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Newcastle Amal Branch

May 2016

ANNUAL CONFERENCE REPORT 2016

This year's Conference delegation was as follows:-

General Conference

John Woodhouse	-	Branch Secretary	Mark Hugall	-	Area Safety Rep
Ben Ridden	-	Equality Officer	Catherine Wilson	-	Women's Officer
Kath Kelly	-	Processing Rep	Steve Keeley	-	Branch Editor

Postal Conference

John Woodhouse	-	Branch Secretary	Mark Hugall	-	Area Safety Rep
Ben Ridden	-	Equality Officer	Steve Keeley	-	Branch Editor
Julian Goulden	-	Area Delivery Rep	Lenny May	-	Area Processing Rep
Sara Wright	-	Area Admin Rep	Chris Nicholas	-	Parcels Secretary
Laura Conlon	-	Counters Secretary	Ray Ellison	-	Washington DO

Regular Conference reports were provided during last week's Conference on the Branch website at <http://www.cwunewcastleamal.org/conference.html>

In addition Conference news could also be found on our Facebook and Twitter feeds using the following links:-

<https://www.facebook.com/cwunewcastleamal>

<https://twitter.com/cwunewcastle>

Please see below the decisions taken by Conference regarding motions submitted to Annual Conference by the Branch:-

The following motions were accepted as policy by CWU HQ prior to the opening of Conference:-

NIGHTSHIFT ALLOWANCES

This Conference instructs the incoming Postal Executive to pursue the existing policy as a matter of urgency that all shift allowances be 100% pensionable for all members working within Royal Mail.

Conference further instructs the PEC to achieve the policy on a phased basis commencing within the 2016 pay award

SAVINGS

This Conference instructs the incoming Postal Executive that a share of savings from any Royal Mail business driven change from April 2016 onwards be chalked up and recorded, and used for ongoing improvements to terms and conditions for CWU members

WORKPLACE SAFETY REPS

This conference notes that workplace safety reps perform health and safety duties in their units on a daily/weekly basis and this time goes un-measured. Therefore this conference instructs the PEC to negotiate a national process that records hours performed in the role when a workplace safety rep has been released to undertake and complete health and safety tasks.

The information provided can then be used to assist Reps in negotiating standard release time for WSR's in each unit

The following motion was withdrawn by the Branch as a result of previous policy carried on the same issue:-

SHORTER WORKING WEEK

This Conference instructs the incoming Postal Executive that any final agreement(s) on OMP/single wave and Production Control/Automated Data Capture must contain a minimum of a one hour reduction in the working week within each agreement

The following motions were carried as policy after debate at Conference:-

REPS DISCIPLINE

This Conference notes that Dave Chapple the CWU Rep at Bridgwater was called to attend a possible dismissal interview on Thursday 31 March 2016.

Conference also notes that despite the commitments in the “Agenda for growth” agreement to a mutual interest culture and working together, an ever increasing number of reps are being taken through the discipline process including Len May of Newcastle Amal and Dai Thomas of the South West Wales branch.

Conference agrees that it is totally unacceptable for Royal Mail to target CWU reps in this manner and instructs the Postal Executive to use all the means at their disposal to defend these reps and other reps that are currently being taken through the disciplinary process. Conference further instructs the Postal Executive to make an immediate approach to Royal Mail to express our concerns about their current approach and to leave them in no doubt about our response should representatives be dismissed.

The Postal Executive is instructed accordingly

The motion was moved by Bristol & District Branch and seconded by John Woodhouse

TPM PAYMENTS

Conference instructs the PEC to negotiate an agreement that extends TPM payments for members who work on machines covered by the TPM agreement whilst they are working on them on overtime.

The motion was moved by Lenny May and seconded by Ben Ridden

CROWN OFFICE CLOSURES

This Conference instructs the incoming Postal Executive to produce a Crown Office closure campaign pack that contains best practise from previous national and local closure campaigns, to assist Branches in campaigning against proposed closures

The motion was moved by Laura Conlon

MENTAL HEALTH TRAINING

This Conference instructs the incoming Postal Executive 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 PEC are therefore instructed to achieve paid leave for attendance on the CWU mental health awareness course

The motion was moved by Lenny May and seconded by Ben Ridden

The following motion was not carried as policy after debate at Conference:-

ATTENDANCE PROCEDURE (EQUALITY)

This Conference instructs the incoming Postal Executive to secure changes to the attendance procedure which widen the scope of the procedure so that a sympathetic approach is taken by the employer for absence caused by conditions that do not automatically come under the Equality Act

The motion was moved by Ben Ridden and seconded by Lenny May

The following motions were 'timed out' and not debated at Conference, and will need to be considered for re-submission next year:-

ACCIDENT BOOK

This Conference instructs the incoming Postal Executive to negotiate with the business the re-introduction of a paper based accident book that is freely available for our members to record their work related accidents

ATTENDANCE PROCEDURE (NIGHTSHIFT)

This Conference instructs the incoming 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 PEC are instructed to agree a package of care to protect these vulnerable workers.

The package of care could include free provision of vitamins/fruit, health screening at work such as health buses, OH support at night; this list is not exhaustive

The package should also include provision for a much more sympathetic approach to sick absence rather than a punitive approach recognising that night shift working has a detrimental effect on health and well-being.

DOOR TO DOOR

This Conference instructs the incoming Postal Executive to negotiate a change to the Door to Door agreement that no Door to Door items are delivered during the month of December

Branch delegates also entered debate and supported other motions on the Conference agenda pad.

In closing, I would like to thank all Branch delegates for their hard work and assistance whilst at Conference. Your Branch continued to be one of the most hard working and active Branches at Annual Conference.

John Woodhouse
Branch Secretary



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