

**No. 110/25**

**10<sup>th</sup> June 2025**

**TO: ALL BRANCH SECRETARIES  
REGIONAL SECRETARIES  
DIVISIONAL REPRESENTATIVES  
SUB DIVISIONAL REPRESENTATIVES  
FLEET TERRITORIAL REPRESENTATIVES  
RM ENGINEERING REPRESENTATIVES  
RMPFS REPRESENTATIVES  
RMPFS CLEANER REPRESENTATIVES  
REGIONAL PARCEL ORGANISERS**

Dear Colleagues,

**CWU Special Restructuring Conference Agenda Pad – Saturday 28<sup>th</sup> June 2025**

Branches would wish to know that the agenda for the CWU Special Restructuring Conference which is being held at the Winter Gardens Conference and Convention Centre on Saturday 28<sup>th</sup> June has now been published on the website and can be accessed by opening the attachment or pasting the link into your browser:

<https://www.cwu.org/wp-content/uploads/2025/02/SPECIAL-RESTRUCTURING-CONFERENCE-AGENDA-2025.pdf>

Hard copies of the agenda will be available to collect from the venue on Friday 27<sup>th</sup> June 2025.

Any enquiries regarding this LTB should be addressed to Angela Niven by telephoning 020 8971 7237 or by post to head office or by email to [conferences@cwu.org](mailto:conferences@cwu.org)

Yours sincerely,

**A P Kearns  
Senior Deputy General Secretary**

AGENDA



# **SPECIAL RESTRUCTURING CONFERENCE 2025**

**28TH JUNE 2025**

**CONFERENCE AND EXHIBITION CENTRE  
WINTER GARDENS | BLACKPOOL**



*The communications union*



**CWU.ORG #THECWU**

#CWU25

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# SPECIAL RESTRUCTURING CONFERENCE

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**Saturday 28<sup>th</sup> June 2025**  
**Winter Gardens Convention Centre,**  
**Blackpool**

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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 Saturday 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.

### **PROHIBITIONS**

The terms of Standing Order 9 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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# STATEMENT

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## STATEMENT

Dear Colleagues

On behalf of the General Conference Standing Orders Committee, we would like to welcome delegates to this Special Conference on CWU restructuring.

In preparing the agenda, the SOC has sought to prioritise debate in order of importance within each paper since we are very aware of the serious nature of the issues facing the CWU and the urgent need for the Union to make policy to address these.

As with last years conference we have again given special provision to the NEC's enabling motions and I draw delegates attention to SO2d which puts this into effect.

Also as with last years conference, we have made provision for any delegate with mobility issues to participate in the card vote process. This is detailed in SO4c and I urge any branch who believe any of their delegation requires this reasonable adjustment to utilise it.

Finally, on behalf of the Standing Orders Committee, may I wish you all a successful conference and, as always, should you have any questions over the Agenda or Standing Orders, please feel free to contact us.

Yours sincerely,



**Paddy Magill**  
**Chair, General Conference Standing Orders Committee**

## SPECIAL GENERAL CONFERENCE 2025 “CWU - RESTRUCTURING”

### STANDING ORDERS

1. The sessions of the Special General Conference “CWU Restructuring” shall commence in accordance with the timetable.

2. **TIMETABLE**

- a
  - (i) President’s Address
  - (ii) General Secretary’s Address
  - (iii) Adoption of General Conference Standing Orders Committee Report (including appeals/reference back)
  - (iv) Sections of Special General Conference Business
- b Conference is divided into half-day sessions. If the business of any section is completed within the timetable, the Conference shall proceed immediately to the next section of business.
- c A motion that has been called for debate by the Chairperson before the end of a section is reached, shall be moved, seconded, debated and decided upon, subject to Standing Order 3n. No subsequent motions for the variation of the timetable to compensate for time lost by this procedure shall be admissible.
- d **The NEC enabling motions which are the last motions of each section must be heard and decided before conference proceeds to the next section of Business. No subsequent motions for the variation of the timetable to compensate for time lost by this procedure shall be admissible.**

3. **PROCEDURE IN DEBATE**

- a Every member of the Conference must remain in their seat, except the one who may be addressing the Conference and, should the Chairperson rise, no-one else shall continue standing nor shall anyone else rise until the Chairperson has resumed the Chair.
- b A delegate when speaking from the rostrum shall address the Chairperson. If two or more persons desire to speak at the same time the Chairperson shall decide to whom priority will be given. No person shall be allowed to speak twice on the same question.
- c All speeches shall be confined to the subject under discussion.
- d Delegates may only refer to documents which have a bearing on the subject under discussion.
- e
  - (i) Motions standing in the name of a Branch must be moved by a delegate from that Branch or by the Secretary of the Regional Committee to which the Branch is attached, if specifically requested to do so by the Branch responsible for the motion.
  - (ii) Motions standing in the name of a Regional Committee, must be moved by a delegate from that Region.
  - (iii) Motions must be seconded or else they shall be deemed to have fallen.
- f A motion may be seconded formally or by a speaker making a seconding speech.

### SPEAKERS

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# STANDING ORDERS

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## COMPOSITE MOTIONS

- g All sponsors of a composite motion will be responsible for agreeing the allocation of moving and seconding speakers from amongst those named within the composite motion, notwithstanding the terms of SO3e(i) and (ii).
- h The mover of a motion shall be allowed to speak for not more than 3 minutes and any other speaker (including the mover exercising the right of reply) for not more than 3 minutes.

**In EXCEPTIONAL CIRCUMSTANCES the mover and/or seconder of a motion may request special permission of conference to speak for a longer period, if agreed, it shall not exceed a further 2 MINUTES.**

- i The moving speaker shall have the right of reply to the debate only if there has been opposition and shall not introduce any fresh matter but shall be limited to answering the debate.
- j **All submitting bodies moving and/or seconding proposals shall not be allowed an additional speaker (subject to SO3i).**
- k The NEC (including all Officers and any NEC appointed representatives) shall be allowed a maximum of one speaker in all debates NOT standing in their name.

**EXCEPTIONALLY that NEC speaker may request special permission of conference to speak for a longer period, if agreed, it shall not exceed a further 2 MINUTES.**

- l No motion shall be spoken upon except by the mover, until it has been seconded. The mover of a motion who sits down without speaking upon it shall lose the right of addressing Conference, but shall still have the right of reply (SO3i applies). The seconder of a motion who sits down without speaking upon it shall not lose the right of addressing Conference.

## ENDING DEBATE

- m Any delegate who has not spoken on the motion before Conference may move "That the motion be now put" on the seconding of which the Chairperson shall immediately and without discussion put this motion to the vote. In the event of it being carried by a simple majority of Conference, Conference shall proceed to vote on the question itself, subject to SO3k and the right of reply as stated in SO3i being exercised.
- n Any delegate who has not spoken on the motion before Conference may move "That Conference proceeds to next business", on the seconding of which the Chairperson shall immediately and without discussion put this motion to the vote. In the event of it being carried Conference shall at once proceed to the next item on its agenda. **The exception to this will be the enabling motions at the end of each section (SO2d applies).**

## WITHDRAWAL

- o Any motion or composite motion may be withdrawn from the Agenda at any time by the sponsor(s) who shall notify the Chairperson of the Standing Orders Committee at the earliest opportunity. Once it has been moved and seconded, however, it shall not be withdrawn except with the agreement of Conference by a simple majority vote.

## POINT OF ORDER

- p **POINT OF ORDER** - 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 Chairperson 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).
- q The Chairperson'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.
- r The Standing Orders Committee shall have the right to enter debate on all matters affecting the decisions and role of the Committee.
- s Debates in Camera which have not previously been notified in the Agenda can be requested by a delegate or the NEC prior to the commencement of the debate and if such a request is supported by a simple majority of the Conference.

#### **4. VOTING PROCEDURE**

- a Voting at the Special General Conference "CWU - Restructuring" shall normally be by a show of hands in accordance with Rule 10.5
- b A card vote may be called for either by the Chairperson of the General Conference or when 25 delegates or more are on their feet (or following alternative accessible arrangements detailed in SO 4c) calling for such a vote immediately on the announcement of the decision of the hand vote.

When a card vote is taken it shall be based upon a count of Branch membership excluding retired members conducted as close to conference as possible.

**DURING A CARD VOTE ALL PERSONS MUST REMAIN IN THEIR SEATS AND NO PERSON SHALL ENTER OR LEAVE THE FLOOR OF CONFERENCE.**

All card votes of the effective membership represented by delegates shall be collected by the Standing Orders Committee.

Procedure for a card vote shall be as follows. The voting delegate of each branch shall be required to place in a ballot box a card indicating the effective voting membership of the Branch for, against, or abstention on the question requiring the decision, subject to the provisions of Rule 6.6.5. Once the Standing Orders Committee have announced the conclusion of the card vote, no further voting cards shall be included in the count.

On completion of the vote the General Secretary shall arrange for the counting of the votes and the issue of a circular to each delegate attending Conference recording the vote of each Branch and the result. When the motion being voted upon has a consequential effect on the following motion(s), Conference will proceed to the next item of business unaffected by the card vote result (subject to SO2d). When the card vote result is announced Conference will return to the earliest item provided it is within the timetable.

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# STANDING ORDERS

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- c The Standing Orders Committee recognises that for some people, temporary and more longer-term mobility issues can make it difficult to fully participate in calling for a card vote as per standing order SO 4a. By way of adjustment, the SOC have introduced a new system. A different coloured card will be a "plus 1" indicator for the purposes of any card vote being called for by the floor.

**Branches will be required to advise the SOC of any persons in their delegation who would require this adjustment so we can issue the card. The delegation leader will have the responsibility of organising this and when the "plus 1" card is used, the relevant delegate must be seated with the delegation.**

- d A motion will be deemed carried if it obtains a simple majority of the votes cast.

## **5. PROCEDURE FOR EMERGENCY MOTIONS**

- a The Emergency procedure is not applicable at this conference.

## **6. APPEALS/REFERENCE BACK PROCEDURE**

- a Written notice of appeals/intention to move reference back 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

must reach the Standing Orders Committee by noon on **Thursday 26<sup>th</sup> June 2025** by email to [conferences@cwu.org](mailto:conferences@cwu.org) Such written notice must advise of the intention to appeal/move reference back to alter the published agenda with details and reasons for doing so.

After consideration of appeals/reference backs by the SOC, Branches and Regional Committees, wishing to continue their appeal/reference back must seek to do so by addressing Conference at the commencement of business on **Saturday 28<sup>th</sup> June 2025**.

All parties advised by the SOC that their appeal/reference back has not been accepted will be issued with an appeal card entitling them to address Conference when called to do so by the Chairperson of Conference during the adoption of the General Conference Standing Orders Committee report.

- b Challenges to other SOC decisions as printed or announced in supplementary SOC reports must be made at the time the supplementary report is moved. Such challenges can be made to Conference by a delegate, when called to the rostrum, advising Conference that they wish to challenge a decision of the SOC and giving the reasons why.
- c All appeals/reference backs will be deemed carried if they have the support of a simple majority of Conference.
- d The NEC will also be required to follow these procedures.



## **7. SUSPENSION OF STANDING ORDERS**

- a Motions to suspend Standing Orders shall only be allowed to deal with business within the section being debated and that could not have been foreseen when the Timetable/Programme of Business was adopted.

**Motions to suspend Standing Orders to move to a different section of the agenda will not be permitted (SO2d applies).**

- b The Chairperson 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 Chairperson shall immediately refer such a 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 if supported by a simple majority of the Conference.

- c At the end of the period of suspension of Standing Orders, the Conference shall return to the published timetable. No subsequent motion for the variation of the timetable to compensate for time lost by the suspension of a Standing Order/Orders or the discussion of such suspension shall be admissible (subject to SO2d).

## **8. NEC ACCEPTANCE**

- a The NEC will indicate, in an SOC document published prior to Conference, the motions (excluding their own) which they are prepared to accept. When the SOC report is adopted, those motions will be deemed to be carried subject to SO8d, and will not be debated. Subsequent consequential rulings will be applied accordingly.
- b Opposition to the acceptance can only be registered by advising the Standing Orders Committee prior to the Standing Orders Committee Report being moved at the commencement of Conference. The Branch(s) registering opposition to NEC acceptance shall be published in the relevant supplementary report, (Rule 10.6.6.i refers).
- c Challenges to NEC positions of "accept" referred to in subsequent supplementary SOC reports will be dealt with in accordance with Standing Order 6b.
- d The acceptance of motions under the terms of this Standing Order shall not take priority over consequential rulings.
- e However, notwithstanding the provisions of 8a–d, all sponsors of motions do not have the facility to register opposition to acceptance of motions standing in their own name.

## **9. PROHIBITIONS**

Mobile phones or devices (Smartphones, 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.

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# PROGRAMME OF BUSINESS

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## PROGRAMME OF BUSINESS SPECIAL RESTRUCTURING CONFERENCE

### Saturday 28<sup>th</sup> June 2025

Time	Subject	
09.00	President Address	
09.10	General Secretary Address	
09.20	Adoption of Standing Orders	
09.30	Introduction – National Officer Roles	
09.40	National Officer Roles	<b>Motions 1-2</b>
10.10	Introduction – Conferences and Delegations	
10.20	Conferences and Delegations	<b>Motions 3-12</b>
13.10	Conference Adjourns for Lunch	
14.10	Introduction – National and Branch Structures Review	
14.20	National and Branch Structures Review	<b>Motions 13-14</b>
14.50	Introduction – Regions	
15.00	Regions	<b>Motions 15-23</b>
17.40	Closing Remarks	
17.45	Conference Closes	

# **SPECIAL RESTRUCTURING CONFERENCE**

## **CIRCLE LEVEL**

### **WINTER GARDENS CONVENTION CENTRE**

**PRESIDENT: ANDY MERCER**

**VICE PRESIDENT: MICK KAVANAGH**

#### **STANDING ORDERS COMMITTEE:**

**Samantha Adeyosoye**

**John Ballard**

**John Gaby**

**Paddy Magill**

**Jacky Morrey**

**Tony Sneddon**

**Joyce Stevenson**

**Julia West**

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## VOTING STRENGTHS

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### MEMBERSHIP OF BRANCHES IN POSTAL CONSTITUENCY

REF	BRANCH	GENERAL
01/001	Essex Amal	2339
01/002	Colchester and District Amal	593
01/003	Eastern No.3	1199
01/004	Eastern No.4	1150
01/005	Eastern No.5	1553
01/006	Eastern No.6	1204
01/008	Suffolk Amal	792
01/009	South Central Postal	1765
02/001	Birmingham District Amal	2471
02/002	South Midlands Postal	4887
02/003	Leicestershire	1150
02/005	Wolverhampton District Amal	1680
02/006	Derbyshire Amal	862
02/007	North Staffordshire Postal	933
02/008	Nottingham District Amal	2300
03/001	Doncaster and District Amal	1357
03/002	South Yorkshire and District Amal	2490
03/003	Bradford and District Amal	981
03/005	Leeds No.1 Amal	2719
03/006	York and District Amal	930
03/007	Hull and East Ridings Amal	495
03/008	Newcastle Amal	2289
03/010	Cleveland Amal	787
03/011	North East Central	1134
04/001	Northern Ireland Postal Amal	1632
04/003	Northern Ireland West	700
05/002	Isle of Man	117
05/003	Cheshire No.1 Amal	369
05/004	North West Central Amal	2055
05/006	Greater Manchester	2220
05/007	North West No.1	1199
05/010	East Lancs Amal	435
05/011	North Lancs and Cumbria	2606
05/012	Darwen Capita	294
05/013	Warrington Mail Centre	558
06/001	Glasgow District Amal	3290
06/002	Scotland No.2	2456
06/003	Grampian/Shetland Amal	776
06/005	Scotland No.5	685

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## VOTING STRENGTHS

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REF	BRANCH	GENERAL
06/006	Clyde Valley Amal	415
06/007	Orkney	35
06/008	Highland Amal	484
07/002	Portsmouth and District Postal	991
07/003	Southdowns, Weald and Rother	2062
07/004	Kent Invicta	2001
07/005	South East No.5	4587
08/001	Western Counties	2337
08/002	Plymouth/East Cornwall Amal	1310
08/003	Bournemouth and Dorset Amal	1046
08/004	Wessex South Central	1572
08/005	Bristol and District Amal	2251
08/006	Gloucestershire Amal	705
08/007	South West No.7	1271
08/009	Jersey	169
08/010	Guernsey	176
08/011	Worcester and Hereford Amal	671
08/012	Cornwall Amal	474
09/001	North Wales and Marches	1377
09/002	Shropshire and Mid Wales	726
09/003	South East Wales Amal	1460
09/004	South West Wales Amal	1137
09/005	Gwent Amal	698
10/002	Mount Pleasant	897
10/004	London Phoenix	496
10/009	Northern Home Counties Postal	1207
10/011	London Parcels & Station Amal	457
10/012	Northern/North West London	1752
10/013	East London Postal	1137
10/015	West London Postal	566
10/016	South East London Postal and Counter	1314
10/017	London South West	1158
10/018	Kingston Area	590
10/019	Romford Amal	1441
10/020	Harrow and District	1361
10/021	South and East Thames Amal	1201
10/022	Croydon and Sutton Amal	1066
10/023	South West Middlesex Amal	1078
21/006	South Central MT	119
21/827	Essex and Central Counties	80
21/831	North Anglia	11
22/032	Midland No.1	64
22/239	Midlands MT	132

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## VOTING STRENGTHS

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REF	BRANCH	GENERAL
22/803	Midland Counties	90
23/404	South Yorkshire	59
23/808	North East	33
23/830	West Yorkshire	117
24/024	Northern Ireland Telecom	11
25/821	Lancs and Cumbria	31
26/156	Glasgow and Motherwell	27
26/157	Scotland MT	111
26/825	Edinburgh, Dundee and Borders	27
27/805	Meridian	54
28/459	Somerset, Devon and Cornwall	22
28/828	Great Western	75
29/807	Mid Wales, the Marches and North Staffs	6
29/823	South Wales	31
30/122	London Regional MT	147
30/255	London Postal Engineering	175
45/001	Greater Mersey Amal	1614
99002	UTAW National	9
	<b>TOTAL</b>	<b>104,173</b>

## MEMBERSHIP OF BRANCHES IN TELECOM AND FINANCIAL SERVICES CONSTITUENCY

REF	BRANCH	GENERAL
21/827	Essex and Central Counties	2227
21/831	North Anglia	1385
22/032	Midland No.1	2788
22/601	Algas National	1167
22/803	Midland Counties	2240
23/404	South Yorkshire	793
23/669	Tyne and Wear Clerical	2091
23/808	North East	1352
23/817	Lincolnshire and South Yorkshire	1217
23/830	West Yorkshire	1771
24/024	Northern Ireland Telecom	1623
25/274	Manchester Combined	1725
25/646	Mersey	1063
25/730	Bootle Financial Services	870
25/801	Isle of Man	163
25/821	Lancs and Cumbria	1830
25/833	Preston Brook and Bury	465
26/156	Glasgow and Motherwell	806
26/825	Edinburgh, Dundee and Borders	1403
26/829	Scotland No.1	2139
27/049	South East Central	724
27/353	Portsmouth, West and Isle of Wight	490
27/805	Meridian	524
28/459	Somerset, Devon and Cornwall	1751
28/828	Great Western	1994
29/807	Mid Wales, the Marches and North Staffs	794
29/816	North Wales and Chester Combined	626
29/823	South Wales	2260
30/252	Greater London Combined	2467
30/810	Capital	1843
30/834	South London, Surrey and North Hampshire	1510
45/001	Greater Mersey Amal	869
99/002	UTAW National	4495
	<b>TOTAL</b>	<b>49,465</b>

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# **NATIONAL OFFICER ROLES**

**Saturday (09.30 – 10.10)**

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## **09.30 Introduction – National Officer Roles**

### **COMPOSITE MOTION**

**1**

**Page 18, Section “Redistribution of Workload” add new second and third paragraph below:-**

**“It is recognised that a reduction in the number of Postal Officers to three will mean we need to update the procedure where Postal Officers are covered by the PEC.**

**Therefore, standing orders of the PEC and the Unions Rules will be updated so that Postal Officers substitutes will be elected by the Postal Executive following each National PEC election”.**

South West Regional Committee  
Plymouth and East Cornwall AMAL  
Western Counties

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### **Enabling Motion**

**2**

Conference agrees that the policy contained within the ‘National Officer roles’ policy paper together with the motions that have been carried by this Conference now form CWU policy on National Officer roles.

**National Executive Council**

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**10.10 Introduction – Conference and Delegations**

**3**

**COMPOSITE MOTION**

**If Carried 5, 6, 7, 8 and 9 Fall**

The NEC is instructed to amend the conference and delegation's paper by

Deleting the entire section on page 6 titled "Moving to Biennial Conferences"

Deleting the word "biennial" from the first sentence of the section titled "Modernising Conference and Maintaining Our Democracy". Contained on page 9 of the policy paper.

Amend Point 1. Of the Recommendations on page 9 of the policy paper to read

"The next annual General and Industrial Conferences will be held in 2026"

Greater London Combined  
South London, Surrey and North Hampshire  
South Central Postal

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**4**

**COMPOSITE MOTION**

**If Carried 5, 6, 7, 8 and 9 Fall**

Page 6 Paragraph 1,2 and 3.  
Delete and replace with.

The Union should not move away from holding General and Industrial Conferences every year. However, in order to reduce costs, move to biennial in person conferences with an online conference held in the intervening years.

Therefore, conference instructs the NEC to withdraw recommendation 1 on page 9 of the report.

Essex and Central Counties  
Somerset, Devon and Cornwall

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**5**

**COMPOSITE MOTION**

**If Carried 6, 7 and 8 Falls**

Delete all after "Numbers" in the final paragraph of page 7 until "If the Branch Secretary is attending" on Page 8 and replace with:-

Given that the purpose of our redesign is to do less but better, and to be focussed on a strong industrial workplace Union it is recognised that the Unique workplace union structure in the Postal Constituency is a strength and that the diversity of reps, functions and different IR Frameworks we have is a strength.

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## **CONFERENCE AND DELEGATIONS**

### **Saturday (10.10 – 13.10)**

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Therefore although we need to make a substantial overall saving on Conference by moving to a biennial conference it is important that we maintain less frequent Postal Conferences as a mass participatory event that is inclusive of the diversity of our industrial structures.

This means that we will maintain a different, though slightly reduced delegation entitlement for Postal Conference moving forwards.

#### **Proposed new delegation arrangements**

The NEC is proposing the following:-

New Delegation Entitlements for branches according to membership as laid out below Maintaining larger, but reduced, delegation sizes for Postal Conference.

#### **New Delegation size for General and TFSE Conference**

<b>Membership</b>	<b>Delegates</b>	<b>Membership</b>	<b>Delegates</b>
<b>1-750</b>	<b>2</b>	<b>3751-4500</b>	<b>7</b>
<b>751-1500</b>	<b>3</b>	<b>4501-5250</b>	<b>8</b>
<b>1501-2250</b>	<b>4</b>	<b>5251 and above</b>	<b>9</b>
<b>2251-3000</b>	<b>5</b>	<b>6001 and above</b>	<b>10</b>
<b>3001-3750</b>	<b>6</b>		

#### **New Delegation size for Postal Conference**

<b>Membership</b>	<b>Delegates</b>	<b>Membership</b>	<b>Delegates</b>
<b>1-750</b>	<b>3</b>	<b>3751-4500</b>	<b>10</b>
<b>751-1500</b>	<b>4</b>	<b>4501-5250</b>	<b>11</b>
<b>1501-2250</b>	<b>5</b>	<b>5251 and above</b>	<b>12</b>
<b>2251-3000</b>	<b>7</b>	<b>6001 and above</b>	<b>13</b>
<b>3001-3750</b>	<b>9</b>		

South West Regional Committee  
Plymouth and East Cornwall Amal  
Western Counties

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## **6**

### **COMPOSITE MOTION**

**If Carried 7 and 8 Fall**

**Page 6 paragraph 3**

**Delete and insert;**

**"The NEC is instructed to hold an online general conference every other year between conferences to ensure full democracy is upheld on the running of the union."**

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## CONFERENCE AND DELEGATIONS

### Saturday (10.10 – 13.10)

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**Insert in the RECOMMENDATIONS 1. following 'biennial Conferences' the following: 'with an additional General Conference online only every other year'**

Shropshire and Mid Wales  
London Postal Engineering

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**7**

#### **If Carried 8 and 9 Falls**

Conference recognises that the CWU Annual Conference is at the heart of the democracy of the CWU, as well being the bedrock of our policy and decision making.

Therefore, Conference agrees the Industrial and General Conferences shall remain in place on an Annual basis, however the Conferences will be held with the proposed reductions and harmonisation of the delegations as contained within the Conferences and Delegation paper.

The Annual Conferences will remain in place until the complete restructuring process in relation to the National Structure of the CWU, including the central services departments of the General Secretary, Equality and Education, Communications and Legal Services as well as any Branch restructuring has been completed.

Once the complete review of the central services and any Branch restructuring has taken place, any further proposed change to the frequency of Annual Conference, will then be placed before either a Conference or Policy Forum of the Union

**Kent Invicta**

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**8**

#### **If Carried 9 Falls**

The subject of policy forums was first hi-lighted back in 2018 within the redesign report that was debated at a special conference that year in Bournemouth. Prior to that Branches were given assurances that guidelines from CWU headquarters would be provided to Branches explaining how a policy forum can be called, delegation sizes and rules and regulations governing the running of such forums. However, that report was never produced in time for the special redesign conference. Essex amal got up on a point of order and the section debating conferences be suspended until such a time that a report was written supplied to all Branches. The point of order was not carried and assurances given that a report will be submitted in due course.

There is an urgent need to modernise the CWU in order to safeguard the union and to prevent any form of merger with another trade union. Bearing this in mind we find ourselves discussing the issues surrounding the cost of conferences only a yearly basis and the savings to be made by moving forward to biennial with this process to commence from 2026 onwards.

The report up for debate at the special restructuring conference on page 9 talks about the decision making process at biennial conferences and at policy forums. It has been 7yrs since the redesign conference and still no report outlining exactly what defines a policy forum, how it's called, how its run or even the delegations to such events. There is no mention of

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## CONFERENCE AND DELEGATIONS

### Saturday (10.10 – 13.10)

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special briefings or special conferences just policy forums. We need to have a full understanding of exactly how we are to do business in between conferences.

Therefore recommendation 1 should be deleted in its entirety and replaced with:-

That the CWU moves to holding biennial conferences once a full report has been submitted to the Branches and agreed at general conference 2026.

**Essex Amal**

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- 9** This Conference agrees that a minimum of one Policy Forum will be called in the years between General Conferences to deal with General and Equality Issues.

**Greater Mersey Amal**

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- 10** Modernising Conferences and Maintaining Democracy (Page 9)

To included

Conference notes the proposals to modernise the approach to decision making and the formation of policy that ensures proper debate and agreement. Standardising elements such as delegations must extend further into reporting ownership and progress as it's imperative to provide a full understanding of forward momentum against achieving desired objectives.

The NEC, PEC & T&FSE must commit to the continuation of a member centric and democratic approach by providing regular updates on the outcomes of all motions carried at the previous conference. Further transparency should be provided on specific issues following all policy forums.

**Edinburgh, Dundee and Borders**

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- 11** Motion to amend paragraph 'STANDING ORDERS COMMITTEE'

Add at end:

This to result in a General SOC (with Industrial SOC input) report to the next General Conference submitted to Branches one month before the closing date for motions/Rules proposals to allow Branches and Regions to give their views.

The Report to include:-

- a) Proposals for fully online Conference(s) going forward.
- b) Possibility of separating General/Rules Conferences from Industrial Conferences both online and physical.
- c) Creation of separate online/physical Conferences for such matters as Political Fund Management Committee debates or Equality issues (mirrored on existing Regional Sub-Committees).

- d) Options for Regulation or Rules regarding appropriate timescales for NEC/Industrial Executive Reports or closing dates for submissions to allow time for consideration whilst making process as quick as possible.
- e) Other matters brought forward by the NEC/Industrial Executives/ General and Industrial SOC's.

**Leeds No.1 Amal**

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## **12**

### **Enabling Motion**

Conference agrees that the policy contained within the 'Conferences and delegations' policy paper together with the motions that have been carried by this Conference now form CWU policy on Conferences and delegations

**National Executive Council**

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# **NATIONAL AND BRANCH STRUCTURE REVIEWS**

## **Saturday (14.10 – 14.50)**

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### **14.10 Introduction – National and Branch Structure Reviews**

**13** Add at end of Recommendations add a further Recommendation following:  
'That the Regional Officials are made full members of the NEC.'

The NEC is instructed accordingly

**London Postal Engineering**

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**14** **Enabling Motion**

Conference agrees that the policy contained within the 'National and Branch structures review' policy paper together with the motions that have been carried by this Conference now form CWU policy on National and Branch structures review.

**National Executive Council**

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## **14.50 Introduction – Regions**

# **15**

**If Carried 16,17, 18, 19, 20, 21 and 22 Fall**

The proposals for regions are an improvement on the status quo but don't go far enough. All regional structures should be abolished and instead the National Networks should directly involve branches to coordinate work on the areas they govern. Each National Network should have a directly elected national official to lead their work. This would bring further savings by employing a reduced number of officials, and provide clearer democratic accountability at a national level.

Amend the Policy Paper "Regions" as follows:

In "Introduction", delete ", although our current regional structures have served us well,"

In "Regional Structure Cost Breakdown" replace the second paragraph with: "Replacing the 10 regional secretaries with 4 elected National Officials to each lead the work of a National Network would save approximately £366k per annum."

In "A New Regional Structure" replace "major change to our regions, particularly the existing number and role of regional secretaries" with "to abolish our regions"

In "A New Regional Structure" replace "major changes to the role and number of regional secretaries" with "to replace 10 regional secretaries with 4 national officials".

In "A New Regional Structure, replace "with a direct link to regional subcommittees" with "with a direct link to branches"

Replace the section in "A New Regional Structure" named "1. The Introduction of Five Regional Officials with a Redefined Role" with one named "1. The Abolition of All Regional Structures" and text: "Instead of electing 10 regional secretaries, CWU will elect in a national ballot, 4 National Officials - one for each of the new National Networks. Regional structures will be abolished and the funding reallocated. This will greatly simplify our structures and create clear democratic accountability for the issues covered by the National Networks. All funding currently allocated to regions will be reallocated. The NEC will decide the appropriate allocation of savings to branches, National Networks, and HQ."

In the section within "A New Regional Structure" named "2. Introducing National Networks" replace "The NEC is also proposing that alongside the five regional official roles, we introduce new national networks for specific areas of non-industrial/wider movement work that will provide a direct link between CWU HQ and existing regional subcommittees. These national networks will enable greater consistency across the regions and strengthen our non-industrial work." with "The NEC is proposing we introduce new national networks for specific areas of non-industrial/wider movement work that will provide a direct link between CWU HQ and branches. These national networks will enable greater consistency across the country and strengthen our non-industrial work."

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## REGIONS

**Saturday (14.50 – 17.40)**

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In the section within "A New Regional Structure" named "2. Introducing National Networks" delete subsections "e. Regional Young Workers Network" and "f. Regional Retired Members Network".

In the section within "A New Regional Structure" named "2. Introducing National Networks" replace the contents of the subsection "a. National Equality Network" with: "- The National Official for the Equality Network will oversee and liaise with the Equality, Education and Development Department (EED) as needed. The Equality, Education and Development Department will branches each committee with resources, education and training needs and liaise with them over potential issues and/or projects in their local or industrial area. – Branches should note that the Employment Rights Bill introduced by the Labour Government will bring in statutory rights for Equality trade union representatives, meaning we will be able to access better facilities and more time for reps to carry out their work. The National Official and our EED team will work together to best utilise these new provisions when they come in. – Areas of work will include national-led equality roadshows that deliver workshops, networking opportunities and promote equality campaign initiatives in branch localities to inform members about their rights at work, encourage membership involvement and target the recruitment of members into vacant union positions. – We will also continue the national networking events, which have been successful in providing safe spaces for equality strand groups to reconnect and network."

In the section within "A New Regional Structure" named "2. Introducing National Networks" replace the contents of the subsection "b. National Education Network" with "- The National Official for the Education Network will oversee the committee and liaise with the Equality, Education and Development Department as needed. The EED Department will support each branches in their training and learning needs and liaise with them over training, ULR and lifelong learning initiatives. – The National Official will provide support to the RELTC. The committee will also liaise with the relevant branch officials to ensure that the union can address training and education needs across the union. – We will also continue an annual ULR National Networking Event, which has been successful in developing new learning strategies to support members in a constantly changing learning and skills environment, enabling ULRs to share new opportunities and best practice, and develop their skills and confidence."

In the section within "A New Regional Structure" named "2. Introducing National Networks" replace the contents of the subsection "c. National Political Network" with "- The National Official for the Political Network will liaise with the GS Department on political matters. – The national official will work together with HQ to campaign locally and regionally, in and outside of the Labour Party and to develop local initiatives that aim to unite workers, across gender and ethnicity, against the far-right. – There will be a Political Officers Network briefing at least once a year and a dedicated Young Workers Political Forum will be held at least once a year, as well as additional guidance and support from HQ. – Political Forums can also be called to deal with urgent matters outside of Conference, according to CWU rules and guidelines. – The political fund will be used to provide extra support where needed."



In the section within "A New Regional Structure" named "2. Introducing National Networks" replace the contents of the subsection "d. Health and Safety Network" with "- The dedicated Health and Safety Policy Officer will give feedback to constituencies and branches on workplace health and safety issues. - This will be aided by the newly introduced health and safety structure, which takes a 'one union' approach to health and safety matters. - Both the Health and Safety Policy Officer and the relevant officials in the Industrial Departments will provide support, especially regarding health and safety campaigns and liaise with the relevant branch officials to ensure that the union can address health and safety matters across the union."

Rename "A New Regional Structure" to "Replacing Regional Structures with New National Structures"

Replace the contents of "Review of New Structures/Interim Roles" with "As stated above, this new structure and the new national official roles will be reviewed and it should be recognised that we may need to adjust and fine-tune the proposal as we move forward from implementation. The formal review will take place 12 months after implementation of the new structures. As part of this review, we will engage with branches and representatives to understand the effectiveness and financial sustainability of the new structure/new national official roles and we will assess the savings made, against the financial backdrop of the union at that time. Ultimately, any recommendations stemming from the review will be presented to a Policy Forum/Special Conference for agreement."

Replace the contents of "Summary and Financial Savings" with "The above changes will bring our structures much more in line with our needs and objectives, as a medium-size industrial union. Crucially, they will also provide very significant financial savings to assist in securing the future of CWU as a stand-alone union. As laid out above, the savings made by replacing the ten current regional secretary roles with four national officials would be approximately £366k per annum. In addition, a further significant saving for the general fund can be delivered by funding the new National Political Network and its official from the political fund, subject to the rules that govern this fund. In closing, the NEC believes the proposals set out in this paper are fundamental to the objectives of CWU restructuring and will not only significantly strengthen our financial position, but will also improve the consistency and effectiveness of our non-industrial work."

In "Recommendations" point 1, "five elected interim regional officials, reducing our annual regional expenditure by 50%" with "four elected interim national officials, reducing our annual expenditure that currently funds the regional secretaries by 60%"

In "Recommendations" point 3, replace "regional official role" with "national official roles"

**UTAW**

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**16****If Carried 17, 21 and 22 Fall**

Page 12 paragraph 1 a

Delete to roles. "The NEC is proposing that CWU elects five interim regional officials to replace the current regional secretary roles. "

And replace with ; The NEC is proposing that CWU elects 6 regional officers which will be Northern Ireland and an extended Scottish and Welsh regions protecting the devolved nations both politically and in the wider trade union sphere. And 3 English regions.

**Shropshire and Mid Wales****17****If Carried 18, 21 and 22 Fall**

This conference notes:

- Cost savings alone won't keep us as a standalone union, we need a fighting strategy to recruit and retain members
- With the loss of organising capacity from CWU Head office and the move to make branches responsible for recruitment and organising outside of the core employers we need to support branches in this essential endeavour.
- It is discriminatory to disallow members who do not work for recognised companies from standing for election to the new Regional Official role.
- Under the proposed structure the Regional Official is the main role outside of CWU HQ, therefore we propose the following amendments to the text concerning this role:

(Page 12 of the Conference Document)

**THE INTRODUCTION OF FIVE REGIONAL OFFICIALS WITH A REDEFINED ROLE**

- a. The NEC is proposing that CWU elects five interim regional officials to replace the current regional secretary roles. These new roles will be tasked with helping to develop and implement new national networks and support the growth of the union.
- b. These five regional officials will work across two regions each, though the regional boundaries will remain the same for the regional subcommittees.
- c. The five officials will work much more closely under the direction of the GS Department and the NEC to help support branches to build membership and increase the influence of the CWU.
- d. The primary responsibility of the new Regional Official role will be recruitment and organising which should include where necessary supporting CWU branches to service non-core members.

- e. The five officials will also support the initial implementation of the new national networks and the connection with the regional subcommittees (as set out below).
- f. Any administration work currently being carried out by the Regional Executive Committee will be absorbed by the regional official or by HQ, where this is more practical.
- g. DELETED

In addition to the above, the GS Department will work with the interim regional officials to ensure that there is provision for how each region will interact with the wider movement, particularly TUC regional committees.

This new approach also ceases the need for the Assistant Regional Secretaries and the Regional Executive Committee.

The new roles will be elected in September 2025, by branch ballot, for a period of 18 months. After 12 months, we will undertake a review of the effectiveness of this redefined role in supporting the objectives of the CWU and their financial sustainability.

The regions will be paired, for these new roles, as follows:

- Midlands and Eastern
- London and South East
- Scotland and Northern Ireland
- Wales and the South West
- North West and North East

**Midland No.1**

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## 18

### COMPOSITE MOTION

**If Carried 22 Falls**

**Delete: 'This new approach also ceases the need for the Assistant Regional Secretaries and the Regional Executive Committee' and insert:**

**This new approach also ceases the need for the Regional Executive Committees and will create a position for an interim Assistant Regional Official. If the Regional Official is a male then the Assistant Regional Official must be a female and should:**

**A: Be from a different constituency as the elected Regional Official**

**B: Not be from the same region as the elected Regional Official**

North Lancs and Cumbria  
North East Regional Committee  
West Yorkshire  
South East Regional Committee  
Northern Ireland Regional Committee

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**19**

This conference notes:

1. Cost savings alone won't keep us as a standalone union, we need a fighting strategy to recruit and retain members
2. With the loss of organising capacity from CWU Head office and the move to make branches responsible for recruitment and organising outside of the core employers we need to support branches in this essential endeavor.

This conference instructs the NEC to:

1. Make the primary responsibility of the new Regional Official role should be recruitment and organising which should include where necessary supporting CWU branches to service non-core members.
2. Remove the responsibility to interface with the Labour Party from Regional Official and leave it with the Regional Political Committee,
3. Likewise the regional TUC equality interface should be removed from the Regional Equality Committees.

**UTAW**

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**20**

Motion to amend paragraph "Review of New Structures/Interim Roles"

Add at end:

The overreaching principle, however, is that the review will ensure Regional Structures retain their own autonomy and independence, in the interest of its membership within its remit, through the democratic processes.

**Leeds No.1 Amal**

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**21****COMPOSITE MOTION**

**Page 12 Para 1.g**

**There is also a need to clarify the rules covering the eligibility as to who can stand for the five Regional Official Role**

**Delete from:**

**"The NEC are clear that these new positions should only be open to members who are employed in our recognised businesses, solely on a secondment basis for the period the individual is elected.**

**This means only members who work in CWU recognised companies would be eligible to stand and members elected as a regional official who subsequently choose to take voluntary redundancy from their substantive business role, would need to immediately relinquish the role.**

**Insert**

**"The new positions are open to all CWU members and will not discriminate against members from unrecognised businesses or Portability members."**

**Delete Paragraph**

**"This clarification and change to our existing rules is now essential because it can lead to an added and unaffordable financial burden of the union having to directly contract or employ more staff. We believe branches will understand that this was never the intention for our existing regional secretary role and the current loophole must be closed."**

South East Regional Committee  
Essex and Central Counties

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**22**

This Motion instructs the NEC to preserve the representative role of the Regional Assistant Secretary as part of the proposals to restructure the regions. Within those the proposals the recommendations from the NEC are to reduce the number of Regional Secretaries 50%, whilst increasing their responsibility to cover two regions.

This principal officer position benefits the regions in several ways, it promotes the proportionality agenda and develops representative participation in the non-industrial area. Finally, as we engage in those proposals set out in the new regional structures, the assistant secretary will be vital as a safeguard to support the health and wellbeing of the Regional Secretary.

**London Regional Committee**

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**23**

**Enabling Motion**

Conference agrees that the policy contained within the 'Regions' policy paper together with the motions that have been carried by this Conference now form CWU policy on Regions

**National Executive Council**

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### 24 Regions

This Conference instructs the NEC to remove the position of Regional Secretary within the CWU's organisational structure.

The CWU Regional Executive Committee will comprise of the following elected representatives:

- Chair and Secretary
- Financial Secretary
- Regional Political Officer
- Regional Lead – Women
- Regional Lead – BAME
- Regional Lead – LGBT+
- Regional Lead – Disability
- Regional Lead – Young Workers
- Regional Lead – Retired Members
- Regional Lead – Health and Safety
- Regional Lead – Education, Learning and Training

The Regional Executive Committee will also comprise of the following ex-Officio members:

- Regional, Territorial and Field Industrial Leads
- Designated NEC Member

**Mid Wales the Marches and North Staffs**

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### 25 Conferences and Delegations

Rule 10.4 Motions

To add to the Motions section:

If conferences get moved to bi-annually from annually, a motion should be allowed to be submitted in between conferences.

**South Midlands Postal**

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