

No. 260/25

25th November 2025

To: All Branches

Dear Colleagues

UPDATED REGIONAL SUB COMMITTEE CONSTITUTION

Branches will be aware that Rule 7 relating to our regional structure was updated, following our Special Rules Revisions Conference in June 2025. The rule now reflects our new regional structure and the implementation of our National Networks, designed to support our non-industrial work across the union. Branches will note that the rule refers to a Regional Sub Committee Constitution, which has to be updated following the changes endorsed by our Conference.

The NEC has now endorsed an updated Regional Sub Committee Constitution, which will be adopted by Regional Sub Committees going forward. Please find the Constitution attached.

The Constitution reflects the new regional structure and outlines how the Regional Sub Committee must consult branches when making important decisions and creating motions for Conference. The Constitution also forms an integral part of the new approach to regional governance, including the introduction of the National Networks and the role of the Regional Sub Committees in developing these networks.

We urge all branches to familiarise themselves with the new Constitution.

If you have any questions, please contact aobrien@cwu.org.

Yours sincerely



Dave Ward
General Secretary

CWU Regional Sub Committees Constitution

1. Names

Each Region (please see the Regional Sub Committee Areas as defined in Point 2 below) shall retain the following Regional Sub Committees:

- Regional Equality Sub Committee
- Regional Education, Learning and Training Sub Committee
- Regional Political Sub Committee¹
- Regional Health & Safety Sub Committee
- Regional Young Workers Committee
- Regional Retired Members Committee

2. Regional Sub Committee Areas

The ten CWU Regional Sub Committee areas are as follows²:

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

3. Membership of the Regional Sub Committee

The membership and boundaries of each CWU Regional Sub Committee will be in accordance with CWU Rule 7.5.

4. Primary Objectives

To support the CWU National Networks.

To liaise and work with the General Secretary, NEC, CWU HQ National Officials, Regional Official and branches in the development and implementation of CWU non-industrial and wider movement policies and campaigns in their respective region.

5. Regional Sub Committee Constitution

¹ Given there is no regional political fund in Northern Ireland and in accordance with long-standing union policy, there will be no Regional Political Sub Committee within Northern Ireland.

² Please note these are based on the CWU boundaries of the CWU Regions as of June 2025.

All Regional Sub Committees shall adopt and operate the Regional Sub Committee Constitution approved by the NEC.

6. Regional Sub Committee Leads

Each Regional Sub Committee shall elect a Lead representative who shall be the principal officer and will oversee the Regional Sub Committee³.

The term of office for the Regional Sub Committee Lead positions will be two years, commencing from 1 January 2026.

7. Regional Sub Committee Lead Responsibilities

- a. Under the direction of the General Secretary and the NEC, the Regional Sub Committee Lead will be responsible for actively developing and implementing the CWU non-industrial and wider movement policies relevant to the Regional Sub Committee within their area of responsibility.
- b. To assist and support branches regarding matters relevant to their Regional Sub Committee.
- c. The Regional Sub Committee Lead will be required to provide regular updates on their work to the relevant CWU National/Regional Officials and to Branches within their area of responsibility.
- d. The Regional Sub Committee Lead will be responsible for dealing with all correspondence relevant to their Regional Sub Committee.
- e. The Regional Sub Committee Lead shall prepare an annual report that shall be placed before their Regional Sub Committee for approval.
- f. It will be the responsibility of the Regional Sub Committee Lead to prepare the agenda and minutes of any Regional Sub Committee meetings and to circulate them to the members of the Regional Sub Committee and to Branch Secretaries to enable issues contained in the minutes to be pursued through the Branch and National Networks as necessary.

8. Regional Lead Elections

The Regional Sub Committee Lead shall be elected by and from all Branches within the Regional Sub Committee area boundaries (as of June 2025).

The elections for Regional Sub Committee Lead will be administered, on behalf of CWU HQ, by the relevant CWU Regional Official. The elections will be conducted in accordance with procedures and guidelines approved and issued by the NEC.

If ballots are required, then these will be conducted on a branch ballot basis of all branches within the respective Regional Sub Committee boundaries (as of June 2025).

Candidates will require the nomination of their own branch and the successful candidate shall be the individual who receives the highest number of votes cast.

³ With the exception of the Young Workers Sub Committees, who will continue to be represented by the two national representatives allocated to each region.

9. Regional Sub Committee Meetings

The Regional Sub Committee will meet four times per year.

10. Regional Sub Committee Decisions

The majority of topics and information debated and discussed at Regional Sub Committees will not require a decision to be voted on by delegates. However, it is recognised that some decisions, such as where the Regional Sub Committee is entitled to submit motions to Conferences (s) etc, will require a formal decision to be made.

Therefore, where such decisions on motion(s) are required, all branches within the Regional Sub Committee area will need to be consulted on these matters ahead of the Regional Sub Committee meeting to agree the respective motion(s).

For the motion to be valid, it must have the endorsement of the majority of the votes cast by branches in the Regional Sub Committee area.

11. Finance

In order to ensure financial compliance and accountability, where there is any matter that could have any significant implications or impact on branch finances then, prior to any decisions being made, all branches within the Regional Sub Committee area will need to be fully consulted on these matters.

12. Review of Constitution.

This constitution will be reviewed on an annual basis by the NEC.