

No. 045/25

25th February 2025

TO ALL BRANCHES

Dear Colleagues,

CWU RESTRUCTURING – BRANCH CONSULTATION

As explained in yesterday's LTB and further to today's online branch briefing, please find attached a copy of the consultation questions.

The online survey will be open from tomorrow morning and closes on Friday 21st March at 5pm.

We have also attached a brief note which will act as a guide for branches when completing the survey.

Any enquiries on the above should be addressed to the General Secretary's Department dlynch@cwu.org.

Yours Sincerely,



Dave Ward
General Secretary



Tony Keans
Senior Deputy General Secretary

Restructuring Consultation 2025- Guide for Branches

Format

Each branch will receive an email with a link to the surveys. Branches will also receive a link to an accompanying document, which must be read and/or discussed with branches ahead of completing the consultation.

The consultation is comprised of three surveys, one on branches, one on regional structures and one on our national structures. They have a mixture of yes/no questions, multiple selection and written response questions.

You can complete the surveys at different times but you cannot save your progress mid-way through a survey so make sure you are able to answer all the questions first. Ideally, branches would complete all three at the same time but it is not compulsory.

Completing the survey

Only one person from each branch should complete these surveys, after consulting with the rest of the branch on the consultation responses. We recommend having a branch meeting to discuss the questions.

Only one entry per branch per survey will be accepted. Please ensure you have done all the consultation with your branch beforehand as answers cannot be changed once the survey is submitted.

There is one question on the National Structures survey that is only for postal branches so other constituencies can leave that one blank but all the rest of the questions are union wide.

We encourage all branches to respond to the survey. This is so we can get the widest possible picture of what the priorities are for our branches and members. The survey must be completed by **5pm on Friday the 21st of March** but we strongly encourage branches to complete the survey ahead of this deadline. If you have an issue or question with the consultation, please email **info@cwu.org** and let us know.

Branch Structure

1. According to the CWU Rulebook, each branch shall elect no less than eight branch Officers and eight other branch committee members. Which of these roles are currently filled on your branch committee? (select all that apply)
 - Chair
 - Secretary
 - Treasurer
 - Equality Officer
 - Women's Officer
 - BAME Officer
 - Young Workers Officer
 - Political Officer
2. If there are vacant roles, what are the barriers to filling these positions?
(space to comment)
3. Does the branch feel the expansion of Officer roles related to equality positions is effective in ensuring a diverse branch and union? (Y/N)
4. Please explain your answer (space to comment)
5. Would you support some branch administration being centralised- including membership administration and some financial administration? (Y/N)
6. Does the branch ever have difficulties securing release from the employer for elected branch Officers? (Y/N)
7. If so, please list your employer and the positions you have issues securing release for (space to comment)

Procurement and Premises

8. Where does your branch currently operate from? (Select one)
- a. An owned premises
 - b. A rented/leased property
 - c. A rented/leased property (shared with another branch or region)
 - d. An owned premises (with another branch or region)
 - e. Employer-owned premises
9. If your branch shares a premises with another branch or region, which branch or region? (Space to comment)
10. Does the branch estimate that, for whatever reason (financial, space requirements etc) that they will need to relocate in the next 18 months? (Y/N)
11. Would the branch consider sharing a property with another branch, including branches from a different constituency? (Y/N)
12. Would the branch prefer that CWU HQ took a larger role in the procurement of property, equipment and services for branches? (Y/N)

Mergers

13. Would your branch potentially support merging with another branch, set against an agreed criteria? (Y/N)
14. If yes, please select the option the branch would consider (select one)
- a. Merging strictly with another branch from your constituency
 - b. Merging with another branch, including those from another constituency
15. Please explain your answer (space to comment)

Organising and Recruitment

16. Are Organising and Recruitment matters a standing item on the branch's meeting agenda? (Y/N)

17. Does the branch have any ideas for improving recruitment and retention within branches? (space to comment)

Additional Comments

18. Are there any other ways in which branches could save money or ease any financial issues? Please make any additional general comments here (space to comment)

Regional Structures

1. The objectives of the Regional Structures are laid out in the CWU Rule Book under Rule 7.1.3 as follows:
 - To work under the direction of the NEC and oversee all non-industrial work within the Region.
 - To support the development of the union's work within the wider trade union movement, including building stronger links to TUC Regional Structures.
 - To support the development of the union's political work, including building stronger links with the relevant Labour Party structures.
 - To support the development and delivery of the union's Organising and Recruitment Strategy.
 - To support the development and delivery of the union's Education, Learning and Training Strategy.
 - To support and oversee the work of our branches and implement strategies such as the CWU measures of success.
 - To develop Regional priorities and campaigns that support the general strategies of the union.
 - To support the development of the union's Communications and Engagement Strategy.

Do you feel the current Regional Structures are delivering on these objectives? (Y/N)

2. If not, why? (space for comment)
3. Please rank the objectives of the Regional Structure, in order of priority for the branch, with #1 being the highest and #9 being the lowest: (rank 1-9)
 - a) To work under the direction of the NEC and oversee all non-industrial work within the Region.

- b) To support the development of the union's work within the wider trade union movement, including building stronger links to TUC Regional Structures.
 - c) To support the development of the union's political work, including building stronger links with the relevant Labour Party structures.
 - d) To support the development and delivery of the union's Organising and Recruitment Strategy.
 - e) To support the development and delivery of the union's Education, Learning and Training Strategy.
 - f) To support and oversee the work of our branches and implement strategies such as the CWU measures of success.
 - g) To develop Regional priorities and campaigns that support the general strategies of the union.
 - h) To support the development of the union's Communications and Engagement Strategy.
4. What are, if any, the areas that the branch feels there is a lack of support, whether from HQ or the regions? (Select multiple)
- a. Political work
 - b. Recruitment and organising
 - c. Administrative support, including financial management
 - d. Education and training
 - e. TUC/TULO work
 - f. Other (space to comment)
 - g. None

Regional Committees and Subcommittees

5. Does the branch attend regional meetings on a regular basis? This includes Regional Subcommittee meetings, including meetings of the Equality, Health

and Safety, Young Workers, Retired Members, Education, Learning and Training and Political Subcommittee meetings. (Y/N)

6. If yes, which branch Officer attends these meetings? (space to comment)

7. If yes, which committees? (Select multiple)

- a. Regional Committee
- b. Regional Equality Subcommittee
- c. Regional Health and Safety Subcommittee
- d. Regional Young Workers Subcommittee
- e. Regional Retired Workers Subcommittee
- f. Regional Education, Learning and Training Subcommittee
- g. Regional Political Subcommittee

8. Does the branch believe the Regional Committee structure is effective? (Y/N)

9. Please explain your answer (space to comment)

Role of the Regional Secretary

10. How often is the branch in contact with the Regional Secretary or Assistant Regional Secretary? (Select one)

- a. Multiple times during the week
- b. Weekly
- c. Fortnightly
- d. Monthly
- e. Other (space to comment)

11. Has your Regional Secretary visited the branch or attended any meetings or events in the last six months? (Y/N)

12. Does the branch believe the objectives of the Regional Structure could be better achieved by having appointed officials? (Y/N)

13. Please explain your answer (space for comment)

Additional Comments

14. Does the branch have any other views on how the CWU could redesign the work currently undertaken within our regional structure? Please make any additional general comments here. (space for comment)

National Structures

NEC

1. Is the branch satisfied with the current structure and representation on the NEC? (Y/N)
2. If no, please explain your answer (space to comment)
3. Is the branch in favour of geographically elected representatives on the NEC? (Y/N)
4. Does the branch have any views on how the NEC can improve? (space to comment)

Industrial Executive (results from Postal and T&FS will be assessed separately)

5. Is the branch satisfied with the current structure and representation on the Industrial Executives? (Y/N)
6. If no, please explain your answer (space to comment)
7. **POSTAL BRANCHES ONLY:** Are you in favour of geographically elected Industrial Executives? (Y/N)
8. Are there any other improvements would you make to ensure the Industrial Executives are more effective? (space to comment)

The Constituencies

9. Does the branch believe that the current constituency structure is fit for purpose? (Y/N)

10. Please explain your answer. (space to comment)

Other

11. If you have any other comments or suggestions on how to improve our national structures, please tell us here. (space to comment)