

No: 077/25

16<sup>th</sup> April 2025

Dear Colleague,

## EM1 & HR Summit Discussions

The purpose of this LTB is to update Branches on the steps the DGS(P) Department has taken in relation to Motion E1 carried at Annual Conference 2024.

Motion E1 called for a HR Summit to seek to rectify some of what the field saw as significant problems with the business' application of our agreed HR processes and procedures and in particular the application of the 2015 Conduct Code Agreement.

Discussions have commenced on a new Conduct Code which will update the current 2015 Agreement. The negotiations have sought to address the issues we received feedback on from the field that gave rise to the motion. This included the business' approach to gross misconduct and the link to the business' Code of Business Standards. The talks have been positive and are at an advanced stage and we are hopeful that a new agreement will be reached over the next couple of months at the latest.

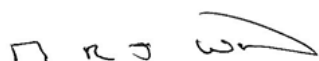
Talks have also commenced to reach agreement on an acceptable Attendance Procedure. Colleagues will be aware that the business is currently operating an unagreed Attendance Procedure. Whilst we have made some progress in making changes to this e.g. appeals at the 2<sup>nd</sup> stage of this procedure, the fact remains we need an overall agreed approach to attendance and we are committed to achieving this.

Lastly, I can advise that we are engaging with the business on a refreshed National Appeals Panel to better manage conduct when levelled against CWU Representatives. These negotiations are ongoing with progress being made and we are hopeful that an agreement can be reached.

Once these complex and vitally important set of negotiations are concluded, it is our intention to provide Branches with a comprehensive report, as required by the terms of Motion E1, in respect of our findings during these discussions and the rationale for any final agreement reached. The objective will be to have addressed the legitimate concerns raised in the Motion to the satisfaction of Branches and our members.

Any enquiries in relation to this LTB should be referred to the DGS(P) Department.

Yours sincerely,



Martin Walsh  
Deputy General Secretary (Postal)



Andy Furey  
Assistant Secretary



Bobby Weatherall  
A/Assistant Secretary