regional Parcel Committee  
South Midlands Postal

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**Royal Mail Letters**

**125** CATEGORY A: Over the last year it has become increasingly apparent that Angard casual employees are being treated without any dignity and respect for example;

1. Receiving phone calls/texts cancelling shifts without reasonable notice.
2. Receiving text message threats warning individuals against making any complaints
3. Being laid-off to avoid accumulating sufficient service to qualify for enhanced benefits of pay, holidays, paid meal relief etc.
4. Being replaced with Christmas casuals during November to January to disrupt continuous service.

The Postal Executive is instructed to address these concerns with an agreement specifically aimed at ending unfair treatment of Angard workers. Any agreement to include a register of usage in order to identify any malpractices including those detailed in points 1-4.

**NW/NW Divisional Committee**

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**Packages and Express**

**126** CATEGORY A: COMPOSITE MOTION

This Conference instructs the Postal Executive to seek legal advice and if necessary take a test case on behalf of an Owner Driver CWU member to look at the current employment implications of the member. The advice should seek to clarify the businesses responsibility to the member and

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## SECTIONAL ISSUES

### Section 3.3 : Thursday (10.40 – 11.50)

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**the legal implications of the owner driver contract. Furthermore the Postal Executive should also seek advice from other unions like the GMB amongst others, who have supported other precariat type workers.**

Greater Mersey and SW Lancs  
South Central Wales and West Regional Parcels Committee  
Kent Invicta Amal

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#### Royal Mail Letters

**127** **CATEGORY A:** This Conference notes that on occasion a proposal to close an SPDO could potentially result in the mail work or staff members of said SPDO relocating from within one Branch's boundaries to within the boundaries of another Branch.

Conference resolves that where this takes place, such proposals shall not be agreed by the CWU without the agreement of both the Branch where they work and/or staff are moving from and the Branch where the work and/or staff are moving to.

The Postal Executive is instructed accordingly.

**Bristol and District Amal**

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#### Packages and Express

**128** **CATEGORY A: COMPOSITE MOTION**

**Conference recognises that the joint working relationship between the CWU and Parcelforce Worldwide has delivered benefits for both the CWU members in Parcelforce Worldwide and Parcelforce Worldwide itself. However, Conference should recognise that the Table of Success strategic involvement process needs to be reviewed, strengthened and reinvigorated against the backdrop of changes in management structures and boundaries.**

**Conference instructs the Postal Executive to hold this review, which shall include:**

- 1. Details of each strand and who sits on these strands?**
- 2. How regional TOS meetings can be more effectively timetabled and co-ordinated?**
- 3. How information can be most channelled to Depot Reps and members beyond the Joint Statement approach?**
- 4. Are all key current areas covered with Unit Reps ability to have their specific knowledge or skills which may be applicable to a particular working group or project included on a wider basis?**
- 5. How training is provided to reps and members on any new agreements emanating from Table of Success strand activity?**



**This list is not exhaustive.**

**This review is to be completed by October 2017 and a report be provided to Branches with outcomes and any recommendations.**

South Central Wales and West Regional Parcels Committee  
South Central Postal

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**Postal Technical Services**

**129** **CATEGORY A:** Conference recognises that RM Fleet Technicians on joining RM Fleet, are to be supplied with a complete tool kit in line with current agreements, at nil cost to the individual. In addition to this Conference recognises that the RM Fleet Standard Times Agreement which RM Fleet rolled out nationally in May 2016, recognises that Technicians need to have a complete personal tool kit if they are expected to achieve standard times, the agreement states that; 'all upgrading of personal tool kits in line with the current tool list should be completed within 3 months of the introduction of Standard Times'.

Standard Times has been in place for over 3 months and the supply of complete tool kits and basic personal tools remains an issue, with the business failing to supply complete tool kits and or replacement basic tools to Technicians when requested. Given RM Fleet's disregard in honouring this section of the Standards Time Agreement, Conference instructs the Postal Executive to withdraw from the Standard Times Agreement in its entirety, until such time as RM Fleet have honoured their commitment to upgrade and or supply complete tool kits to all RM Fleet Technicians.

London Regional MT  
Scotland MT

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**Packages and Express**

**130** **CATEGORY A:** This Conference instructs the Postal Executive that in view of recent incidents and the increasing number of accidents involving parcels/items falling from the back of trailers being opened by our members in Parcelforce Worldwide Depots, the Postal Executive is instructed to secure an agreement with Parcelforce Worldwide for the re-introduction of the 'redline maximum load height' in all trailers, including Double Deckers.

Furthermore, the Postal Executive is instructed to negotiate the introduction of some sort of safety equipment to be fitted to all standard box trailers used for the PFWW operation, where this is not possible then an agreed mandatory clear space between the last parcel and the trailer's doors must be introduced, ensuring the safety of our members when opening the trailer's doors.

**Scotland and Northern Ireland Regional Parcels Committee**

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## SECTIONAL ISSUES

### Section 3.3 : Thursday (10.40 – 11.50)

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#### Royal Mail Letters

**131** **CATEGORY A:** Conference instructs the Postal Executive to reach an agreement that introduces a mechanism to ensure that the agreed FT/PT Leave Reserve ratios in DO's are maintained and jointly reviewed on a quarterly basis.

**North West Central Amal**

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#### Royal Mail Letters

**132** **CATEGORY A:** Conference instructs the Postal Executive to reach an agreed policy with the employer that removes the 'or as directed' option on Scheduled Attendance contracted work, when the work associated to the agreed Scheduled Attendance contract still exists.

**South Central Postal**

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#### Royal Mail Letters

**133** **CATEGORY A:** Conference following the carriage of Motion 33 at last year's Conference in regard to reaching an agreement where a generic process is centrally produced to ensure that each Book Room has the ability to capture correctly the appropriate SA Christmas Bank Holiday hours and attendances performed, thus making sure that timely payments are made to our members who are entitled to receive this benefit. To date there has been no improvement to this process and the issue remains, therefore the agreement needs to be achieved and that an LTB be provided on the progress of the discussions before Christmas 2017.

The Postal Executive is instructed accordingly.

**Eastern No.4**

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#### NOTE BY SOC

***Postal Conference 2016***

***Motion 33 CATEGORY A:***

***Conference instructs the Postal Executive to build upon the good work already performed around the Christmas SA Bank Holiday pay provision.***

***Conference believes that the lack of visible business support is an indication of them not meeting the commitments provided in the Christmas Arrangements document.***

***For Christmas 2016, the Postal Executive is instructed to reach an agreement where a generic process is centrally produced.***

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**SECTIONAL ISSUES**  
**Section 3.3 : Thursday (10.40 – 11.50)**

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*The purpose is to ensure that each bookroom has the ability to capture correctly the appropriate hours and attendances performed, thus making sure that timely payments are made to our members who are entitled to receive this benefit.*

*The Postal Executive is instructed accordingly.*

*Eastern No.4*

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**Royal Mail Letters**

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**134** **CATEGORY A:** This Conference notes that the Delivery Representative role has become increasingly technical particularly when engaging in Weekly Resourcing meetings. Whilst the ongoing IWT training has delivered a significant benefit it has become clear that additional ongoing support is needed via the ADRs.

To this end the Postal Executive is instructed to negotiate the facility for all ADRs to have independent access to the live IWTs for their Units.

Additionally, where an ADR has their office in a RM DO they shall be allowed independent access to the RM intranet.

The Postal Executive is instructed accordingly.

**NW/NW Divisional Committee**

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## **POSTAL INDUSTRY GENERAL ISSUES**

### **Section 2.8 : Thursday (11.50 – 12.45)**

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**135** **CATEGORY A:** Conference instructs the Postal Executive to negotiate changes to the Conduct Code Procedure whereby any penalty given under the Conduct Code runs from the date of the original decision and not from the date of any appeal decision.

**Newcastle Amal**

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### **136** **CATEGORY A: COMPOSITE MOTION**

**This Conference instructs the Postal Executive to reach agreement with Royal Mail that whenever a first line conduct issue is progressed to a second line manager for consideration, a full explanation for escalation by the first line manager will be recorded and forms part of the file that is made available to the member and their representative when the second line manager conducts the formal interview. A report to Branches on this issue by the Postal Executive to be submitted no later than 29<sup>th</sup> September 2017.**

South Yorkshire and District Amal  
Hull and East Ridings Amal  
Durham County Amal

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### **137** **CATEGORY A:** **If Carried 140 Falls**

This Conference instructs the Postal Executive that urgent discussions and agreement is achieved on the application of the RTA Agreement.

- Conference agrees that there is major concerns on how this procedure is being applied in the field by Royal Mail and there is major concern on the amount of Conduct Cases that are increasing due to minor RTA's, which are ending up with conduct penalties as severe as Suspended Dismissal for minor reversing RTA's etc.
- Conference believes that it is time that we reaffirm the approach that ensures the spirit of the RTA agreement is put into practice in all relevant workplaces which is 'keeping our drivers driving'.
- Conference agrees that the Agreement states that it will not be used as a way of managing RTAs, however management's approach has seen cases which have resulted in Point of Principle disagreements in defence of our members when Royal Mail exit the RTA process and discipline our members. Conference therefore believes that it is time that we clarify under what circumstances this should occur that ensures the principles of the RTA Agreement are maintained.

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## **POSTAL INDUSTRY GENERAL ISSUES**

### **Section 2.8 : Thursday (11.50 – 12.45)**

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- Conference also recognises that it is in everyone's interests that our members drive safely and therefore Conference agrees that a major CWU awareness campaign should be enabled by the CWU to engage our members on safe driving, reversing or any difficult manoeuvring situations.

The Postal Executive is instructed accordingly.

**North East Divisional Committee**

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**138** **CATEGORY A:** This Conference instructs the Postal Executive that a review takes place of the Approach for Union Representatives section of the Conduct Agreement.

Conference agrees that it is not in the best interests of our representatives to not have an avenue to a National Appeals Panel if they are subjected to a major discipline penalty of Suspended Dismissal without any further conduct penalties attached.

This Conference agrees that the Postal Executive approach Royal Mail to achieve an agreement that ensures our reps receive the opportunity to be represented at a National Appeals Panel if they receive any major penalty as deemed in the Conduct Agreement.

The Postal Executive is instructed accordingly.

**North East Divisional Committee**

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**139** **CATEGORY A:** This Conference instructs the Postal Executive to review the Joint Statement issued in February 2017 entitled 'ROYAL MAIL & CWU NATIONAL JOINT STATEMENT – AVOIDING DELAY (COMMIT TO DELIVER) and REPORTING STANDARDS' (LTB 078/17), which has undermined the agreements and Codes of Practice that already exist between the CWU and Royal Mail and is inadvertently detrimental to our members and has legitimised the phrase 'COMMIT TO DELIVER' which we request be removed from a reissued Joint Statement.

**Eastern No.6**

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**140** **CATEGORY A:** This Conference instructs the Postal Executive that the RTA Procedure should give clear guidances on the reasons a manager can apply Conduct Code to our drivers.

**Hull and East Ridings Amal**

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## **POSTAL INDUSTRY GENERAL ISSUES**

### **Section 2.9 : Thursday (14.00 – 14.55)**

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**141 CATEGORY A:** This Conference instructs the Postal Executive that urgent discussions and agreement is achieved that prevents local managers from stopping contractual sick pay where members are on sick leave from work.

- Conference notes the alarming approach that management are taking that results in stoppage of pay where managers are attempting to force our members to attend interviews and risk assessments that are not a requirement under our Attendance Agreement and more notably the Contact arrangements.
- Conference welcomes the recent Joint Statement regarding Contact Strategy, this however has not prevented management from threatening/ stopping sick pay where it is viewed as non co-operation when members refuse to attend management interviews outside of the day 28, week 12 and week 22 Long Term Sick Approach.
- Conference believes that the facility for stoppage of pay should be removed from line management to ensure compliance with the sick pay terms and conditions and to also prevent local managers from using the stoppage of pay as an intimidatory tactic.

Conference therefore instructs the Postal Executive to reach agreement that reaffirms that stoppage of pay cannot occur whilst members are compliant with the Contact Strategy Agreement and submitting fit notes that cover their absence.

**North East Divisional Committee**

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**142 CATEGORY A:** This Conference calls on the Postal Executive to get 'work related stress' and mental health issues recognised as an Accident On Duty (AOD) within the Attendance Agreement.

The work being done by the Equality Department along the lines of getting mental health issues more recognition and awareness in the workplace is outstanding.

With Royal Mail managers using duty of care in co-operation with local reps and mental health champions in the Branch hopefully the affected members will get the help they deserve. OH Assist and Feeling1stclass are really helpful if members are encouraged to seek help if they need it.

It's not right that our members, after being off with work related stress are getting added stress by being taken through the attendance prompt procedure.

At the moment it's only physical injuries that are classed as Accidents On Duty whether they are blameworthy or not.

What's the difference between a physical accident on duty and a mental health accident on duty?

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## **POSTAL INDUSTRY GENERAL ISSUES**

### **Section 2.9 : Thursday (14.00 – 14.55)**

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The Postal Executive should negotiate for an appendix to the Attendance Agreement where work related stress and mental health issues which result in sick days are classed as Accidents on Duty and discounted from the prompt procedure.

The Postal Executive is instructed accordingly.

**Hull and East Ridings Amal**

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**143** **CATEGORY A:** Conference is concerned at the way the business manages the so called 'line in the sand' situation in respect of absences related to disability when the business determine that they need to start counting such absences toward the Attendance Procedure.

Conference recognises and understands that there are good reasons that no specifics about how the decisions are taken in the new Attendance Procedure. That such things can be a moveable feast and that hard and fast numbers of absences or numbers of days would not be in the interests of our membership.

However, Conference believes that some clarity about process and rules would be very helpful to both Reps, the managers they deal with and most importantly of all our members who suffer from disability.

Consequently, Conference instructs the Postal Executive to attempt to agree an additional supporting document for the Attendance Procedure in line with the existing annex. This should attempt to include the following:-

- Clarity on what the process should be where the business are considering a 'line in the sand' decision and who should be contacted and what documentation would need to be provided.
- That advice received by managers on this should always be in writing and available to the affected member and their CWU Representative.
- That any such decision is invariably time limited, so there should always be an automatic end date, or review date on any such decision the business take.

Conference believes this approach would allow all parties to have understanding and clarity around the process, without removing the necessary flexibility for managers and reps that recognises there is no one size fits all approach that is suitable for disabled members.

Conference further instructs that if the Postal Executive is unable to produce an agreement on this, no later than the end of November 2017, a report on progress or reasons for opposition from the business should be published to Branches.

**Plymouth and East Cornwall**

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**144** **CATEGORY A:** It is widely recognised throughout all aspects of Royal Mail that members are being dismissed on grounds of ill health more than ever before. In many cases this is deemed as a simple option for the business, especially if it is known it will not be disputed by the employee. It is seen by the

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## **POSTAL INDUSTRY GENERAL ISSUES**

### **Section 2.9 : Thursday (14.00 – 14.55)**

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union however, as a cost cutting exercise that is difficult to challenge while observing the members wishes. When members are dismissed, local representatives are then left with the battle to recruit on a like for like basis.

The Postal Executive is instructed to negotiate a joint statement with the employer, which ensures the CWU locally is notified about any possible IHR cases prior to the option being given to the employee. This is to ensure staffing levels are discussed locally with the CWU as a priority and also ensure members options are fully considered before the IHR process begins. The joint statement will also reinforce each aspect of the IHR process that is currently in place.

**South Central Postal**

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**145 CATEGORY A:** This Conference is concerned that Royal Mail is failing to follow the Ill Health Policy (Managing Employees with long term ill health agreement) and leaving the Business due to ill health agreements, policies and procedures. Royal Mail is using the excuse of mail traffic reduction to fast track individuals through the Ill Health Retirement with lump sum process. Royal Mail are ignoring the requirements of the Equality Act 2010 and are failing to apply reasonable adjustments and refusing to accept redeployment transfers. Whilst Branches do represent the members on an individual basis there is a need for national intervention.

This Conference therefore instructs the Postal Executive to work with the Disability Advisory Committee and the appropriate Officers to put in place a robust monitoring system so that Branches can report breaches of the National Agreement and the issue can be raised by the Postal Executive and appropriate Officers with Royal Mail to end the abuse of the nationally agreed procedures and agreements.

**CWU Disability Conference**

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**146 CATEGORY A:** The Ill Health Retirement Agreement aims to assist employees with ill health to recover and where possible to return to work, including on adjusted duties where appropriate, and 'to ensure a supportive and fair approach to employees who are unable to continue to undertake their normal duties due to ill health'.

Some members have experienced the IHR process as a fast route out of their job with lip-service paid to the spirit of the agreement. It is sometimes perceived that managers may be manipulating evidence to support the case for IHR. Then when it comes to the appeal stage, the manager hearing the appeal could be the closest manager in the business, senior to the dismissing manager; close friends possibly colluding on the same budget agenda to avoid the simple human decency of helping a long-serving member injured at work to continue to support their family after a life-changing injury at work; caused or contributed to by Royal Mail.

At least with the Conduct Code you have the opportunity of a fresh pair of eyes; an independent Appeals Manager, hopefully seeing the case in an impartial and objective way.



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## POSTAL INDUSTRY GENERAL ISSUES

### Section 2.9 : Thursday (14.00 – 14.55)

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This Conference instructs the Postal Executive to meet with Royal Mail to revisit the Ill Health Retirement Procedure to insist on having an independent Appeal Stage to this Procedure with the aim of providing real support to our members.

**Highland Amal**

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## **147** CATEGORY A: COMPOSITE MOTION

This Conference welcomes the carriage of motion 103, in the name of Kent Invicta, at last year's Conference; seeking access to full written records of HR advice, both that sought and received by managers, in relation to our agreed personnel procedures.

Conference, however, notes with concern that this policy has not yet been achieved and that HR advice and support continues to have a major influence on the outcome of those same personnel procedures; often to the extent that managers are unable to exercise any individual discretion and/or local knowledge of the prevailing circumstances in any case. This is in conflict with the wording and spirit of our national agreements covering these procedures.

It should also be noted that since the carriage of motion 103 last year, HR support and advice has become even more remote from the members and their representatives in that it has become an exclusively management service and now refuses to correspond, in any form with CWU representatives.

Therefore, Conference instructs the Postal Executive to enter into immediate negotiations with the employer to achieve the full terms of motion 103 at the earliest opportunity.

Anglia Divisional Committee  
Eastern No.6  
Eastern No.3  
Eastern No.5

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#### **NOTE BY SOC**

*Postal Conference 2016*

***Motion 103 CATEGORY A: Conference instructs the Postal Executive to enter into negotiations with Royal Mail Group to ensure that the following is included within all of these agreed procedures:***

- ***Attendance Procedure.***
- ***Conduct Code.***
- ***Grievance Procedure.***
- ***Bullying & Harassment Procedure.***

***Where a manager seeks HR advice, both the request and the response must be in writing. This must also include the date(s) and names of all parties involved. This correspondence must be provided as part of the paperwork in the case.***

***Kent Invicta***

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**POSTAL INDUSTRY GENERAL ISSUES**  
**Section 2.9 : Thursday (14.00 – 14.55)**

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**148** **CATEGORY A:** This Conference instructs the Postal Executive to establish a case library which can be accessed online through the CWU website.

The format could cover a variety of issues including Conduct, Attendance, Ill Health Retirement, Road Traffic Accidents, Industrial Relations and more. It would be relatively easy for sensitive or personal information to be redacted. Documents could be double-checked before publication.

Access could be restricted or not as deemed appropriate, but there would be clear benefits for succession planning by allowing both potential and young reps to gain understanding by viewing good examples of work by senior Reps.

A case library could allow case review opportunities and also help reps who have a monkey-see, monkey-do skillset. There is more than one way to peel a banana.

The Postal Executive is instructed accordingly.

**Highland Amal**

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**PAY AND RELATED MATTERS**  
**Section 1.6 : Thursday (14.55 – 15.30)**

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**149** **CATEGORY A:** Conference agrees that the pay supplements based on contracted hours and not hours actually worked is unfair, unreasonable and potentially discriminatory.

Conference agrees that agreement is reached with Royal Mail that all pay supplements are based on actual hours worked and not based solely on contractual hours.

The Postal Executive is instructed accordingly.

**York and District Amal**

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**150** **CATEGORY A:** **If Carried 153 Falls**

This Conference instructs the Postal Executive to secure an agreement with Royal Mail to uplift all relevant C.W.U. represented grades, to the maximum Christmas Pay Supplement of £100, and maximum payment of £100 under the National Joint Statement – New Incentive Arrangements- June 2012, which is also paid at the same time as the Christmas Pay Supplement, and regardless of contracted hours

**Nottingham and District Amal**

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**151** **CATEGORY A:** This Conference instructs the Postal Executive to ensure that the current arrangements for paid meal reliefs within Royal Mail are maintained.

This Conference further instructs the Postal Executive not to enter into any negotiations regarding a 35 hour working week with Royal Mail that would include unpaid meal reliefs.

**Southdowns, Weald and Rother**

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**152** **CATEGORY A:** This Conference instructs the Postal Executive to achieve agreement that Saturday Premium be paid for any hours worked on a Saturday, whether they be duty, overtime, or Scheduled Attendance, within CVIT.

**Newcastle Amal**

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**153** **CATEGORY A:** Conference recognises that our members working for Royal Mail in the RoMEC Section receive no extra reward for their efforts during the Christmas pressure period. During the festive period Royal Mail Letters processes require offices to be open longer, more staff to be employed, increased workload, machines to be running longer etc. all of which can increase the workload of our members who clean, repair and maintain our workplaces and equipment. Our members in letters receive a Christmas Supplement of £100 and it is felt that a payment to our members working under the RoMEC banner should also receive financial recognition.

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**PAY AND RELATED MATTERS**  
**Section 1.6 : Thursday (14.55 – 15.30)**

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Conference instructs the Postal Executive to negotiate with Royal Mail a Christmas payment/bonus that recognises the disruption and extra work that our members face during the festive period.

**South Central Postal**

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**154 CATEGORY X:** This Conference instructs the Postal Executive to scope and promote an approach to trustee pension investment on behalf of our members concerning any new Royal Mail pension scheme.

Conference believes a pension policy by the trustees would be required to alleviate over reliance on gilt, bond and various debt instruments that have de-risked some pension schemes to the detriment of growth and leading to the subsequent failure for future accrual.

Investment strategies de-linking a scheme from an over reliance of low yield debt instruments towards growth based should be preferred; an investment strategy involving both equities, property and bonds, and a funding strategy that allows some tolerance for surpluses and deficits needs to be examined.

**Eastern No.4**

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**155 CATEGORY X:** Conference congratulates the Health and Safety Department on its "Sun Smart - Skin Safe" campaign and condemns Royal Mail for not fully protecting the Outdoor Delivery Workforce from the Risks of Skin Cancer, Dehydration and Heat Stress caused by working outdoors, exposed to intense Sunlight and high temperatures during the summer months.

Conference also notes that the "Renfrew" agreement has led to the introduction of 5 hours plus Delivery Spans which will result in increased exposure to Skin Cancer causing Sunlight (UVA/UVB Rays) and dehydration causing heat stress and heat exhaustion, affecting large numbers of members, if longer Delivery spans become common place.

Conference therefore instructs the PEC to achieve the following with the assistance of the Health and Safety Department:-

Any agreement which increases delivery spans or time out on delivery must include as a condition of such agreement the 'free' provision of the following:-

- SPF 30+ or above broad spectrum UVA/UVB sunscreen/sunblock.
- Water bottles and carrying facilities.
- Sunglasses with sun lenses that provide 100% UVA/UVB protection as standard.
- Sun Protecting broad brimmed hats.
- Royal Mail Uniform Garments and Items rated at ultraviolet protection factor (UPF) 50+ to ensure effective shielding against the sun.

This will be supported by a joint RM/CWU workforce education campaign with information, instruction, training and supervision in the use and wearing of these items.

**Scottish Regional Health and Safety Forum**

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