

No. /24

19<sup>th</sup> April 2024

Dear Colleagues,

## Postal Department & Industrial Executive Restructure – Health & Safety

As part of the overarching proposals relating to Health & Safety to be debated at Annual Conference 2024, the Postal Executive (PE) fully accepts the need and requirement to integrate Health and Safety matters and all associated ‘mainstream activities into the Postal Constituency. The principle aim is to maintain and improve coordination between the Postal Executive and all structures of the CWU to ensure health and safety is given the profile and respect it deserves.

As such, **subject to** the decisions taken at Annual Conference, the PE have agreed that the policy for the integration of Health and Safety will fall to each of the Assistant Secretaries who will take the lead on each of the following areas:

<b>Outdoor Department</b>	<ul style="list-style-type: none"> <li>• Delivery</li> <li>• Collections</li> <li>• Cleaners</li> </ul>
<b>Indoor Department</b>	<ul style="list-style-type: none"> <li>• Parcellforce</li> <li>• Logistics</li> <li>• Distribution</li> <li>• Processing (PCL Hubs, Mail Centres, RDCs, WBCs, Air Hubs)</li> <li>• International</li> <li>• Eurest</li> </ul>
<b>C&amp;CH Department</b>	<ul style="list-style-type: none"> <li>• POL</li> <li>• Admin</li> <li>• LAs</li> <li>• MDEC &amp; Customer Experience</li> <li>• HR</li> <li>• Finance, Stamps &amp; Collectibles</li> </ul>
<b>PTCS Department</b>	<ul style="list-style-type: none"> <li>• Fleet &amp; Engineering</li> <li>• RMPFSL</li> </ul>
<b>PFW</b>	<ul style="list-style-type: none"> <li>• Already x4 ASRs in place that cover Regions</li> </ul>
<b>POL/Capita</b>	<ul style="list-style-type: none"> <li>• IR structures already in place that include Health &amp; Safety</li> </ul>

Each of the above Departments would seek to ensure that the relevant Area Safety Rep(s) are co-opted to work with each Assistant Secretary and take the lead on the areas within their responsibilities, as well as in discussions with the employer in relation to those functions and report back to the relevant Assistant Secretary. This role could, where appropriate, include integrated IR/Safety roles for some of the functions outlined.

In addition, it is the intention that the above ASRs will attend the Senior Field Officials' Briefings as required by the Assistant Secretaries (1 in PFW would take the lead) and report on any related subject matters. Furthermore, activity will take place on reviewing the field structures to ensure Health and Safety is integrated into the mainstream Divisional, Parcels Regional Committee and Engineering and Fleet Territorial Meetings.

In outlining the above approach and policy we want to demonstrate to our Area Safety Representatives that the Postal Department has taken this matter seriously and that going forward we will seek to ensure that there is more involvement from Health and Safety Representatives on industrial matters.

Whilst the above principles have been agreed, this will continue to be work in progress and subject to review as to what needs to be factored in to future ways of working/ linked into any changes in Central Services, including the possible appointment of a Health & Safety expert whom the Assistant Secretary can liaise with to ensure we finalise the interfaces at stage 3 level of the SHE Dispute Resolution Process.

A meeting with all of the CWU Area Health & Safety Representatives at Postal Conference will be arranged to update colleagues on the content of this LTB and a small working group will be formed to work with PE members to produce a set of recommendations to finalise the above principles and ensure we have proper engagement with all Health and Safety Representatives on a quarterly basis.

In closing, on behalf of the Postal Executive we would like to thank Dave Joyce for the incredible service he has given to the Union and more importantly for ensuring that the Health, Safety and wellbeing of our members has been at the forefront throughout his distinguished career. I am sure conference will also pay tribute to Dave in due course.

Any enquiries to the content of this LTB should be addressed to the DGSP department via [hford@cwu.org](mailto:hford@cwu.org).

Yours sincerely,

Martin Walsh  
**Deputy General Secretary (Postal)**

Andy Furey  
**Assistant Secretary**

Davie Robertson  
**Assistant Secretary**

Mark Baulch  
**Assistant Secretary**

Bobby Weatherall  
**A/Assistant Secretary**